



Las oportunidades de entrenamientos en español se pueden encontrar en la página 5/6

DELC: Department of Early Learning and Care Update:

Effective July 1, 2025, Certified and Registered Family Child Care will be operating from new rule sets. Each Family Child Care program should have received a printed copy of the new rule book in the mail. If you have not received your rule book yet, please reach out to your Licensing Specialist so they can provide you with one. DELC is creating an informational video series that provides an overview of the new rules, explains key features, and highlights major changes. The videos will be 5-15 minutes in length, so they can be watched individually when it is most convenient for you and your staff. There will be notification when this series goes live!

The Oregon Department of Early Learning and Care (DELC) launched a new website which provides timely updates and resources for early learning providers. The updates can be delivered to your inbox!

Sign up here: <https://delcnews.org/category/child-care-update/> Just click on Subscribe.

Upcoming Focus Child Care Network Opportunity

Join Starting Together, a Focused Child Care Network specifically created for New and Beginning Programs to build a foundation of quality care from the ground up! Starting Together is a 12 month long commitment and includes monthly trainings, community of practice meetings, and 1:1 coaching sessions. See newsletter for more information or contact katrina_rose@soesd.k12.or.us.

Free Pyramid Model trainings

Early childhood professionals in Oregon have free access to updated Pyramid eModules in English and Spanish. eModules are self-paced, online trainings to learn how to enhance social-emotional development in young children. See Newsletter for flyer and links.

Universal Supports for Autism Café

The open session café will be on hiatus for the summer. We will share new opportunities this coming fall quarter to ask Darcy Van Duzer questions about how to support the children experiencing Autism in your program.

RCC College Cohorts and SOU Saturday Workshops

RCC college cohorts and SOU Saturday workshops will be taking a break over the summer. But classes will continue in the fall in both counties! If you are interested in joining the RCC college cohort, please reach out to devon_finley@soesd.k12.or.us.

Be sure to sign up to receive all updates and training opportunities from CCRN!

In addition to the training calendar, we often share opportunistic professional development opportunities. Please email us at ccrn@soesd.k12.or.us and let us know that you, or any new staff, would like to be added to our mailing list.

Licensing for new providers:

In person CPR is required again – CCRN offers a hybrid course of online and in person that is accepted by licensing for **renewal**. First time CPR must be ENTIRELY in person. Contact CCRN for more information. Required Health and Safety trainings are available free online: <https://occd.educadium.com/>

- Introduction to Child Care Health & Safety
- Recognizing and Reporting Child Abuse and Neglect
- Introduction to Registered Family Child Care Part 1
- Safe Sleep
- Prevention is Better than Treatment
- Foundations for Learning

Food Handler is available online here: <https://oregonccrr.org/food-handler-certification/>

Child Care Resource Network serving Jackson and Josephine Counties ~ www.ccrnso.org

Email: ccrn@soesd.k12.or.us Website: www.ccrnso.org

Phone: 541-776-8590 ext. 1126

Physical Address: 502 W. Main Street, Medford 97501

Mailing Address: 101 N. Grape Street, Medford 97501

Class Description	Location	Date & Time (subject to change)	Cost
Introduction to Registered Family Child Care There are two parts to the Introduction to Registered Family Child Care class. The required Part One class is available online: https://occd.educadium.com/ Part Two is the in-person training you must attend after completing Part One. This free class provides a rule book, resources to help you be successful, information about Child Care Resource & Referral, and more. You must pre-register. CKC: Program Management; 3 hours (Set One).	Medford	Wednesday July 9, 9:00am-12:00pm Wednesday Sep 10, 9:00am-12:00pm	FREE In-person /virtual
	Spanish (Med)	Wednesday, Aug 13, 9:00am-12:00pm	
	Grants Pass	See Medford Webinar dates	
DHS Provider Orientation For Home-Based Providers who are DHS listed and/or OCC Unlicensed/Exempt . Get a higher rate of pay through DHS. Learn what union membership means to you, what services are available through Child Care Resource Network, and meet other providers. CKC: Program Management; 1.5 hours (Set One)	Medford	Thursday July 10, 9:00am-10:30am Thursday Sep 11, 9:00am-10:30am	FREE In-person /virtual
	Spanish (Med)	Thursday, Aug 14, 9:00am-10:30am	
	Grants Pass	See Medford Webinar dates	
Recognizing and Reporting Child Abuse and Neglect Required for licensing through OCC and enhanced rates through DHS. Covers definitions and indicators of abuse and mandatory reporting requirements for early childhood professionals. No person under 16 allowed in class. Now available free online at https://occd.educadium.com/ CKC: Health, Safety & Nutrition; 2 hours (Set One) Payment for in person class due in advance.	Medford	Contact CCRN for more information For in person class - \$10.00 Payable to SOESD Registration is required. FREE online	FREE Online
	Spanish (Med)	Contact CCRN for more information	
		Available online for free: https://occd.educadium.com/	
CPR (Adult & Pediatric) and First Aid Required for licensing through OCC and enhanced rates through DHS. Card is valid for 2 years from date of training. Registration is required. Enrollment SECURED with Payment: Class sizes limited! With payment, provide your name, class date, and phone number. No refunds without prior notice. CKC: Health, Safety & Nutrition; 5 hours (Set One) Payment due in advance.	Medford	Please contact CCRN to register for CPR Lorena Juarez for more information at lorena_juarez@soesd.k12.or.us or by phone at: 541-776-8590, ext. 1119	\$55.00 Payable to First Response in advance \$65/Spanish
	Spanish (Med)	Saturday, Aug 16, 9:00am-1:00pm	
	Grants Pass	Contact CCRN for more information	
Introduction to Child Care Health & Safety https://occd.educadium.com/	Medford	Contact CCRN for more information	FREE Online
Food Handler Card	Go to https://oregonccrr.org/food-handler-certification/ or use Home Self Study Packet. For information contact CCRN.		\$10.00

Register for trainings online! Go to www.ccrnso.org and click on Child Care Resource Network Training Request Form or call 541-776-6768.

The Core Knowledge Categories (CKCs): ~ Diversity (DIV) ~ Families & Community Systems (FCS) ~ Health, Safety & Nutrition (HSN) ~ Human Growth & Development (HGD) ~ Learning Environments & Curriculum (LEC) ~ Observation & Assessment (OA) ~ Personal, Professional & Leadership Development (PPLD) ~ Program Management (PM) ~ Special Needs (SN) ~ Understanding & Guiding Behavior (UGB)

Note: All categories except PM & PPLD are considered "child development"

2025/2026

CCRN Training Opportunities

REGISTRATION REQUIRED. Register online at www.ccrnso.org or call 541-776-6768

CKC/Sets	Title/Description	Date/time/location	Trainer/Cost
PM 1.5 hours Set 1 No age-related content	Oregon's Quality Rating and Improvement System (QRIS) Increasing Quality Training Oregon's QRIS recognizes, rewards, and builds on what you are already doing well and provides free tools, financial incentives, and professional support to increase and document your quality. In this session participants will explore QRIS participation through a step-by-step breakdown of the QRIS process and criteria and get an in depth look at the benefits of participating in Oregon's QRIS.	Tuesday, July 1 6:00pm-7:30pm WEBINAR Register by: June 30	Katrina Rose, CCRN FREE
LEC 3 hours Set 2 Preschool	A Deep Dive Into the Importance of Phonemic Awareness in the Preschool Classroom Phonemic awareness skills are the best predictor of reading success. Skills such as syllable counting, rhyming, identification of first sounds, and phonemic segmentation can be taught to preschool children through play-based activities. This presentation will highlight the research that establishes the link between phonemic awareness and reading and present strategies to incorporate phonemic awareness activities into the preschool classroom.	Tuesday, July 8 6:00pm-9:00pm WEBINAR Register by: July 7	Deborah Laimon, Master Trainer FREE
HSN 2 hours Set 1 Preschool	Active Supervision: Keeping Children Safe In this training you will learn about and implement the six strategies of active supervision. These strategies allow children to explore their environments safely and ensure children are never left alone.	Wednesday, July 9 6:00pm-8:00pm WEBINAR Register by: July 8	Tonia Snook, Master Trainer FREE
PM 1 hours Set 1 No Age Related Content	A Spark of Connection An introduction to Spark and its domains and standards. We will discuss how the standards work together and what evidence is used to support each standard. We will also discuss how a QIS can support a program through the Spark processes and how Spark can help programs improve their quality.	Tuesday, July 15 6:00pm-7:00pm WEBINAR Register by: July 14	Katrina Rose, CCRN FREE
LEC 2 hours Set 2 Preschool	Building Community through Inclusive Practices and Meaningful Environments This training will provide Preschool teachers working with children ages 3 to 5 with the opportunity to explore community-building methods by examining inclusive practices and meaningful environments. Develop techniques to support classroom relationships, provide individual representation, and implement developmentally appropriate practices. Evaluate classroom arrangements and design spaces that are accessible, welcoming, flexible, and promote authentic exploration and learning.	Wednesday, July 16 6:00pm-8:00pm WEBINAR Register by: Jul 15	Sara Smart, Master Trainer FREE
PM 2 hours Set 2 No age related content	Program Evaluation for Purposeful Planning This session focuses on examining how program evaluation leads to purposeful planning and improvement. Participants will examine why it's important to evaluate their programs, what to include in a comprehensive annual program evaluation, how to access/examine/apply effective program evaluation practices, and develop program evaluation strategies when planning program improvements.	Friday, July 18 12:00pm-2:00pm WEBINAR Register by: July 17 Please note training time is during day!	Danielle Stamm Thomas, Master Trainer FREE

The Core Knowledge Categories (CKCs): ~ Diversity (DIV) ~ Families & Community Systems (FCS) ~ Health, Safety & Nutrition (HSN) ~ Human Growth & Development (HGD) ~ Learning Environments & Curriculum (LEC) ~ Observation & Assessment (OA) ~ Personal, Professional & Leadership Development (PPLD) ~ Program Management (PM) ~ Special Needs (SN) ~ Understanding & Guiding Behavior (UGB)

Note: All categories except PM & PPLD are considered "child development"

2025/2026

FCS/OA 1.5 hrs each Set 2 Infant/toddler Preschool	Team Family and Childcare Providers for the Win! Collaborating with Families During the Assessment Process When parents and teachers work together on assessments children benefit. Explore why parent involvement in assessment matters, what families gain when we involve them and strategies to better our relationships with the true experts on their child: the Family!	Tuesday, July 22 6:00-9:00pm WEBINAR Register by: July 21	Kelley Lawson, Master Trainer FREE
PM 1.5 hours Set 1 No Age Related Content	A Spark of Connection: Learning and Development In this second session we will explore the Spark domain of Children's Learning and Development. We will discuss each standard and look at evidence examples to better understand how each standard can be found in providers current program environments.	Tuesday, July 29 6:00pm-7:30pm WEBINAR Register by: July 28	Katrina Rose, CCRN FREE
PM 1.5 hours Set 1 No Age Related Content	A Spark of Connection: Health, Personnel, Family, and Business In this third session, we will explore the Spark domains of Health and Safety, Personnel Qualifications, Family Partnerships, and Administrative and Business Practices. We will discuss each standard and examine evidence examples to better understand how each standard can be found in providers' current program environments and practices.	Thursday, Aug 5 6:00pm-7:30pm WEBINAR Register by: Aug 4	Katrina Rose, CCRN FREE
PPLD 3 hours Set 2 Preschool	Team Building with Grace and Style Building a team that works together and reflects kindness and compassion can be easy! Leave with specific ideas on how to strengthen an established team as well as thoughts on creating the team your school needs.	Tuesday, Aug 12 6:00pm-9:00pm WEBINAR Register by: Aug 11	Amy Williams, Master Trainer FREE
PM 1 hours Set 1 No age related content	Find Child Care Oregon: A Tool for your Business Participants will gain an understanding regarding the importance of Find Child Care Oregon (Oregon's referral system) and some core business practices to engage in the digital age as people search for child care.	Wednesday, Aug 13 6:00pm-7:00pm WEBINAR Register by: Aug 12	Katrina Rose, CCRN FREE
HSN 3 hours Set 2 Infant/toddler Preschool	Unhappy Childhoods: The True Cost of Early Adversity Participants in this workshop will examine the effects of adverse early childhood experiences on brain development, attachment, and behavior. Cultivating resiliency, promoting positive relationships and improving behavior will be explored.	Wednesday, Aug 20 6:00-9:00pm WEBINAR Register by: Aug 19	Aoife Magee, Master Trainer FREE
PM 1.5 hours Set 1 No Age Related Content	Oregon Registry Overview Learn about ORO – the Oregon Registry Online and how it can benefit you. Find out what Registry Step you might qualify for, how to plan to move up to a higher step, how to upload training certificates and college transcripts, and how to apply for a Step. If you need assistance reaching a higher step – plan to attend this workshop.	Thursday, Aug 21 6:00pm-7:30pm WEBINAR Register by: Aug 20	Devon Finley, CCRN FREE
DIV/SN 1.5 hrs each Set 2 Infant/toddler Preschool	What's on Your Bookshelf? Diving into Equitable, Diverse, & Inclusive Picture Books Join this interactive workshop where we will focus on equitable, diverse, and inclusive picture books. Learn why high-quality books are necessary for your classroom, and how to complete a picture book audit. We will also dive into how to use picture books in your classrooms. You will leave with a list of books teacher resources, strategies, and ideas.	Wednesday, Aug 27 6:00-9:00pm WEBINAR Register by: Aug 26	Cindy Ryan, Master Trainer FREE
DIV/OA 1.5 hrs each Set 2 Infant/toddler	Screening Infants and Toddlers Using the ASQ-3: How to Administer, Score and Support Families in Culturally Sensitive Ways This training examine how screening in the early years can impact and support infant and toddler development. We will learn how to correctly score and interpret the results of the ASQ-3 with a culturally sensitive lens. Lastly, will explore ways to best engage and partner with families when sharing the ASQ-3 results.	Thursday, Sep 4 6:00-9:00pm WEBINAR Register by: Sep 3	Sarah Garczynski, Master Trainer FREE

The Core Knowledge Categories (CKCs): ~ Diversity (DIV) ~ Families & Community Systems (FCS) ~ Health, Safety & Nutrition (HSN) ~ Human Growth & Development (HGD) ~ Learning Environments & Curriculum (LEC) ~ Observation & Assessment (OA) ~ Personal, Professional & Leadership Development (PPLD) ~ Program Management (PM) ~ Special Needs (SN) ~ Understanding & Guiding Behavior (UGB)

Note: All categories except PM & PPLD are considered "child development"

2025/2026

HGD 2 hours Set 2 Infant/ toddler, Preschool	Approaches to Learning in Early Learning Guidelines Participants will explore the subdomain of approaches to learning in the Oregon Early Learning Guidelines and Head Start Framework and the goals and standards aligned to them. The early childhood professional will examine what is needed to promote support of children's development and progress toward being prepared for transition to kindergarten.	Wednesday, Sep 10 6:00pm-8:00pm WEBINAR Register by: Sep 9	Kathleen Walker Henderson, Master Trainer FREE
LEC 2 hours Set 2 Preschool	Risky Business: Promoting Play, Risk and Curiosity in Early Learning Settings to Increase Social- Emotional Development Participants will examine theories of practice in social-emotional learning and its relationship to play. They will distinguish age-appropriate levels of risk and play and how to incorporate calculated risk and curiosity into their daily routines.	Tuesday, Sep 23 6:00pm-8:00pm WEBINAR Register by: Sep 22	Erica Hinshaw, Master Trainer FREE

CCRN Oportunidades de Entrenamientos en español SE REQUIERE REGISTRACION. registración en línea www.ccrnso.org o llame al 541-776-6768			
CKC/Sets	Título / Descripción:	Fecha/tiempo/ ubicación	Trainer/costo
LEC 3 hours Set 2 Preschool	Apoyar a los Niños que Aprenden en Dos Idiomas de 3 a 5 Años en un Entorno Preescolar (Supporting Dual Language Learners Ages 3 to 5 in a Pre-school Setting) Esta capacitación ayuda a los proveedores de la primera infancia a practicar estrategias para involucrar a los preescolares en la adquisición del idioma inglés basada en objetos. Tendrán la oportunidad de explorar enfoques y diseñar su propio entorno culturalmente amigable.	Jueves, 3 de Julio 6:00pm-9:00pm WEBINAR Regístrese antes del 2 de julio	Presentadora, Judith Murillo Tuesta Gratis
FCS/SN 1.5 hrs each Set 2 No age related content	Apoyo a los Padres de Niños con Necesidades Especiales (Supporting Parents of Children with Special Needs) Esta sesión de capacitación está diseñada para equipar a los profesionales que trabajan en el campo de la educación de la primera infancia con el conocimiento y las habilidades necesarias para apoyar y abogar eficazmente por los padres de niños pequeños con necesidades especiales.	Lunes, 14 de julio 6:00pm-9:00pm WEBINAR Regístrese antes del 11 de julio	Presentadora, Sarah Crozier Gratis
HSN 3 hours Set 2 Infant/ toddler, Preschool, School age	Los Efectos del Estrés, Violencia, Trauma, y Abuso en el Desarrollo de los Niños (The Effects of Stress, Violence, Trauma, and Abuse on Child Development) Desarrollar nuevos conocimientos sobre la investigación actual sobre los efectos del estrés, la violencia, el trauma y el abuso en el desarrollo del cerebro. Desarrollar estrategias para apoyar el desarrollo de los niños que han experimentado situaciones de estrés y estrategias para reducir al mínimo la exposición de los niños al estrés y trauma.	Lunes, 21 de julio 6:00pm-9:00pm WEBINAR Regístrese antes del 20 de julio	Presentadora, Lucia Aleman Oregon Gratis
HGD 3 hours Set 1 No age related content	Motivando el Desarrollo Físico de los Niños (Motivating Children's Physical Development) Este entrenamiento se enfoca en estrategias para motivar y mejorar el desarrollo físico de los niños. Los participantes explorarán formas efectivas de fomentar la actividad física, las habilidades motoras finas y la coordinación, contribuyendo al crecimiento y bienestar general de los niños.	Lunes, 4 de agosto 6:00pm-9:00pm WEBINAR Regístrese antes del 1 de agosto	Presentadora, Laurys Duno Gratis

The Core Knowledge Categories (CKCs): ~ Diversity (DIV) ~ Families & Community Systems (FCS) ~ Health, Safety & Nutrition (HSN) ~ Human Growth & Development (HGD) ~ Learning Environments & Curriculum (LEC) ~ Observation & Assessment (OA) ~ Personal, Professional & Leadership Development (PPLD) ~ Program Management (PM) ~ Special Needs (SN) ~ Understanding & Guiding Behavior (UGB)

Note: All categories except PM & PPLD are considered "child development"

2025/2026

SN 3 hours Set 2 Preschool	Manejo del Caos: Estrategias para abordar el Comportamiento Desafiante (Managing Chaos: Strategies for Addressing Challenging Behavior) Construir un aula de éxito para todos los estudiantes requiere planificación, reflexión y propósito. Analizaremos nuestras propias prácticas y pensamientos para analizar formas en que podemos planificar mejor nuestro ambiente, interacciones y estrategias para satisfacer las necesidades de los niños con comportamientos neurodivergentes en nuestras clases preescolares.	Martes, 5 de agosto 6:00pm-9:00pm WEBINAR Regístrese antes del 4 de agosto	Presentadora, Sarah Crozier Gratis
FCS 2 hours Set 2 No age related content	Cómo Responder y Conectar con las Familias Durante Situaciones Desafiantes en las Visitas Domiciliarias (Facilitating Helpful Responses during Challenging Situations in Home Visits) Esta capacitación es para visitantes de hogares que trabajan con familias latinas y niños de 0 a 6 años. Durante esta capacitación, los participantes tendrán la oportunidad de participar en la autorreflexión y evaluación de sus conocimientos y habilidades fundamentales como visitantes de hogares y cómo las primeras respuestas ante situaciones desafiantes en las visitas, crean posibilidades, fortalecen las conexiones, ayudan a los padres a sentirse comprendidos, aceptados, creando un sentimiento de seguridad. Los participantes tendrán la oportunidad de elaborar primeras respuestas mediante el análisis de situaciones desafiantes durante las visitas, que puedan establecer conexiones positivas con las familias.	Martes, 19 de agosto 6:00pm-8:00pm WEBINAR Regístrese antes del 18 de agosto	Presentadora, Sara Ashou Gratis
LEC 3 hours Set 2 Preschool	Aprendiendo y Divirtiéndose a Traves de las Ciencia (Having Fun and Learning through Science) En este taller vamos a hablar sobre como los niños pueden aprender a través de la ciencia de una manera divertida. Promoviendo de esta manera sus cuatro áreas del desarrollo a motivar al niño preescolar a observar, experimentar y sacar sus propias conclusiones.	Jueves, 28 de agosto 6:00pm-9:00pm WEBINAR Regístrese antes del 27 de agosto	Presentadora, Roxana Hoyle Gratis
HSN 3 hours Set 1 No age related content	Preparación Ante Situaciones de Emergencia en el Cuidado Infantil Familiar (Emergency Preparedness in Family Child Care Settings) Este curso prepara a los proveedores de cuidado infantil para situaciones de emergencia en entornos de cuidado infantil familiar. Los participantes aprenderán estrategias clave para la respuesta a emergencias, crearán planes de acción y garantizarán la seguridad de los niños en caso de una emergencia.	Martes, 2 de septiembre 6:00pm-9:00pm WEBINAR Regístrese antes del 29 de agosto	Presentadora, Laurys Duno Gratis
HGD 3 hours Set 2 Infant/toddler, Preschool	Jardinería de Palabras: Cultivando Palabras, Nutriendo la Alfabetización y lograr el Crecimiento del Cerebro (WORD GARDENING: Cultivating Words, Nurturing Literacy, and Growing the Brain) La importancia de explorar nuevos descubrimientos científicos, de cómo los circuitos del cerebro están densamente interconectados, y cómo las interacciones cambian estos circuitos, para lograr que los cerebros de los niños aprendan palabras y lo que significan las palabras. Examinar las investigaciones actuales: como la mente de los niños aprende palabras y lo que significan esas palabras. Así como la práctica de estrategias y uso de materiales de alfabetización para apoyar el desarrollo del lenguaje usando la palabra parentese (paternidad) nomenclatura y contenido. Desarrollar materiales de alfabetización temprana que fortalecen las palabras de los diagramas y la categorización de las palabras	Jueves, 18 de septiembre 6:00pm-9:00pm WEBINAR Regístrese antes del 17 de septiembre	Presentadora, Lucia Aleman Oregon Gratis

The Core Knowledge Categories (CKCs): ~ Diversity (DIV) ~ Families & Community Systems (FCS) ~ Health, Safety & Nutrition (HSN) ~ Human Growth & Development (HGD) ~ Learning Environments & Curriculum (LEC) ~ Observation & Assessment (OA) ~ Personal, Professional & Leadership Development (PPLD) ~ Program Management (PM) ~ Special Needs (SN) ~ Understanding & Guiding Behavior (UGB)

Note: All categories except PM & PPLD are considered "child development"

2025/2026



Online Training Opportunities / Oportunidades de Entrenamientos en línea en español

Quorum – Online

An online professional development program for early educators, recommended by Child Care Aware. Research based, online trainings on a variety of topics in English and Spanish.

Un programa de desarrollo profesional en línea para educadores tempranos, recomendado por Child Care Aware. Capacitaciones en línea basadas en la investigación sobre una variedad de temas en inglés y español.

Go to <https://www.quorumlearning.com/why-quorum/>

Care Courses – Online or Workbook

Over 70 different workbook and online courses on a wide range of topics in English and Spanish.

Más de 70 libros de trabajo diferentes y cursos en línea sobre una amplia gama de temas en inglés y español.

Go to www.carecourses.com for more information or call CCRN at 541-842-2610 or 541-842-2575

Early Childhood Investigations Webinars

High quality webinars on a wide variety of early learning topics from experts in the field. Attendees can earn a free training certificate that is recognized by the Oregon Registry by watching the webinar or by accessing the recording; follow instructions when registering to receive a certificate. CEUs also available for each webinar at a cost of \$15 paid to University of Oklahoma online <http://www.earlychildhoodwebinars.com/about/>

Child Care Education Institute

Specializes in providing online training and certificates, child care registry development, and administrative solutions for the early care and education industry. Go to <https://www.cceionline.com>

Pyramid Model Online Training

Here you can access the Pyramid Online Learning Modules, a new way to access training and support long-term outcomes. These professional development resources help the early childhood workforce support the social-emotional development of infants and young children.

<http://www.pyramidmodel.org/services/online-training/>

The Core Knowledge Categories (CKCs): ~ Diversity (DIV) ~ Families & Community Systems (FCS) ~ Health, Safety & Nutrition (HSN) ~ Human Growth & Development (HGD) ~ Learning Environments & Curriculum (LEC) ~ Observation & Assessment (OA) ~ Personal, Professional & Leadership Development (PPLD) ~ Program Management (PM) ~ Special Needs (SN) ~ Understanding & Guiding Behavior (UGB)

Note: All categories except PM & PPLD are considered “child development”

2025/2026