

In-Service Training Framework

Ongoing Professional Development

Early Support for Infants and Toddlers (ESIT)

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Washington State Department of
CHILDREN, YOUTH & FAMILIES

Purpose

The purpose of this training guide is to:

- 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 Infant Mental Health endorsement scholarship opportunities.

Training Calendar

Click the training title to view a full description.

September

Training Title	Date	Time	Registration
Promoting First Relationships (PFR) Drop-In Session	9/17/2024	9:30 a.m.-11:00 a.m.	Click here to register
Promoting First Relationships (PFR) Booster Session	9/25 & 9/26/2024	9:00 a.m.-12:00 a.m.	Click here to register

October

Training Title	Date	Time	Registration
Promoting First Relationships (PFR) Level 1	10/7, 10/10, 10/15, & 10/16/2024	9:00 a.m.-12:30 p.m.	This training is now full
Safety Planning with Families (Strongly recommended prerequisite: Domestic Violence Assessment and Response Parts 1 & 2)	10/11/2025	9:30 a.m.-2:30 p.m.	Click here to register
Promoting First Relationships (PFR) Drop-In Session	10/16/2024	1:00 p.m.-2:30 p.m.	Click here to register
Foundations of Infant and Early Childhood Mental Health	10/22, 10/29, 11/5, 11/12, & 11/19	1:00 p.m.-4:00 p.m.	Click here to register
Engaging Challenging Conversations – Fall 2024	Session 1 of 4: 10/22/2024	9:00 a.m.-12:00 p.m.	This training is now full
	Session 2 of 4: 10/24/2024	1:00 p.m.-4:00 p.m.	
	Session 3 of 4: 10/29/2024	1:00 p.m.-4:00 p.m.	

IN-SERVICE TRAINING FRAMEWORK ONGOING PROFESSIONAL DEVELOPMENT

Training Title	Date	Time	Registration
	Session 4 of 4: 10/31/2024	9:00 a.m.-12:00 p.m.	
<u>Reflective Practice Supervision: Leading with Relationship</u>	10/22/2024	9:00 a.m.-12:00 p.m.	<u>Click here to register</u>
<u>Introduction to Reflective Supervision for Supervisors</u>	10/28, 10/29, 10/31, & 11/1/2024	8:30 a.m.-12:00 p.m.	<u>Click here to register</u>

November

Training Title	Date	Time	Registration
<u>Foundations of Reflective Practice</u>	11/4/2024	1:00 p.m.-4:00 p.m.	<u>Click here to register</u>
<u>Promoting First Relationships (PFR) Drop-In Session</u>	11/14/2024	10:30 a.m.-12:00 p.m.	<u>Click here to register</u>
<u>Foundations of Effective Teaming – Fall 2024</u>	Session 1 of 2: 11/19/2024	9:00 a.m.-12:00 p.m.	<u>Click here to register in the DCYF Training Portal</u>
	Session 2 of 2: 11/21/2024	1:00 p.m.-4:00 p.m.	

December

Training Title	Date	Time	Registration
<u>Promoting First Relationships (PFR) Drop-In Session</u>	12/17/2024	2:30 p.m.-4:00 p.m.	<u>Click here to register</u>

January

Training Title	Date	Time	Registration
<u>Foundations of Infant and Early Childhood Mental Health</u>	1/15, 1/22, 1/29, 2/5, & 2/12	1:00 p.m.-4:00 p.m.	<u>Click here to register</u>
<u>Leading Through Change and Conflict</u>	Session 1 of 4: 1/23/2025	9:00 a.m.-12:00 p.m.	<u>Click here to register in the DCYF Training Portal</u>
	Session 2 of 4: 1/24/2025	1:00 p.m.-4:00 p.m.	
	Session 3 of 4: 1/30/2025	9:00 a.m.-12:00 p.m.	
	Session 4 of 4: 1/31/2025	1:00 p.m.-4:00 p.m.	
<u>Domestic Violence Assessment and Response, Parts 1 & 2</u>	1/23 & 1/24/2025	10:00 a.m.-11:30 a.m.	<u>Click here to register</u>

IN-SERVICE TRAINING FRAMEWORK ONGOING PROFESSIONAL DEVELOPMENT

February

Training Title	Date	Time	Registration
<u>Engaging Challenging Conversations – Spring 2025</u>	Session 1 of 4: 2/11/2025	9:00 a.m.-12:00 p.m.	<u>Click here to register in the DCYF Training Portal</u>
	Session 2 of 4: 2/13/2025	1:00 p.m.-4:00 p.m.	
	Session 3 of 4: 2/18/2025	9:00 a.m.-12:00 p.m.	
	Session 4 of 4: 2/20/2025	1:00 p.m.-4:00 p.m.	
<u>Promoting First Relationships (PFR) Level 1</u>	2/24, 2/ 25, 2/26, & 2/27/2025	9:00 a.m.-12:30 p.m.	<u>Click here to register</u>
<u>Domestic Violence Assessment and Response, Parts 1 & 2</u>	2/26 & 2/27/2025	10:00 a.m.-11:30 a.m.	<u>Click here to register</u>

March

Training Title	Date	Time	Registration
<u>Foundations of Effective Teaming – Spring 2025</u>	Session 1 of 2: 3/11/2025	9:00 a.m.-12:00 p.m.	<u>Click here to register in the DCYF Training Portal</u>
	Session 2 of 2: 3/12/2025	1:00 p.m.-4:00 p.m.	
<u>Promoting First Relationships (PFR) Booster Session</u>	3/19 & 3/20/2025	9:30 a.m.-12:00 a.m.	<u>Click here to register</u>
<u>Foundations of Infant and Early Childhood Mental Health</u>	3/20, 3/27, 4/3, 4/10, 4/17	9:00 a.m.-12:00 p.m.	<u>Click here to register</u>
<u>Safety Planning with Families (Strongly recommended prerequisite: Domestic Violence Assessment and Response Parts 1 & 2)</u>	3/21/25	9:30 a.m.-2:30 p.m.	<u>Click here to register</u>

April

Training Title	Date	Time	Registration
<u>Promoting First Relationships (PFR) Level 1</u>	4/28, 4/29, 4/30, & 5/1/2025	9:00 a.m.-12:30 p.m.	<u>Click here to register</u>
<u>Introduction to Reflective Supervision for Supervisors</u>	4/28, 4/29, 5/1, & 5/2/2025	9:00 a.m.-12:30 p.m.	<u>Click here to register</u>

May

Training Title	Date	Time	Registration
Foundations of Reflective Practice	5/8/2025	9:00 a.m.-12:00 p.m.	Click here to register
Safety Planning with Families (Strongly recommended prerequisite: Domestic Violence Assessment and Response Parts 1 & 2)	5/28/2025	9:30 a.m.-2:30 p.m.	Click here to register
Foundations of Infant and Early Childhood Mental Health	5/30, 6/6, 6/13, 6/20, & 6/27	9:00 a.m.-12:00 p.m.	Click here to register

June

Training Title	Date	Time	Registration
Promoting First Relationships (PFR) Level 1	6/17, 6/18, 6/23, & 6/26/2025	9:00 a.m.-12:30 p.m.	This training has been cancelled

Infant and Early Childhood Mental Health (IECMH)/Early Relational Health (ERH) 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 Early Relational Health (ERH), 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 an Infant Mental Health Endorsement through the Center for Early Relational Health. Consult with an endorsement contact for details by emailing endorsement@cerh.org.

Center for Early Relational Health (CERH)

Formerly Washington's Association for Infant Mental Health (WA-AIMH)

[Check out this video](#) to learn more in-depth details about these opportunities directly from some of our IECMH/ERH training partners!

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 these five modules is the Foundations of Reflective Practice course listed below. If you complete this full series, it is recommended you not register for the course below unless you would like to repeat that module.

[Learn more about the Foundations of IECMH training series 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 listed above. 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 about the Foundations of Reflective Practice training course 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 Guidelines](#). 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 about the Introduction to Reflective Supervision for Supervisors workshop here](#)

Reflective Practice Supervision: Leading with Relationship

With [Dr. Barbara Stroud](#)

Reflective Supervision is a relationship-based approach which intentionally seeks to model the nurturing relational qualities necessary within the clinical hour. A reflective supervision approach builds on the relationship elements of emotional safety, self-regulation, and the capacity to hold multiple perspectives. This training will outline the relational ways of being that support reflection as well as offer helpful tools for new or seasoned supervisors. Attendees will be introduced to the three pillars of reflective practice relationships, specific skills for addressing staff accountability from a reflective lens, and strategies to support group supervision. Time for small group discussion as well as moments of self-reflection will be provided during the training.

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

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.

Infant Mental Health Endorsement Scholarships

The Center for Early Relational Health (CERH) 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, processing, and renewal fees. If interested in applying for endorsement scholarship opportunities, please complete the [Scholarship Application](#). Scholarship funds that are awarded must be used by June 30th of the current year the funds were awarded. If funds are not used by June 30th, ESIT Professionals will need to re-apply after July 1st.

To schedule time with the endorsement coordinator or for other endorsement inquiries in English and Spanish, please contact: endorsement@cerh.org

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

[Check out this video](#) to learn more in-depth details about these opportunities directly from some of our IECMH/ERH training partners!

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*

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*

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.

PFR Reflective Consultation Groups

Promoting First Relationship (PFR) 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 both parents/caregivers and children utilizing the PFR lens. 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*

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

Other Ongoing Professional Development Opportunities

Deaf/Hard of Hearing Training Modules

The Washington State Early Hearing Detection, Diagnosis and Intervention (EHDDI) Program has created multiple trainings to educate ESIT Professionals about working with children who are deaf or hard of hearing (DHH) and their families. [View all three modules here.](#)

Specialized Providers and Services

Discusses DHH specialized programs and supports, and special considerations when working with children who are DHH with additional disabilities.

[View module here \(1 hour\)](#)

Knowledge Building

Provides information about diversity in the DHH community, describes hearing levels, and technology options available.

[View module here \(1 hour\)](#)

Bias Awareness

Provides information about communication opportunities, recognizing biases, and ways to support diverse families.

[View module here \(1 hour\)](#)

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 Challenging Conversations

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 of 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 Change and Conflict

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 training courses. 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*