

JULY-SEPTEMBER 2022  
VOL. 28 ISSUE 3



**NORWESCAP**  
Child & Family Resource Services

*The designated Child Care Resource and Referral Agency for Hunterdon, Sussex, and Warren Counties, by the NJ Department of Human Services, Division of Family Development*



**Creating Opportunities.  
Changing Lives.**



**NORWESCAP**  
Child & Family Resource Services



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**New Jersey Cares For Kids (NJCK) Subsidy Highlights**

- Remember to log into **EPPIC** and complete the enrollment study each month.
- If you need technical assistance please reach out to a specialist in your county.

**Hunterdon:** 908.782.8183  
**Sussex:** 973.383.3461  
**Warren:** 908.454.1078

## Children as Teachers:

by Kerry Hodgson

### *A Poem for Parents: Nothing*

When children come home at the end of  
the day,  
The question they're asked as they scurry  
to play is,  
"What did you do at school today?"  
And the answer they give  
makes you sigh with dismay.  
"Nothing, I did nothing today!"

Perhaps nothing means  
that I played with blocks, counted to ten,  
or sorted some rocks.  
Maybe I painted or learned to tie my shoe  
Or learned what happens when you mix  
red and blue  
Maybe I learned to tuck in my chair and  
put my work away  
Or maybe I learned to be kind to a friend  
while I was playing outside today,  
Maybe my scissors followed a line and I  
learned to write my name.

Maybe I learned some sounds or  
numbers or learned to play a new game,  
Maybe I made a craft or sang a song from  
beginning to end,  
Or maybe I learned to play with a special,  
brand new friend.

When you're in preschool  
And your heart has wings,  
"Nothing" can mean so many, many  
things.

*Author Unknown*



Children notice the little things. Children love watching the sandpipers run back and forth at the water's edge. They notice their little legs and how fast they move along the sand. Something simple that we take for granted brings a child immense joy and profound inspiration. When did we stop noticing the tiny miracles that surround us daily? How much more beautiful would life be if we could see these miracles again?

Often when we ask young children what they did in school each day, a common reply is, "Nothing. I did nothing today." As parents and teachers we know that just isn't the case. All those nothings are definitely somethings! They are great accomplishments, milestones in development, and sometimes challenges. It is important to keep asking the questions and to keep dialogue and communication open. Make it part of your daily routine. You can even share a little about your day too!

# How a Child's Brain Develops through Early Experiences

by Kaitlin Eitel

[Click here to view: How a Child's Brain Develops through Early Experiences](#)



In order for a child's brain to develop healthy and strong, caregivers need to provide positive experiences for children in the earliest years.



The positive as well as the negative interactions children have with their caregivers will shape who they will become as an adult.

***"To build better futures, we need to build better brains."***

*(NSPCC, 2017)*

# The Great Escape

by Stephanie Ostrow

“The Magician’s Hat” Written by: Malcolm Mitchell and Illustrated by: Joanne Lew-Vriethoff

[Click here to view: The Magician's Hat Children's Books Read Aloud](#)



The Magician's Hat, written by Super Bowl champion and literacy advocate Malcolm Mitchell, is a magical story about the power of reading!



Photo Credit: Winslow Townson-USA TODAY Sports

This story talks about the magic of books with powers that help us be whatever we'd like to be, visit wherever we'd like to go, and make our dreams come true.

# Game Changers - Interview with Family Child Care Provider Katie Styer

by Devon Carroll

## What made you want to become a registered family child care provider?

"My family had a wonderful family childcare provider in our neighborhood in Morris County, but when we moved to Hope in 2017 I could not find a registered provider nearby. In 2018, my youngest child was approaching his first birthday and I decided to become registered so I could provide local care and be home with my children."

## Tell us about your program

"In November of 2018, I opened as Woods Edge Family Childcare. My program began as a more traditional FCC with a heavy focus on play, outdoor play and gardening. In March of 2020 my families all shifted to work from home situations and I closed my doors until the fall when a new family was seeking care. We spent most of our time outdoors in all weather (excluding hazardous weather). The kids loved it and I took nature based teacher trainings through Eastern Region Association of Forest and Nature Schools. We defined our boundaries together and the children had freedom to play. I had more families reach out and was fortunate to have a wonderful alternate provider as my co-teacher. In the fall of 2021, we began our half day Forest & Nature Play-School program. Forest & Nature Play-School is an outdoor, play focused program utilizing an emergent, seasonal, nature-based curriculum including woodland play, art and skill-building sessions in a small group setting. We offer ample unstructured free time in nature, so children may build confidence in themselves and form an intimate, deep, and personal connection to the natural world."

## Why did you choose to run an outdoor program?

"My children have always been happier when they have ample outdoor play time. They sleep better, have less sensory seeking behaviors, and argue less, so we have always spent a lot of time outdoors. We are fortunate to have a great kid-friendly property with a large fenced in yard and an adjacent woodland area. We also live in an area with beautiful farmland and an abundance of hiking trails. Those things made it easy logistically to shift to outdoors. Although, it is possible to run a nature based program in a more urban setting. Even with a small back yard you could plant a garden or add some potted plants, add a digging area, mud kitchen, and some water play. Kids are really happy with a bucket of water and some old pots and pans. Take walks to your local park."

Putting aside the benefits and logistics, I really want children to feel at home outdoors. I want them to form a bond with the natural world so that they hopefully will make choices as adults to preserve it and share their appreciation with the generations to come. We only have this one planet Earth. She is good and kind to us and all of her beings. We can do better for her."

## What have you learned by running an outdoor program?

"The right gear is everything. Being warm and dry means kids are happy to be out. I ask parents to send extra clothes and I keep extra gloves, hats, and mud suits on hand. My kids that struggle with sensory input are able to self regulate more easily. There is never a requirement to sit still or participate in activities. We meet the kids where they are."

## What are some challenges you've encountered running an outdoor program and how have you overcome them?

"We struggled with gear in the beginning, especially in winter. We would come in at lunch and have to put all the snow gear in the dryer, change into dry clothes so we could go back out after some down time and have a snack. Also, occasionally a child is really not comfortable outdoors. It is really hard to have a new kiddo start in the middle of winter when they are not used to playing in the snow for hours on end."

## Have you gotten feedback from families about your program? If so, what has it been?

"The number one comment I get is that the kids sleep so good on the days they're with us! Our parents tend to take home tired and dirty kids that have played hard."

## If you had to name the best or most important thing about an outdoor program, what would that be?

"Oh, this one is hard! There are so many benefits to an outdoor play-based program like building gross and fine motor skills, filling their sensory cups, nurturing their imaginations...and so much social -emotional learning going on. For me, the most important part is the relationships we build, beyond those with our peers, caregivers and families, with the other beings of this planet including the bugs, the birds, the plants and trees. Experiencing the change of the seasons and being in touch with all that is around us, feeling a responsibility to this planet and all of its beings is something not easily cultivated when we are surrounded by walls all day."



# How Strengthening Families Helps Those We Serve

by Geri Painter

Article inspired by



The Children's Trust Fund Alliance

Recognizing the challenges and problems many of our families face is the first step in reducing child abuse, neglect, and household challenges. By supporting families at risk of experiencing these situations, we can prevent Adverse Childhood Experiences (ACEs) and build resilience in our communities ([CDC.gov](https://www.cdc.gov)). Using a strength-based approach, we can support our families, increase protective factors in their lives, and build resilience.

The Strengthening Families program was developed to help parents and children form happier family relationships and to keep families strong. We use the word "parent" to include all trusted adults caring for a child such as grandparents, stepparents, foster parents, adoptive parents, or any adult who is important in the life of a child.

Research has shown that there are **5 protective factors** that can make a parent, child, or family more likely to thrive and less likely to experience many challenges associated with the ACEs.

**1. Parent Resilience** They can be promoted through self-care, journaling, taking walks, meditation, managing stress, exercise, and seeking connections. Encourage your parents to take the time for themselves.

**2. Knowledge of Parenting and Child Development** Parents with knowledge of child development are more likely to engage in positive parenting practices. Seek out and provide valuable and trustworthy information that will foster an understanding to the reasons behind children's behavior and learn techniques to manage those behaviors and guide development.

**3. Concrete Support in Times of Need** Help families find concrete support to face their challenges and make sure their basic needs such as food, clothing, housing, mental health, and health care are being met. Family members, places of worship, support groups, and neighbors can all play a part in this vital support.



## 4. Healthy Social and Emotional Development

Children who develop these skills tend to grow up having healthier behaviors and an ability to respond to life's stresses in a healthy way. Assist children in labeling and communicating their feelings, problem solving, and interacting in a positive manner with other children and adults.

**5. Social Connections** combat parent isolation, which combats child abuse and neglect. When parents are able to form real connections, they have someone to lend an ear, someone to lean on, and someone to reach out to. These connections can provide breaks in the form of social interaction, backup in times of emergencies, opportunities to engage in meaningful conversations, and finding common ground. Support families by finding ways to engage them and inspire them to seek this out.

**Find ways to Strengthen your families and keep our children strong!**

Visit

<https://www.nj.gov/dcf/families/early/strengthening/> for more information on Protective Factors.

## Why It Matters: Primary Care

by Brenda Buxbaum

High-quality relationship-based care is central to children's early brain development, emotional regulation, and learning (Center on the Developing Child, 2012). Primary Care, the assignment of a special caregiver to each child, encourages the forming of close relationships. It also fosters the development of closeness and trust between caregivers and the child's family. (The Program for Infant/Toddler Caregivers, 2007)

- Intimate relationships with other people are the foundation of our emotional health and well-being. When an infant/toddler is exposed to many caregivers, the child is at risk for social and emotional problems such as insecure attachment disorder.
- Attachment to caring adults is critical for development across all learning domains. When a child is missing a caregiver, they are less likely to fully attend to and explore their environment. Primary Caregiving provides opportunities for caregivers to deepen their knowledge of a child's development, abilities, and interests, which allows for more accurate developmental assessments and individualized curriculum implementation (Theilheimer, 2006).
- Children that repeatedly lose trusted caregivers may become reluctant to establish new bonds. Primary caregiving relationships provide a strong foundation for responsive interactions and communication between an infant or toddler and his or her caregiver (Ruprecht et al., 2016).
- Primary caregiving provides an opportunity for partnerships between families, primary caregivers, and specialists (for example, mental health, medical, occupational therapists) that support individualized care for infants and toddlers (McMullen et al., 2016).

The research is there and yet so many childcare centers struggle to provide authentic primary care. In the NJ Chapter 52 Manual of Requirements for Child Care Centers, aka licensing regulations, it states in 3A: 52-4.4, that children younger than 2.5 years be assigned a primary caregiver.

The requirements go on to list some of the responsibilities. Too often, the intention is misunderstood or the center is unable to provide primary care because of staffing. The intention is that children younger than three stay with the same primary caregiver up to the age of three. This does not mean there aren't shared roles among the adults, but there is one person that is the child's secure base. Primary Caregivers are not reassigned daily, weekly, or even yearly. This is not always possible, so the suggestion is to make as few caregiving changes as possible.

**For more information**, please see the links below and/or call the Norwescap Infant Toddler Specialist in your county.

Hunterdon and Warren County  
**Brenda Buxbaum** 908.782.8183

Sussex County  
**Kaitlin Eitel** 973.383.3461

### Resources:

"Early Caregiver-Child Relationships Build the Foundation for Lifelong Learning."

[Click here to access the resource.](#)

Infant Toddler Resource Guide, 10 July 2020,

[Click here to access the resource.](#)

"Introduction to Continuity" by J. Ronald Lally and Sheila M. Signer. [Click here to access the resource.](#)

"The Program for Infant/Toddler Care's (PITC) Six Essential Program Practices for Relationship-Based Care: Primary Caregiving" [Click here to access the resource.](#)

"Together in Care Meeting the Intimacy Needs of Infants and Toddlers in Groups." YouTube, YouTube, 24 Mar. 2016, [Click here to access the video.](#)



## Regional ACEs Collaborative: North, Central, & South NJ

by Danielle Schappert

The NJ ACEs Action Plan presents a unique opportunity for engagement by utilizing existing resources such as childcare centers and parenting programs within the community a family resides. Within these established structures or systems are knowledgeable and supportive partners from which to disseminate information, connect with resources, and provide opportunities for families to engage and support one another in the community.

Three New Jersey Collaboratives were selected to provide their regions with information on Adverse Childhood Experiences and the benefits of strong community supports which can help lessen the impact and build resilience in children that have experienced trauma or faced significant life challenges. Norwescap, in collaboration with Department of Children and Families and the Office of Resilience, is releasing a call for innovative ideas ([Click here to access the form](#)) that respond to ACEs with a prevention focus. These ideas have the potential to be funded with support from your Regional ACEs Collaborative (RAC) and community connections made along the way.

The RACS work together to make it easier on individuals, programs, or businesses to submit their innovative ideas. If you are not in Norwescap's RAC, we will connect you to the coordinator that can support you!

All ideas are welcome! Please reach out at Norwescap's RAC email below and we will connect you to the RAC in your region!

### Further Resources:

#### NJ Department of Children and Families:

[Click here to access.](#)

#### NJ Aces Statewide Action Plan:

[Click here to access.](#)

#### NJ Office of Resilience:

[Click here to access.](#)



## REGIONAL ACEs COLLABORATIVE

### CUMAC

RACNORTH@CUMACECHO.ORG

### NORWESCAP

RACCENTRAL@NORWESCAP.ORG

### ACENDA INTEGRATED HEALTH

RAC SOUTH@ACENDAHEALTH.ORG

## Community Bulletin Board

### in Hunterdon, Sussex, & Warren Counties!

#### The Hunterdon County 4-H and Agricultural Fair

Wednesday, August 24th – Sunday, August 28th

1207 Route 179 Lambertville, NJ 08530

[hunterdoncountyfair.com](http://hunterdoncountyfair.com)

#### Sussex County Fair

Friday, August 5th – Saturday, August 13th 2022

Sussex County Fairgrounds, 37 Plains Road, Augusta,  
NJ 07822

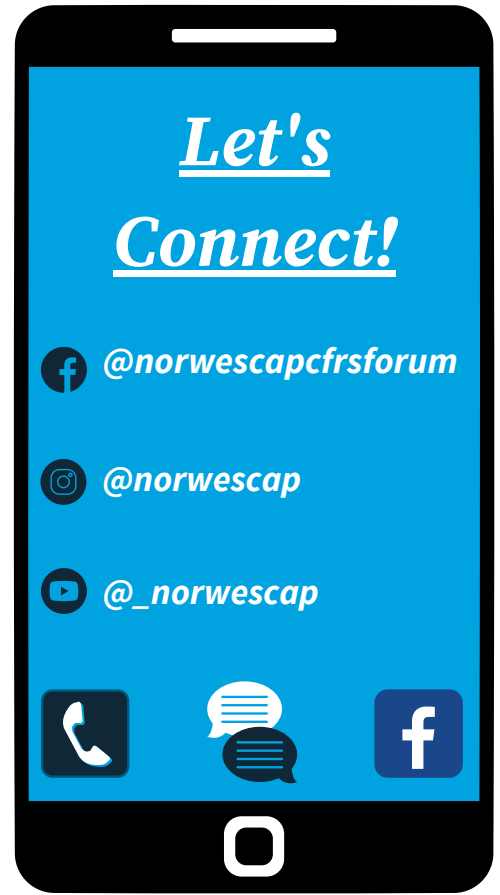
[sussexcountyfairgrounds.org](http://sussexcountyfairgrounds.org)

#### Warren County Farmers' Fair & Balloon Festival

Saturday, July 30th – Saturday, August 6th

1350 Strykers Road, Phillipsburg, NJ 08865

[warrencountyfarmersfair.org](http://warrencountyfarmersfair.org)



## Did you know?

Our **Family Engagement Specialists** are passionate and dedicated to helping families access services and resources that can aid in the improvement of their lives. Family Engagement Specialists, also known as FES, have the knowledge and abilities to provide families with referrals, both in-house to other Norwescap programs, and out to other community agencies that may be of benefit. Once enrolled in the childcare subsidy program, all participants will be assigned to one of these Family Engagement Specialists who will follow up every six months to check-in to ensure that families continue to be aware of available resources, even if their situation changes." If you are in need of services or know of anyone who could use assistance with finding resources, please reach out to one of the Family Engagement Specialists below!

**Hunterdon:** Barbara Mastrianni, 908.782.8183,  
mastriannib@norwescap.org

**Sussex:** Janet Boetticher, 973.383.3461,  
boetticherj@norwescap.org

or

Hailey Carroll, 973.383.3461,  
carrollh@norwescap.org

**Warren:** Wendy White, 908.454.1078,  
whitew@norwescap.org



# What Brings **Quality** to Early Education?

## Importance of Play

- Children need time to explore, follow their interests and be curious in their learning environments.
- Play allows children to learn based on what they enjoy and take charge.
- There are many skills children gain through play such as: increased confidence, creativity, and communication.



**"Research shows that children who are in quality child care and early learning programs are more prepared for kindergarten and have better reading skills, broader math skills, and larger vocabularies."**

Source: Grow NJ Kids

## Importance of Interactions

- A child forms relationships with his or her caregivers both at home and school.
- Caregivers can help a child's social-emotional skills develop by providing positive and consistent interactions.
- When caregivers are responsive and attentive to a child's needs, the child feels safe and is willing to learn.



**For more information contact the Norwescap Quality Team in your county**

**Hunterdon County**  
**908.782.8183**

**Sussex County**  
**973.383.3461**

**Warren County**  
**908.454.1078**



## What's New: Virtual Sessions

### Child Care Child Care Subsidy Norwescap Agency Programs

Parents, family child care providers, center staff, and program administrators can join us on the following dates to learn about changes in the child care subsidy program and what it means to families and child care programs. Updates to professional development requirements and family child care regulations will also be discussed. Additionally, we will explore available resources through Norwescap programs and the community.

### Night Sessions:

**2nd Wednesday of the month at 7:00 pm**

<https://norwescap.zoom.us/j/84983655787>

**Meeting ID: 849 8365 5787**

#### **Hunterdon**

84 Park Avenue E104,  
Flemington, NJ 08822  
908.782.8183

#### **Sussex**

186 Halsey Road,  
Newton, NJ 07860  
973.383.3461

#### **Warren**

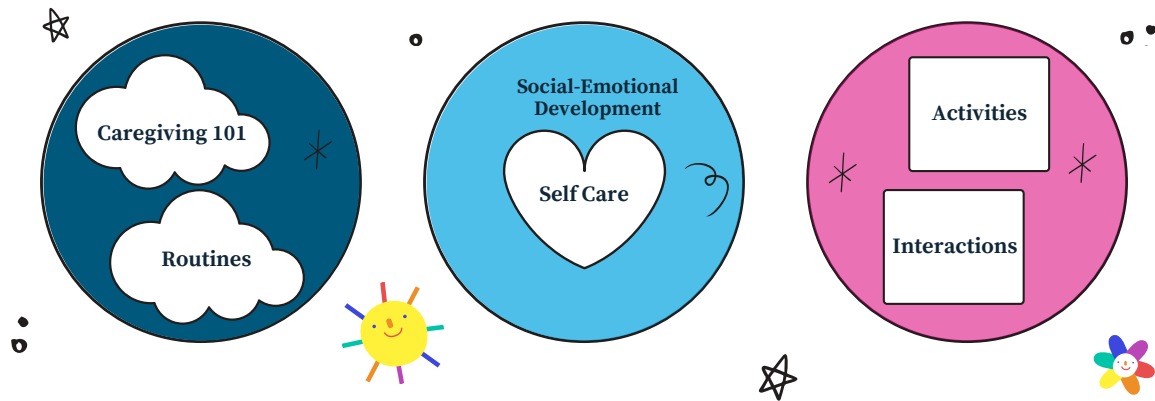
350 Marshall Street,  
Phillipsburg, NJ 08865  
908.454.1078

Join our Facebook Group  @NorwescapCfrsForum

**NEW!**

# The Early Years

**A lunchtime community of learners for infant and toddler caregivers to share ideas, gather resources, and ask questions**



**Join us from 1-2 pm on the third Thursday of the month.**  
**Sign up on NJCCIS for 1 hour of Professional Development.**  
**July 21st - Time ID: 169283    August 18th - Time ID: 169284**

Contact Brenda Buxbaum at 908.782.8183

or

Kaitlin Eitel at 973.383.3461



## Parent Orientation Online

Join us for a monthly Parent Orientation, run by our team of Family Engagement Specialists and Fiscal Specialists, that will address the highlights of the New Jersey Cares for Kids (NJCK) subsidy assistance program. This is an informational session that will go over a variety of topics from how to be eligible for the subsidy program, what to look for in quality child care, and highlight different resources both Norwescap and other community agencies can offer. We encourage all newly enrolled parents to join us, as well as any prospective parents, or currently enrolled parents, who may want a refresher! Spanish supports will be offered as needed.

**Second Wednesday of every month from 7:00-8:00 pm**

**Zoom Meeting Link:**  
<https://norwescap.zoom.us/j/84983655787>

**Meeting ID: 849 8365 5787**

### Training Levels

Level 1: Individuals at this level are in the beginning stages in their childhood career. They are learning about children and families, and receive supervision from someone at a higher level. These individuals will benefit from acquiring new information and techniques when working with children and families.

Level 2: Individuals at this level have one to three years' experience working with children and families. They have engaged in formal or community based education in the field of early childhood education. Individuals at this level are looking to sharpen the skills and knowledge they have acquired.

Level 3: Individuals at this level have extensive knowledge and experience in the field. They are capable of fulfilling supervisory positions in early childhood education and of mentoring those at Level 1 and 2.

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## Interested in CDA?

[Click here to view: How CDA Can Advance Your Career In Early Education](#)



The Child Development Credential (CDA) is often a stepping stone between where you are and where you would like to be in your early education career. This class qualifies for the 120 hours of professional development needed to apply for the CDA credential. Between Google Classroom and bi-monthly Community of Practice meetings, candidates are well-prepared for the CDA Council's verification visit and exam. Registration for our fall cohort is now open and scholarships are available. Don't miss out on this great opportunity! Complete an interest form today and one of our friendly instructors will get back to you.

[\*\*Click here to access: Interest Form in English\*\*](#)

[\*\*Haga clic aquí para acceder: Forma de Interés en Español\*\*](#)

Need more information? Call or email:

**Hunterdon:** Lisa, 908.782.8183, woodsl@norwescap.org

**Sussex:** Kylee, 973.383.3461, orrweissk@norwescap.org

**Warren:** Mary, 908.454.1078, schottm@norwescap.org

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# Podcast Training Series

*Relationships* the avenue for change. In this 3-part podcast series, we will discuss the three main relationships that make up a childcare program- relationships with staff and colleagues, relationships with families, and relationships with children.

## TO REGISTER

visit [www.njccis.com](http://www.njccis.com)

TIME ID: 169305

Norwescap CFRS is pleased to announce a unique professional development opportunity!

little learners



big impact

PODCAST



# Family Child Care (FCC) Training

## Home Based Orientation for Potential FCC & FFN

### *Tri-County Virtual Sessions*

Wednesday, July 13, 2022 6:00 - 8:00 pm

Time ID: 169224

Zoom: <https://us06web.zoom.us/j/84714632801>

Wednesday, August 17, 2022 6:00 - 8:00 pm

Time ID: 169225

Zoom: <https://us06web.zoom.us/j/89712069284>

Wednesday, September 28, 2022 6:00 - 8:00 pm

Time ID: 169226

Zoom: <https://us06web.zoom.us/j/83436494245>

**Interested in offering child care in your home?**

Attend this **FREE** two-hour Orientation as part of your pre-service training series to learn what is required to become a provider in NJ. This Orientation is mandatory to become a Family Child Care Provider or Family Friend and Neighbor Provider. For more information, contact your county representative.

**Hunterdon:** Brenda O'Shea, 908.782.8183

**Sussex:** Kerry Hodgson, 973.383.3461

**Warren:** Janet Beres & Yareli Arreola, 908.454.1078



### FCC PEER GROUPS

Wednesday, September 7, 2022, 6:00pm - 8:00 pm

**Topic: Positive Communication**

**Time ID: 169273**

**Zoom: <https://us06web.zoom.us/j/84304325181>**

The Family Child Care Peer Group is an opportunity to meet and chat with other Family Child Care providers and includes **2 hours of professional development** on what positive communication looks like, the results of positivity versus negativity, and how to incorporate positive communication into everyday use.



Find the exact training you are looking for by adding search criteria : Time ID in the Workforce Registry.

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# Tri- County Virtual Trainings

Workshops are currently being held virtually on ZOOM for Sussex, Hunterdon, & Warren Counties.  
To register and access the ZOOM link visit [www.njccis.com](http://www.njccis.com) or call your local CCR&R to sign up!  
ALL MONTHLY TRAININGS ARE FREE!

**Tuesday and Wednesday, July 5 & 6, 2022, 6:00-8:00 pm**

**Connections Matter | Time ID: 169185**

***Must attend both sessions***

Connections Matter is a healing-centered curriculum that teaches adults how to use the power of connections to help develop healthy brains and supportive relationships, prevent and heal from Adverse Childhood Experiences (ACEs), and strengthen communities. Participants who attend this training will learn how ACEs adversely affect development and brain outcomes, how caring connections serve as a primary buffer against the negative effects of trauma, and how to build more resilient, compassionate, and healing-centered communities. Level 1, Family and Community Relationships, CDA: Building productive relationships with families.

**Thursday, July 14, 2022, 6:00-8:00pm**

**Arte y Musica | Time ID: 169287**

Este entrenamiento ayudará a los estudiantes a reconocer las diferencias en las etapas del arte, así como a comprender que el arte es un proceso en lugar de un "producto". Aprenderán cómo las actividades musicales pueden beneficiar el desarrollo de los niños en edad preescolar en el desarrollo social, del lenguaje oral y motor. Nivel 1, Entorno de aprendizaje y currículo, CDA: Comprendiendo los principios del desarrollo y el aprendizaje de los niños.

**Thursday, July 21, 2022, 6:30-7:30pm**

**Grow NJ Kids Overview | Time ID: 169123**

In this training, participants will learn about the Quality Rating Improvement System in New Jersey, Grow NJ Kids. They will learn about the foundations of the program and the benefits of joining. This training is ideal for any director or provider who is considering joining the program. Participants will become familiar with the QRIS in NJ and be able to make an informed decision to join the program. Level 1, Program Organization and Management, CDA: Managing effective program operation.

*\*Changes in the Manual of Requirements for Centers specifies that training must be related to the ages of the children served by the staff member. 3A:52-4.8 (f2), page 33.*



Find the exact training you are looking for by adding search criteria : Time ID in the Workforce Registry.

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ALL MONTHLY TRAININGS ARE FREE!

**Tuesday, July 26, 2022, 6:30-8:00pm**

## **Birth to Three Early Learning Standards: Cognitive Development | Time ID: 169288**

Exploration and discovery, memory, problem solving, imitation and symbolic play make up a child's cognitive development skills. This training will examine how caregivers can use the Birth to Three Early Learning Standards to enhance their lesson planning, communication with parents, and use the tool for observation specific to cognitive development. Level 1, Infant and Toddler Child Growth and Development, CDA: Advancing children's physical and intellectual development.

**Monday, August 8, 2022, 6:30-8:00pm**

## **Gender Identity and How to Avoid Stereotyping | Time ID: 169195**

This training will focus on helping teachers recognize how gender identity develops and how to avoid gender stereotyping within the classroom. Level 2, Serving Diverse Populations, CDA: Supporting children's social and emotional development.

**Wednesday and Thursday, August 10 & 11, 2022, 6:00-9:00pm**

## **Dual Language Learners Part I and Part II | Time ID: 169274 & 169276**

### ***Must attend both sessions***

This training will begin to delve into ways to support dual language learners and their families. Participants will earn 6 training hours and will be able to employ strategies for accommodating and promoting cultural diversity in the classroom. Participants must attend both sessions to receive full credit for this course. Level 2, Serving Diverse Populations, CDA: Building productive relationships with families.

*\*Changes in the Manual of Requirements for Centers specifies that training must be related to the ages of the children served by the staff member. 3A:52-4.8 (f2), page 33.*



Find the exact training you are looking for by adding search criteria : Time ID in the Workforce Registry.

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ALL MONTHLY TRAININGS ARE FREE!

**Thursday, August 18, 2022, 6:30-8:00pm**

## **Effects of Stress and Anxiety in the Classroom | Time ID: 169280**

This training will explore strategies that childcare providers can use as they encounter stress in the classroom setting. We will look at the different types of stress and also offer suggestions for a variety of self-care options to try. Level 1, Child Wellness: Health, Safety, Nutrition and Physical Activities and Professionalism and Leadership, CDA: Planning a safe and healthy learning environment.

**Monday, August 22, 2022, 6:30-8:00pm**

## **Building Self Esteem and Self Confidence in Infants and Toddlers | Time ID: 169198**

Children receive powerful messages about themselves from the way caregivers respond to and interact with them. During this training we will explain how direct and indirect communication with children will affect their confidence, competence, and the way they view their surroundings. We will discuss intentional ways and strategies for teacher-child interactions to help promote a child's sense of mastery. Levels 1-2, Infant Toddler Teaching-Learning Interactions and Approaches, CDA: Supporting children's social and emotional development.

**Tuesday, August 23, 2022, 6:00-7:30pm**

## **Let's Talk about Language Development | Time ID: 169279**

This training will address language development in early childhood and the best ways to support children in this developmental area. Participants will understand the importance of language development and will obtain best practice strategies to utilize in their classroom. Level 1, Learning Environment and Curriculum, CDA: Advancing children's physical and intellectual development.

*\*Changes in the Manual of Requirements for Centers specifies that training must be related to the ages of the children served by the staff member. 3A:52-4.8 (f2), page 33.*



Find the exact training you are looking for by adding search criteria : Time ID in the Workforce Registry.

# Tri- County Virtual Trainings

Workshops are currently being held virtually on ZOOM for Sussex, Hunterdon, & Warren Counties. To register and access the ZOOM link visit [www.njccis.com](http://www.njccis.com) or call your local CCR&R to sign up!  
ALL MONTHLY TRAININGS ARE FREE!

**Tuesday, September 6, 2022, 6:00-7:30pm**

## **Making Connections: Include Every Child | Time ID: 169197**

This workshop will discuss common traits of children with autism, how to accommodate and/or modify based on their needs and to encourage connections between peers and staff. Level 1, Serving Diverse Populations, CDA: Supporting children's social and emotional development.

**Monday, September 12, 2022, 3 hours of professional development**

## **Relationship Podcast Series (3 Podcast Episodes) | Time ID: 169305**

Relationships... the avenue for change. In this 3-part podcast series, we will discuss the three main relationships that make up a childcare program- relationships with staff and colleagues, relationships with families, and relationships with children. All three of these relationships are equally important and are an integral part of a program's effectiveness and success. Participants will receive an email, every Monday, for three weeks that will include the coursework beginning on September 12th. The coursework includes an audio file, knowledge checks to gauge comprehension, and supplemental material. All three weeks must be completed to receive 3 hours of professional development.

**Episode 1** (week of Sept. 12) - Relationships with Staff

**Episode 2** (week of Sept 19) - Relationships with Families

**Episode 3** (week of Sept 26) - Relationships with Children

Level 1, Family and Community Relationships, CDA: Managing an effective program operation.

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ALL MONTHLY TRAININGS ARE FREE!

**Wednesday, September 21, 2022, 6:30-8:00pm**

## **Infant Toddler Learning Environments | Time ID: 169282**

Infants and Toddlers learn by exploring their environment and caregivers depend on the space to support their work, not hinder it. We will look at 8 factors that contribute to a positive environment as participants consider how to enhance their infant toddler space. Level 1, Infant and Toddler Learning Environment and Curriculum, CDA: Managing an effective program operation.

**Tuesday, September 27, 2022, 6:30 – 8:00 pm**

## **Outdoor Play Activities | Time ID: 169299**

In this interactive workshop, participants will learn about why outdoor play is so important and then we'll share ideas for outdoor activities that provide children opportunities to learn about nature, express themselves creatively, grow socially, emotionally, and physically - all while playing outdoors! Participants are encouraged to bring a description and explanation of their favorite outdoor activity – we'll bring some of ours! Come ready to play! Level 1, Child Wellness: Health, Safety, Nutrition and Physical Activities, CDA: Observing and recording children's behavior.

*\*Changes in the Manual of Requirements for Centers specifies that training must be related to the ages of the children served by the staff member. 3A:52-4.8 (f2), page 33.*



Find the exact training you are looking for by adding search criteria : Time ID in the Workforce Registry.



# American Red Cross CPR/ FIRST AID/ AED Certification

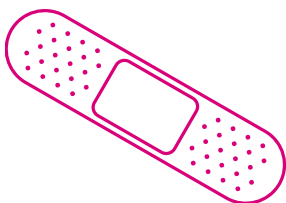
*Coursework offered online through The American Red Cross for early education professionals working in Hunterdon, Warren and Sussex Counties.*

*After completing the online coursework, in-person skills checks offered at our office or your facility as follows:*



**Hunterdon County:**  
1st week of the month

**Warren County:**  
2nd week of the month



**Sussex County:**  
3rd week of the month

**Contact Sarah Pflanz for more information:**

**973-383-3461**

**[pflanzs@norwescap.org](mailto:pflanzs@norwescap.org)**

# Health and Safety Training Modules on [WWW.NJCCIS.COM](http://WWW.NJCCIS.COM)

## 8 Hour Health and Safety Basics Module

Now offered in 2 formats!

(Synchronous format offered by request only)

The following training requirements must be met by all child care programs that receive child care subsidy funds. All new staff must complete the training within 2 weeks of being hired. Parents are always welcome to attend these trainings. All trainings are Level 1. Register at [www.njccis.com](http://www.njccis.com)

Additionally, Adult and Pediatric CPR and First Aid training must be completed (unless current). These are being offered regularly. Please contact your local office. Trainings are also available online at:

[www.childcarenj.com/providers/training](http://www.childcarenj.com/providers/training).

Those who require the 10 hours of Health and Safety pre-service trainings to meet CCDBG requirements should contact the Professional Development Specialist in their county for information on accessing this training synchronously or through [www.njccis.com](http://www.njccis.com). This update will not affect previously completed pre-service trainings.

The Health and Safety Basics Training is offered in 2 formats. Participants may choose between the online format which now includes Mandated Reporter/Child Abuse and Neglect or the synchronous (in-person) format. Compare below to see which meets your needs.

### Health and Safety Basics (H/S)

This health and safety orientation module provides an overview of the basic health and safety requirements and best practices in nine of the topic areas outlined in the CCDF Final Rule. Safe spaces; transportation safety; handling and storage of hazardous materials; emergency preparedness; prevention and control of infectious disease; food and allergic reactions and how to respond; administration of medication; SBS; safe sleep & SIDS prevention.

### Foundations of Growth and Development (C/D)

In this module providers, will explore the principles of child development. This includes the five domains of development which will help providers to develop strategies that support children's development in the classroom. This workshop is one of the topic areas outlined in the CCDBG.

### Identifying Child Abuse & Neglect Mandated Reporting (A/N)

In this module you will review the types of child abuse and neglect, how to recognize the signs, and examine the mandated reporting requirements and implementation policies. This workshop is one of the topic areas required for pre-service in the CCDF rule.

#### Both formats:

- provide an overview of Health and Safety Basics with best practices in 9 topic areas
- include Foundations of Child Growth and Development
- meet requirements for the CCDF Final Rule for H/S Basics
- include knowledge checks with minimum score required for credit

#### Only the synchronous format:

- is interactive where participants meet with instructors virtually at specific times and are expected to raise questions, share, and have their camera on
- requires attendance at 3 evening sessions via Zoom for a total of 8 hours

#### Only the online format:

- is on-demand and can be taken anytime
- is self-paced and not interactive
- includes Mandated Reported/Child Abuse and Neglect

The Mandated Reported/Child Abuse and Neglect is not part of the Synchronous H/S Basics. If you would like to schedule this 2-hour training, please contact the Norwescap Professional Development Specialist in your county.

# Norwescap CFRS Contact Information

**Norwescap CFRS Staff are here to support you in providing and accessing quality care.**

**We are dedicated to helping programs and families thrive.**

## Norwescap CFRS locations:

### Hunterdon County

84 Park Avenue, Suite E104  
Flemington, NJ 08822  
908.782.8183

### Sussex County

186 Halsey Road, Suite 1  
Newton, NJ 07860  
973.383.3461

### Warren County

350 Marshall Street  
Phillipsburg, NJ 08865  
908.454.1078

Please consider supporting us so that we can continue to perform our vital work.

All are welcome to volunteer, donate, and advocate!

For more information visit:

[www.norwescap.org](http://www.norwescap.org) | 908.454.7000 |   



**NORWESCAP**  
Child & Family Resource Services