

# In-Service Training Framework

## Ongoing Professional Development

### Early Support for Infants and Toddlers (ESIT)

#### Table of Contents

Purpose .....	1
Training Calendar .....	2
April .....	2
May.....	2
June .....	3
Infant and Early Childhood Mental Health (IECMH) Trainings .....	3
Washington Association of Infant Mental Health (WA-AIMH) .....	3
Foundations of Infant and Early Childhood Mental Health Training Series .....	4
Foundations of Reflective Practice .....	4
Introduction to Reflective Supervision for Supervisors .....	4
Using Reflective Supervision Through a Multi-Cultural Lens to Honor Others in Relationship-Based Work to Promote Diversity, Equity, Inclusion, and Belonging.....	4
WA-AIMH Endorsement Scholarships.....	5
University of Washington’s Parent-Child Relationship Programs (PCRP) at the Barnard Center	5
Promoting First Relationships (PFR) Level 1 .....	5
Promoting First Relationships (PFR) Level 2* .....	5
Promoting First Relationships (PFR) Level 3* .....	6
PFR Drop-In Sessions .....	6
PFR Booster Sessions .....	6
Reflective Consultation Groups.....	6
NeuroRelational Framework (NRF) .....	7
Other Ongoing Professional Development Trainings .....	7
Relationship-Based Teaming Practices .....	7
Engaging in Challenging Conversations.....	7
Foundations for Effective Teaming .....	8
Leading through Conflict and Change .....	8

Date: July 28, 2023

Department of Children, Youth and Families | Early Supports for Infants and Toddlers  
Approved for distribution by DeEtte Snyder, Workforce Development Manager

Domestic Violence and Family Safety Planning ..... 8

    Domestic Violence Assessment and Response ..... 8

    Safety Planning with Families ..... 9

Continuing Education: Family Resources Coordinators (FRC) ..... 9

Continuing Education: Licensed Therapists ..... 9

Continuing Education: Certified Special Educators ..... 9

DCYF does not discriminate and provides equal access to its programs and services for all persons without regard to race, color, gender, religion, creed, marital status, national origin, sexual orientation, age, veteran’s status, or presence of any physical, sensory, or mental disability.

If you would like free copies of this publication in an alternative format or language, please contact DCYF Constituent Relations at 1-800-723-4831 or email [communications@dcyf.wa.gov](mailto:communications@dcyf.wa.gov).



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

## Purpose

The purpose of this training guide is to:

Date: July 28, 2023

Department of Children, Youth and Families | Early Support for Infants and Toddlers  
Approved for distribution by DeEtte Snyder, Workforce Development Manager

## IN-SERVICE TRAINING FRAMEWORK ONGOING PROFESSIONAL DEVELOPMENT

- Describe the Department of Children Youth and Families (DCYF) Early Support for Infants and Toddlers (ESIT) sponsored professional development opportunities.
- Provide a calendar of opportunities including registration procedures.
- Provide information on Continuing Education Units (CEUs) and Clock Hours, and Washington Association for Infant Mental Health endorsement scholarship opportunities.

### Training Calendar

Click the training title to view a full description.

#### April

Training Title	Date	Time	Registration
<a href="#"><u>Introduction to Reflective Supervision for Supervisors</u></a>	4/2, 4/3, 4/4, & 4/5/2024	9:00 a.m.-12:30 p.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Domestic Violence Assessment and Response Part 1 &amp; Part 2</u></a>	4/4 & 4/5/2024	10:00-11:30 a.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Foundations of Infant and Early Childhood Mental Health</u></a>	4/16, 4/23, 4/30, 5/7, & 5/14/2024	1:00 p.m.-4:00 p.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Foundations of Effective Teaming – Spring 2024</u></a>	Session 1 of 2: 4/17/2024	9:00 a.m.-12:00 p.m.	Registration is closed
	Session 2 of 2: 4/24/2024	1:00 p.m.-4:00 p.m.	
<a href="#"><u>Promoting First Relationships (PFR) Drop-In Session</u></a>	4/22/2024	9:00-10:30 a.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Promoting First Relationships (PFR) Level 1</u></a>	4/24, 4/26, 4/29, & 4/30/2024	9:00 a.m.-12:30 p.m.	This training is now full. Check for future dates.

#### May

Training Title	Date	Time	Registration
<a href="#"><u>Promoting First Relationships (PFR) Level 1</u></a>	05/15, 05/16/, 05/20, & 05/21/2024	9:00 a.m.-12:30 p.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Safety Planning with Families (Strongly Recommended Prerequisite: Domestic Violence Assessment and Response Part 1 &amp; Part 2)</u></a>	5/17/2024	9:30 a.m.-2:30 p.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Promoting First Relationships (PFR) Drop-In Session</u></a>	5/21/2024	2:30-4:00 p.m.	<a href="#"><u>Click here to register</u></a>

Date: July 28, 2023

Department of Children, Youth and Families | Early Support for Infants and Toddlers  
Approved for distribution by DeEtte Snyder, Workforce Development Manager

## IN-SERVICE TRAINING FRAMEWORK ONGOING PROFESSIONAL DEVELOPMENT

Training Title	Date	Time	Registration
<a href="#"><u>Promoting First Relationships (PFR) Booster Sessions</u></a>	5/29 & 5/30/2024	9:00 a.m.-12:00 p.m.	<a href="#"><u>Click here to register</u></a>

### June

Training Title	Date	Time	Registration
<a href="#"><u>Foundations of Reflective Practice</u></a>	6/05/2024	1:00 p.m.-4:00 p.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Promoting First Relationships (PFR) Level 1</u></a>	06/17, 06/18, 06/26, & 06/27/2024	9:00 a.m.-12:30 p.m.	<a href="#"><u>Click here to register</u></a>
<a href="#"><u>Promoting First Relationships (PFR) Drop-In Session</u></a>	6/27/2024	2:30-4:00 p.m.	<a href="#"><u>Click here to register</u></a>

### Infant and Early Childhood Mental Health (IECMH) Trainings

The State Systemic Improvement Plan (SSIP) is a multi-year federally mandated plan designed to enhance the statewide system to improve results for children related to social emotional development and enhancing family relationships. The Washington State-Identified Measurable Result (SiMR) is:

*“There will be an increased percentage of infants and toddlers with disabilities who will substantially increase their rate of growth in positive social emotional skills, including social relationships, by the time they exit the early intervention program.”*

Additionally, the Comprehensive System of Professional Development has identified IECMH, and Infant Family Relational Health (IFRH), as a valued component in the ESIT system. The following courses will provide ESIT Service Providers a range of opportunities, both foundational and advanced, for enhancing their practice, no matter the discipline and are offered to any ESIT Professionals across the state at **no cost** as a critical component of both the SSIP and CSPD.

The IECMH courses may be used to fulfill continuing education or ongoing professional development requirements, and many can also be applied towards obtaining a WA-AIMH endorsement. Consult with WA-AIMH for details <https://www.wa-aimh.org/>

### Washington Association of Infant Mental Health (WA-AIMH)

[Watch this video](#) to learn about some of the opportunities below from leadership members at WA-AIMH.

Date: July 28, 2023

Department of Children, Youth and Families | Early Support for Infants and Toddlers  
Approved for distribution by DeEtte Snyder, Workforce Development Manager

### Foundations of Infant and Early Childhood Mental Health Training Series

This five-module, 15-hour training introduces foundational themes in the field and practice of infant and early childhood mental health. Participants will learn:

- trends in current research
- theory related to early development, relationships, and professional practice
- explore the use of reflective practice and relationship-based approaches.

Note: One of the five modules is the Foundations of Reflective Practice course listed below. If you complete this full series, the course below would be repetitive, and it is recommended you not register unless you would like to repeat that module.

[Learn more here](#)

### Foundations of Reflective Practice

This 3-hour workshop introduces reflective practice and the foundational values and skills that support it, including slowing down, self-awareness, critical thinking, and self-compassion.

Participants will learn:

- the purpose and benefits of reflective practice
- key skills that support reflective practice
- strategies for incorporating reflection into daily experiences.

Note: This course is one of the five modules included in the Foundations of Infant and Early Childhood Mental Health training series also offered by WA-AIMH. If you have already taken that series, it is recommended you not register for this course unless you would like to repeat that module.

[Learn more here](#)

### Introduction to Reflective Supervision for Supervisors

This is a 12-hour workshop plus monthly online reflective consultation group for early childhood supervisors who are or will be providing reflective supervision/consultation (RSC). Training content and consultation is based on best practices in RSC, including the Region X [Reflective Supervision Guide](#). Participants will learn:

- key principles of RSC
- skills to enhance their reflective supervision capacities
- strategies to support the professional growth and development of their supervisees
- ways assess their own strengths and areas for growth as a provider of RSC.

[Learn more here](#)

### Using Reflective Supervision Through a Multi-Cultural Lens to Honor Others in Relationship-Based Work to Promote Diversity, Equity, Inclusion, and Belonging

*There are currently no scheduled sessions*

Date: July 28, 2023

Department of Children, Youth and Families | Early Support for Infants and Toddlers  
Approved for distribution by DeEtte Snyder, Workforce Development Manager

Through this training participants will explore the concept of multicultural reflective practice to increase awareness on the impact of who we are in relationships, and the cultural assumption we bring to relationship-based work when engaged with families, colleagues, and community. Participants will practice the skills of critical self-reflection, socially locating oneself, pausing, supporting inclusion, and belonging to increase multicultural reflective stance.

## WA-AIMH Endorsement Scholarships

WA-AIMH offers different levels of [endorsement credentials](#) and provides recognition of specialized knowledge in professionals who are working with families and young children, including ESIT service providers. This endorsement is an internationally recognized credential, designed for professionals in the fields of early care and education, prevention and early intervention, home visiting, medical and behavioral health professions, child welfare, mental health, policy and advocacy, research, and others.

DCYF/ESIT has funding available to offer scholarships to assist with covering costs related to endorsement registration, membership, and processing fees. If interested in applying for WA-AIMH endorsement scholarship opportunities, please complete the [Scholarship Application](#). Scholarship funds that are awarded must be used by June 30<sup>th</sup> of the current year the funds were awarded. If funds are not used by June 30<sup>th</sup>, ESIT professionals will need to re-apply after July 1<sup>st</sup>.

WA-AIMH has Spanish support available for applicants going through the endorsement process. Please contact Veronica Rosa at [veronica@wa-aimh.org](mailto:veronica@wa-aimh.org) for additional information.

To schedule time with the endorsement coordinator or for other endorsement inquiries, please contact: [endorsement@wa-aimh.org](mailto:endorsement@wa-aimh.org)

## University of Washington's Parent-Child Relationship Programs (PCRP) at the Barnard Center

[Watch this video](#) to learn about some of the opportunities below from leadership members at the University of Washington.

### Promoting First Relationships (PFR) Level 1

This training is a 14-hour workshop focused on foundational knowledge in attachment theory and promoting secure caregiver-child relationships, development of self for infants through preschoolers, understanding and intervening with challenging behaviors, building caregiver reflective capacity, and use of PFR consultation strategies.

### Promoting First Relationships (PFR) Level 2\*

This in-depth training consists of 15 weeks of mentored professional development to become certified in the PFR evidence-based home visiting model. During this training, ESIT Service Providers, who have completed Level 1, view and discuss professionally filmed PFR intervention sessions with caregivers and young children to deepen their infant mental health observation and

reflection skills. Participants enhance their skills as they work with a caregiver/child dyad at their own site to deliver the 10-week PFR intervention. Providers receive direct support on how to discuss the caregiver-child videos, and how to implement the PFR concepts and consultation strategies.

By the end of the training, participants are certified to deliver the 10-week evidence-based model to the families on their caseload. Having PFR level 2 and/or level 3 certified providers at each ESIT Provider Agency gives families the ability to access the 10-week PFR program for themselves and their child.

*\*If interested in Level 2, send email of interest to [dcyf.esittraining@dcyf.wa.gov](mailto:dcyf.esittraining@dcyf.wa.gov)*

### Promoting First Relationships (PFR) Level 3\*

This in-depth training is for Certified PFR level 2 providers with high fidelity to the model. Participants receive 15 additional weeks of mentoring from a PFR Master Trainer as they implement the PFR intervention with a 2nd dyad, grow in their PFR expertise and reflective consultation skills, and learn how to train/support others at PFR level 2. The Agency Trainer model provides a way to sustain and grow the PFR program within the ESIT Provider Agency.

Trainers can deliver the PFR 10-week program to families, as well as train staff within their organization at Level 2, conduct regular reflective consultation with their PFR trained providers, and provide overall support for the program within their ESIT Provider Agency. Having PFR level 2 and/or level 3 certified providers at each ESIT Provider Agency gives families the ability to access the 10-week PFR program for themselves and their child.

*\*If interested in Level 3, send email of interest to [dcyf.esittraining@dcyf.wa.gov](mailto:dcyf.esittraining@dcyf.wa.gov)*

### PFR Drop-In Sessions

Join PFR trainer Carol Good and ESIT Service Providers from across Washington State to discuss embedding the PFR consultation strategies into your everyday coaching practices. Participants will explore PFR concepts, share experiences embedding PFR into practice, and receive support and consultation from PFR trainers. There will be a panelist of providers (PT, SLP and Educator) attending various sessions to discuss ways to embed PFR practices into their work with children and families. ESIT Providers must have received PFR Level 1, 2, or 3 training to attend.

### PFR Booster Sessions

PFR booster sessions are offered for providers who have participated in PFR level 1 or 2 training. The goal of these sessions is to support the ESIT Service Provider's confidence in using the PFR consultation strategies and understand how PFR can enhance ESIT services. An ESIT multi-disciplinary peer panel will share their stories and experiences of using PFR in their practice.

### Reflective Consultation Groups

Reflective Consultation is a monthly, protected time that gives ESIT providers the opportunity to explore their work with families and young children in a safe, supportive space. It offers a time for

providers to reflect about their own needs and to reflect about the emotional needs of the families they support, including both parents/caregivers and children. These groups also provide an opportunity to hear and learn from other perspectives. Participants report feeling increased joy and competence in their work and increased empathy for the families they work with.

*If interested in participating in Consultation Groups, send email of interest to [dcyf.esittraining@dcyf.wa.gov](mailto:dcyf.esittraining@dcyf.wa.gov)*

Please go to [PFR Website](#) for more detailed information about PFR and PFR training.

## NeuroRelational Framework (NRF)

*There are currently no scheduled sessions*

The NeuroRelational Framework (NRF) course is being offered to qualified and selected multi-disciplinary teams across Washington State. This advanced Infant and Family Relational Health (IFRH) training, focuses on the integration of social-emotional capacities with developmental needs of very young children and their families.

The course will be taught by Dr. Connie Lillas with Betty Peralta, MIT, MS-MHC, IMH-E (III) and is designed to support the following objectives based upon the NRF:

- Recognize the difference between adaptive and toxic stress in children, parents, and oneself, and eliminate toxic stress patterns whenever possible
- Identify and enhance levels of socio-emotional engagement across family members
- Decrease systemic fragmentation of care for young children and their families by building collaboration in teams
- Promote relationships by supporting individualized and customized care
- Encourage reflective practice as a means of supporting the effectiveness of practitioners working in the field and supporting them in their implementation of the NRF
- [NeuroRelational Framework Institute website](#)

*If interested in participating in the next cohort for NRF training, send email of interest to [dcyf.esittraining@dcyf.wa.gov](mailto:dcyf.esittraining@dcyf.wa.gov)*

## Other Ongoing Professional Development Trainings

### Relationship-Based Teaming Practices

DCYF ESIT contracts with Sound Options to provide training that enhances relationship-based practices of ESIT Service Providers, including ESIT Provider Agency leadership. These trainings focus on a team-based approach, emphasizing families as active team participants.

### Engaging in Challenging Conversations

*There are currently no scheduled sessions*



This course is designed to increase a participant's individual capacity for engaging in conflict and challenging conversations, which is essential in working collaboratively on a team and with families. It introduces key concepts, processes, and skills that are foundational for building deeper capacity for collaboration and shared learning. Cultural considerations are embedded throughout the course content.

This course will be offered two times in the contract year. Each of the offerings will consist of four 2.5-hour sessions. This course is intended for any ESIT Service Provider.

### Foundations for Effective Teaming

This course focuses on teamwork and collaboration as key foundational concepts within the ESIT program and participants will develop understanding of shared commitment to a mutual purpose with a mutually beneficial outcome as a foundation of effective teaming.

This course will be offered two times in the contract year. Each offering will consist of two 2.5-hour sessions. The target audience for this course is any type of ESIT Service Provider.

### Leading through Conflict and Change

This course will examine the critical relationship between the concepts of leadership, change, and conflict. Leadership facilitates a vision that calls for change and becomes the context for conflict as people resist moving outside their current comfort zones. Understanding these dynamics will prepare leaders to mobilize people as they engage these challenges.

This course will be offered two times in the contract year, and each will be a series of four 2.5-hour sessions. The target audience for this course is agency administrators, program directors, supervisors, and anyone with evaluation responsibilities.

### Domestic Violence and Family Safety Planning

ESIT has contracted with the Washington State Coalition Against Domestic Violence (WSCADV) to bring providers two trainings. These trainings will be offered three times in the contract year and will include participants from the DCYF Home Visiting program.

### Domestic Violence Assessment and Response

We highly encourage you to take this training prior to registering for *Safety Planning with Families* (below).

This training will be delivered in two 1.5-hour sessions.

- Building a shared understanding of domestic violence.
- Building skills in assessment, identification, and engagement with families around domestic violence issues.

It can be tough to get a conversation started or to know what to say when someone shares their experience of abuse. This two-part training by the Washington State Coalition Against Domestic Violence (WSCADV) will give ESIT service providers practical tools to help families, including

information about the role and services provided by community-based domestic violence advocacy programs.

### Safety Planning with Families

We highly encourage you to take *Domestic Violence Assessment and Response* training (above) before this training.

This training is delivered in one 5-hour session.

Participants are encouraged to attend *Domestic Violence Assessment and Response* prior to attending this training.

- Learn strategies to support families experiencing violence.
- Learn principles and methods in domestic violence family safety planning.

It can be hard to figure out what will increase the safety of a parent and child who are in a relationship with an abusive partner, especially when ending the relationship is not an option. This five-hour training will give ESIT service providers concrete strategies for supporting domestic violence survivors and families. Attendees will take part in an interactive digitized activity, In Her Shoes: Living with Domestic Violence, and walk alongside a survivor's story.

### Continuing Education: Family Resources Coordinators (FRC)

To be considered fully trained, FRCs are required to complete 12 hours of continuing education each year, starting in the second year of their career in the ESIT system. Documentation of these hours must be maintained in the FRC's personnel records, using the [FRC Training Documentation Form](#), and may be requested by DCYF ESIT for verification. To track additional training hours, download or print the [Additional FRC Training Documentation](#) page to track additional training hours

FRCs employed prior to July 1, 2021, may complete the Initial Training Requirements, including Step 1 (self-paced modules) and Step 2 (Live Seminar sessions), to enhance their practice. These hours may count toward continuing education requirements. Consult the [Initial Training Requirements](#) guidance on the courses available and registration procedures for Live Seminars.

### Continuing Education: Licensed Therapists

Check with your professional licensure organization to confirm the type of documentation you need and whether the ESIT trainings meet the required content criteria for your continuing education needs.

### Continuing Education: Certified Special Educators

ESIT trainings can be included in a [professional growth plan \(PGP\)](#) through OSPI using [FORM SPI 1128-8](#).

*\*If technical assistance is needed for CEUs or clock hours, send email to [dcyf.esittraining@dcyf.wa.gov](mailto:dcyf.esittraining@dcyf.wa.gov)*