

## Supplemental Trainings for First Steps Staff

Initial and ongoing training and professional development of staff is an important component of high-quality services for families. Sites have the responsibility to ensure that each of their staff complete all of the required trainings to adhere to the Healthy Family America's (HFA) Best Practice Standards and the First Steps Training Responsibilities policy. This *Supplemental Online Training for First Steps* document is intended to support First Steps family support specialist, supervisors, and regional leads with supplemental training. Please reference *Suggested Trainings to Meet HFA Wraparound & Screening Tool Standards* to support initial onboarding training in place of HFA's The Learning Center (TLC).

The primary resource for trainings is the [Institute for the Advancement of Family Support Professionals](#). This organization provides no-cost trainings and is endorsed by HFA National Office. The trainings typically include learning and resource guides to support staff reflection and discussion in supervision. It is recommended that supervisors utilize the learning guides for Professional Support and Supervision of Staff (HFA BPS 12-2.C). All of the training from the institute and the other trainings listed are web-based trainings and include a variety of courses to support the development of a trans-disciplinary workforce for infants, small children and families.

### Quick Links to Trainings by Standards

#### Within 3 Months of Hire

- [ASQ-3 & ASQ:SE2 Screening 6-5.D-E](#)
- [PHQ9 Screening 7-4.F](#)
- [Role Specific Training 10-2](#)
- [Infant Care 11-1.A](#)
- [Child Health and Safety 11-1.B](#)
- [Maternal and Family Health 11-1.C](#)
- [Prenatal Training 11-2.E](#)

#### Within 6 Months of Hire

- [HFA Parent Survey for Community Outreach Training 10-4. A](#)
- [HFA Foundations for Family Support Specialists 10-4.B](#)
- [Infant and Child Development 11-2.A](#)
- [Supporting the Parent-Child Relationship 11-2.B](#)
- [Staff Related Issues 11-2.C](#)
- [Mental Health 11-2.D](#)
- [Family Goal Process 11-2. F](#)

#### Within 12 Months of Hire

- [Child Abuse & Neglect 11-3.A & 11-4.B](#)
- [Family Violence 11-3.B](#)
- [Substance Abuse 11-3.C](#)
- [Family Issues 11-3.D](#)
- [Role of Culture in Parenting 11-3. E](#)
- [Unique Characteristics of Service Population 5-3](#)

Training Title & Presenter	Training Description	Length (approx.)	Cost
<b>ASQ-3 and ASQ:SE-2 Screening 6.5 D &amp; E (Prior to Use with Families or Supervision of Staff)</b>			
Brookes, <a href="#"><i>Cross Cultural Considerations in the Use of the ASQ3 &amp; ASQ:SE</i></a>	<p>We live and work in an increasingly diverse world and the screening tools we use must effectively measure the development of children from different cultural and linguistic backgrounds. View the recording of this webinar to learn best practices and strategies for using the Ages &amp; Stages Questionnaires® (ASQ) with diverse families.</p> <p>The presentation covers considerations for working with families from diverse backgrounds for the following steps in the screening process:</p> <ul style="list-style-type: none"> <li>• Meeting with parents and introducing screening (including tips for working with translators)</li> <li>• Administering screening tools (ASQ-3™ &amp; ASQ:SE)</li> <li>• Communicating results with families</li> <li>• Determining appropriate follow-up</li> <li>• Making community referrals</li> </ul>	75 minutes	No Cost
NICHQ, <a href="#"><i>Engaging Families from Diverse Backgrounds with Developmental Screening and Child Well-Being</i></a>	<p>Developmental screenings can change children's lives. Screenings help ensure early diagnosis so that children with disabilities can receive the right care at the right time. Find out how to engage families from diverse backgrounds and improve screenings in your state. Listeners will walk away from the webinar with the strategies, tools and resources they need to increase family engagement and improve their developmental screening process.</p> <p>**Scroll to middle of page for course information</p>	1.5 Hours	No Cost- registration & enrollment required
<b>PHQ-9 Screening Administration 7-4.F (Prior to Use with Families or Supervision of Staff)</b>			
Institute for the Advancement of Family Support Professionals, <a href="#"><i>Why Screen Women for</i></a>	<p>This module introduces family support professionals to screening clients for substance use, intimate partner violence and mental health issues. It provides a statistical overview of the prevalence of these concerns and gives information about the impact they have on health and well-being in the home. The module also demonstrates best practices for screening, including frequency, different tools available and techniques for creating a comfortable and successful screening environment.</p>	45 minutes	No Cost- registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
<a href="#"><u>Substance Use, Intimate Partner Violence, Mental Health and Perinatal Depression</u></a>	<p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>List reasons why family support professionals should screen all mothers</li> <li>Describe the difference between screening and assessment</li> <li>Develop and improve screening, intervention and referral skills</li> <li>Explain the importance of screening for multiple risks</li> <li>Explain why a mother may not acknowledge issues</li> <li>Describe best practices for screening</li> <li>Understand how to create and maintain a respectful environment</li> </ul>		
InJoy Education, <a href="#"><u>Perinatal Mental Health: More Than The Baby Blues</u></a>	<p>Postpartum Depression occurs in up to 20 percent of all new mothers. It's considered the number one postpartum childbirth complication. After this one hour webinar, you will have a better understanding of how perinatal mental health extends beyond depression, impacts the entire family, and can be identified before the family is in crisis.</p> <p>YOU WILL LEARN:</p> <ul style="list-style-type: none"> <li>Perinatal mental health diagnoses and presentations</li> <li>Etiology</li> <li>Risks factors, special populations, and situations that require referral.</li> <li>Tips for how to engage a new or expecting parent in a dialogue about Perinatal Mental Health and how to best offer support.</li> <li>Cultural considerations.</li> <li>Assessment/screening.</li> <li>Resources</li> </ul>		No Cost-registration & enrollment required
Archstone Foundations Care Partners, <a href="#"><u>Patient Health Questionnaire PHQ9</u></a>	Provides brief overview of tool and demonstration videos	20 Minutes	No cost
<b>Role Specific Training 10-2.A-G (within 3 months of hire)</b>			

Training Title & Presenter	Training Description	Length (approx.)	Cost
Start Early, Achieve on Demand Webinars, <a href="#">Basics of Home Visiting</a>	Refresh your core home visiting fundamentals. This course is perfect for new home visitors or supervisors looking for orientation opportunities. More experienced home visitors can also further develop their self-awareness and reflective practice skills and become more confident and competent.	Self-Paced, 120-180 minutes	\$95
Institute for the Advancement of Family Support Professionals, <a href="#">Home Visiting 101</a>	This training provides an introduction to the profession of home visiting and its importance for children, parents and families. It includes information about early brain development, toxic stress, ACEs and protective factors. Included in the training is a description of home visiting programs in Virginia and how they fit into the larger system of care for children and families. The training also includes guidance for developing a resource and referral tool kit through community mapping.	45 minutes	No Cost-registration & enrollment required
Institute for the Advancement of Family Support Professionals, <a href="#">Confidentiality for the Family Support Professional: Confidentiality Principles</a>	This module provides an overview of best practices in protecting client confidentiality. It discusses professional, ethical and interpersonal considerations in confidentiality in home visiting.  <u>Learning Objectives:</u> <ul style="list-style-type: none"> <li>• Make decisions about how to maintain confidentiality</li> <li>• Talk with families about the family's rights and the family support professional's responsibility to maintain confidentiality</li> <li>• Think about confidentiality issues within the framework of the family support professional - client relationship</li> </ul>	25 Minutes	No Cost-registration & enrollment required
Institute for the Advancement of Family Support Professionals, <a href="#">Confidentiality for the Family Support Professional: Confidentiality Practice</a>	This module presents interactive video scenarios for application of principles and legal factors in confidentiality.  <u>Learning Objectives</u> <ul style="list-style-type: none"> <li>• Make decisions about how to maintain confidentiality</li> <li>• Talk with families about the family's rights and the family support professional's responsibility to maintain confidentiality</li> <li>• Think about confidentiality issues within the framework of the family support professional - client relationship</li> <li>• Understand how confidentiality laws apply to home visiting</li> <li>• Name the main points of the three laws</li> </ul>	20 Minutes	No Cost-registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
HealtheKnowledge, <a href="#">UCLA</a> <a href="#">Tour of Motivational Interviewing (MI)</a>	MI is a form of collaborative conversation for strengthening a person's own motivation and commitment to change, by eliciting and exploring the person's reasons for change within an atmosphere of acceptance and compassion. This course takes the learner on a tour of the essential skills used to strengthen an individual's motivation for behavior change.	4 hours Self-Paced	No Cost-registration & enrollment required
<b>HFA Core Parent Survey for Community Outreach Training 10-4.A (within 6 months of hire)</b>			
Institute for the Advancement of Family Support Professionals, <a href="#">ACEs 101: Impact and Our Opportunity</a>	This module introduces the groundbreaking 1998 ACEs Study. This study found a link between Adverse Childhood Experiences (ACEs) and adult health outcomes. This module will look at brain development research that explains why ACEs have a life-long effect on health and behavior. In scenario-based learning sequences you will learn how toxic stress can cause protective features of brain development and functioning to become maladaptive through the processes of epigenetic and triggering. This module also includes a survey of projects and programs that have used the knowledge from the ACEs study and brain research to begin to build better communities and stop the spread of ACEs to future generations.  Learning Objectives: <ul style="list-style-type: none"> <li>• Understand the ACEs research well enough to talk about it to someone else.</li> <li>• Understand the data and its implications for yourself and other</li> <li>• Understand how brain development can be affected by toxic stress.</li> <li>• Describe how the damage of toxic stress can be passed from one generation to the next through the process of epigenetics.</li> <li>• Describe some of the prevention and response strategies.</li> </ul>	180 Minutes	No Cost-registration & enrollment required
<b>HFA Core Foundations for Family Support Training 10-4.B (within 6 months of hire)</b>			
Start Early, Achieve on Demand Webinars, <a href="#">The Impact of Trauma on Home Visiting</a>	Enhance your effectiveness in supporting families affected by trauma. Learn how to identify trauma; understand its impact on families; and gain the skills and strategies needed to support those families impacted by it.	Self-Paced, 120-180 minutes	\$95
Institute for the Advancement of Family	This module explores the daily activities of a family support professional and describes skills that can improve a family support professional's effectiveness: taking a strength-based approach, using	45 minutes	No Cost-registration

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Support Professionals, <a href="#">Home Visiting 102</a>	<p>counseling and other strategies for parent education and support, and the importance of effective communication skills.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Explain the role of a family support professional</li> <li>• Describe a home visit, including the family support professional's responsibilities before, during and after the visit</li> <li>• List some skills of effective family support professionals</li> </ul>		& enrollment required
Institute for the Advancement of Family Support Professionals <a href="#">Assessment to Action: Building on Strengths, Finding Solutions</a>	<p>Develop a deeper understanding of and ability to use strength-based practice while providing family support services, the importance of connecting families to community supports, and how to use and nurture critical thinking skills.</p> <p><u>Learning Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Assess and support families through strength-based services</li> <li>2. Connect families to community supports and services</li> <li>3. Understand and use critical thinking skills for family support work</li> <li>4. Use specific strategies to build the critical thinking skills of parent</li> </ol>	180 Minutes	No Cost-registration & enrollment required
HFA Webinar: <a href="#">CHEERS, A Deeper Dive Webinar</a>	<p>This webinar provides guidance for how to document CHEERS, how to use CHEERS to both promote and address parent-child interaction, and how to use the Reflective Strategies with CHEERS. This interactive Webinar is about and includes updated handouts designed to assist staff in using CHEERS more effectively! Below are the documents that go along with this webinar:</p>	42 minutes	No-cost
Wayne State University (WSU), <a href="#">Infant Mental Health: Attachment Theory</a>	<p>Endorsed by the National Alliance for Infant Mental Health, an HFA partner, this high-quality course from WSU addresses the following course objectives:</p> <ul style="list-style-type: none"> <li>• Understand the importance of early relationships in the lives of infants, toddlers and young children.</li> <li>• Learn ways to assess the quality of the early parent-child or caregiver-child relationship.</li> <li>• Identify the ways in which early parenting influences the development of the infant, toddler and young child.</li> </ul>	Less than 2 hours	No cost to participate; Optional \$15 certificate (CEU)

Training Title & Presenter	Training Description	Length (approx.)	Cost
Bruce Perry, PhD, <a href="#">Seven Slide Series: The Human Brain</a>	A brief introduction to core concepts regarding brain structure and function that provide the basis for developmentally sensitive and trauma-informed caregiving, education and therapy.	13 minutes	No Cost
NCTSN, <a href="#">Attachment Vitamins</a>	The Attachment Vitamins online course is an interactive, self-paced e-learning course for those adults who often find themselves in the company of children aged zero to five and their families, including professionals such as early childhood educators and child care providers, public health workers, nurses and other medical providers, and case managers; and also for the caregivers of young children themselves. Co-created by Dr. Alicia Lieberman, author of <i>The Emotional Life of the Toddler</i> , and world-renown expert in the areas of parent-child attachment, child development, and trauma, Attachment Vitamins provides a clear and elegant overview of early social-emotional development with insights and suggestions to support healthy and mutually-satisfying child-caregiver relationships. During the course's nine modules, participants will learn about early childhood social-emotional development; the impact of stress and trauma; reflect on the possible meanings of children's behaviors; explore the influence of culture on families' socialization goals; and become familiar with a number of strategies aimed to promote secure attachment and safe socialization practices.	Self-Paced	No Cost-registration & enrollment required
JoAnne Solchany, PhD, ARNP, RN, BC, <a href="#">Reaching the Most Difficult to Reach Families: An Attachment Perspective</a>	Webinar designed for Maternal Infant Health Case Managers includes: <ul style="list-style-type: none"> <li>• Review of attachment includes Internal Working Models, Adult Attachment and Impact on Engagement, &amp; Other Family Issues</li> <li>• Strategies to work with our Most Resistant Moms</li> <li>• Setting Limits, Boundaries and Precedents in Professional Relationship</li> </ul>	90 minutes	No Cost
Institute for the Advancement of Family Support Professionals, <a href="#">Supporting Immigrant Families: A Culturally Humble Approach</a>	This 45-minute online training describes the concept of cultural humility, a lifelong process of self-reflection and learning from every person, family and situation you encounter, as an alternative to trying to become "culturally competent." The culturally humble approach is then applied to home visitor scope of practice supporting immigrant families in acculturating to the United States and in preserving and maintaining their home culture. The training includes information about the impact of immigration laws on undocumented immigrants and their families.	45 Minutes	No Cost-registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
<b>Infant Care 11-1.A (within 3 months of hire)</b> (Sleep, feeding, breastfeeding, crying & comforting of the baby)			
Institute for the Advancement of Family Support Professionals, <a href="#">Breastfeeding: Helping Mothers Choose Breastfeeding</a>	<p>This module will give family support professionals who work with pregnant women and families information they can use to promote breastfeeding. The module offers information on the benefits of exclusive breastfeeding, the factors that influence a mother's decision about breastfeeding, and strategies to help mothers overcome common barriers they might face in choosing breastfeeding. The module includes "red flags" to watch for that indicate that a mother may need additional help as well as resources that may be available to support pregnant mothers.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Describe the benefits of breastfeeding for baby, mom and family</li> <li>• Discuss factors that influence a mother's decision about breastfeeding</li> <li>• List possible barriers to breastfeeding and strategies to overcome barriers</li> <li>• Demonstrate skills in communication and counseling strategies</li> <li>• Describe the scope of family support professional practice and how and when to make referrals</li> </ul>	45 Minutes	No Cost-registration & enrollment required
Institute for the Advancement of Family Support Professionals, <a href="#">Breastfeeding: Helping Mothers Initiate Breastfeeding</a>	<p>This module will give family support professionals who work with pregnant women and families information they can use to support mothers who have chosen to breastfeed. The module offers anticipatory guidance to help mothers prepare for breastfeeding, including information on latch, positioning, foods to avoid, and baby's hunger and sleep signals. Participants learn difficulties a mother may encounter as she initiates breastfeeding, along with possible solutions. The module includes "red flags" to watch for that indicate that a mother may need additional help and resources that may be available to support breastfeeding mothers.</p> <p><u>Learning Objectives</u></p> <ul style="list-style-type: none"> <li>• Describe anticipatory guidance the home visitor can share with mothers after they have decided to breastfeed</li> <li>• List common difficulties a woman may encounter along with possible solutions</li> <li>• List "red flags" and resources available to support breastfeeding mothers</li> </ul>	45 Minutes	No Cost-registration & enrollment required
Institute for the Advancement of Family Support Professionals, <a href="#">Breastfeeding: Helping</a>	<p>This module will give family support professionals information they can use to help women continue breastfeeding after the first month. The module describes common challenges that may occur, including postpartum and questions a woman may have, along with information and strategies the home visitor can share to respond. The module discusses adding solid foods and when and how</p>	45 Minutes	No Cost-registration &



Training Title & Presenter	Training Description	Length (approx.)	Cost
<a href="#"><u>Mothers Continue Breastfeeding</u></a>	<p>to wean. The module includes “red flags” to watch for that indicate that a mother may need additional help as well as resources that may be available to support breastfeeding mothers.</p> <p><u>Learning Objectives</u></p> <ul style="list-style-type: none"> <li>List and describe challenges and questions that can arise after the first month of breastfeeding</li> <li>List common challenges that may occur, and strategies for responding to these challenges</li> <li>Describe guidelines for adding solid foods and weaning</li> <li>Describe the scope of home visitor practice and how and when to make referrals</li> </ul>		enrollment required
<p>National Center on Shaken Baby Syndrome, <a href="#"><u>New Period of Purple Crying Training for Implementation</u></a></p> <p><i>**Supervisor/Program Manager Needs to Set Up an Organizational Account</i></p>	<p>This course will educate and prepare providers to deliver the evidence-based Period of PURPLE Crying education and materials to parents. The course contains 3 mandatory lessons and a quiz assessment that will take approximately 1 hour to complete. At the completion of this course, providers should feel confident in delivering the Period of PURPLE Crying program to families and answering their questions. The lessons included in this course are:</p> <ul style="list-style-type: none"> <li>Period of PURPLE Crying video;</li> <li>Period of PURPLE Crying booklet;</li> <li>Crying, Soothing, Coping: Doing What Comes Naturally video;</li> <li>Period of PURPLE Crying Implementation Training</li> <li>Lessons one (1), two (2) and four (4) are mandatory to view. Lesson three (3) is highly recommended.</li> </ul> <p>Additional resources are available for download including but not limited to; Program Overview, 3-Minute Talking Points, Reinforcement Talking Points, FAQs for Professionals, FAQs for parents, NICU letter, Implementation Checklist, Fidelity Agreement, and copyright permission forms.</p>		No Cost-registration & enrollment required
<p>NCEMCH, <a href="#"><u>Building on Campaigns with Conversations: An Individualized Approach to Helping Families Embrace Safe Sleep &amp; Breastfeeding</u></a></p>	<p>This series of learning modules is designed for a range of health professionals, human service providers, community health workers, home visitors, and peer supporters who interact with families on topics of safe sleep and breastfeeding. The modules are designed to help understand the Conversations Approach and gain the knowledge and skills needed to implement it to promote breastfeeding and safe sleep practices.</p> <ul style="list-style-type: none"> <li>A New Approach</li> </ul>		No Cost-registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
	<ul style="list-style-type: none"> <li>• How Babies Sleep and Eat</li> <li>• Understanding Current Recommendations</li> <li>• Anticipating Reluctance and Refusal</li> <li>• Respectful Dialogue and Structure of a Conversation</li> <li>• Creating Plans to Support Family Decisions</li> <li>• Putting It All Together to Make a Difference</li> </ul>		
<p><b>Child Health and Safety 11-1.B (within 3 months of hire)</b> (Home safety (e.g., fire, child supervision, water temperature, pools, falls, etc.), Shaken Baby Syndrome, SIDS, seeking medical care, well-child visits/immunizations, seeking appropriate child care, car seat safety, Failure to Thrive)</p>			
<p>Institute for the Advancement of Family Support Professionals, <a href="#">Nutrition Basics</a></p>	<p>This module provides basic information about healthy nutrition using resources from <a href="http://choosemyplate.gov">choosemyplate.gov</a>. Participants will learn how to educate families about the importance of healthy nutrition, the food groups and other important elements of healthy nutrition, and the recommended daily amounts of each food group. They will learn how to teach families about shopping for healthy foods, how to read and compare nutrition labels, and the value of exercise as part of a healthy lifestyle. The module covers referrals and resources to support families experiencing food insufficiency.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Describe the resources available at <a href="http://choosemyplate.gov">choosemyplate.gov</a> and how the home visitor can use these resources with families</li> <li>• List the food groups and recommended services for each group</li> <li>• Discuss strategies for educating families about shopping for healthy foods, reading and comparing nutrition labels and the value of exercise as part of a healthy lifestyle</li> <li>• Describe referrals and resources to support families who are experiencing food insufficiency</li> </ul>	<p>25 minutes</p>	<p>No Cost- registration &amp; enrollment required</p>
<p>Institute for the Advancement of Family Support Professionals, <a href="#">Growing Healthy Children (Part 1): Prenatal and Breastfeeding Mothers</a></p>	<p>Growing Healthy Children is a series of three 30-minute online modules about nutrition and physical activity across the lifespan. The modules explore the Centers for Disease Control and Prevention's five strategies for growing healthy children and preventing obesity - breastfeeding, nutrition, physical activity, limiting screen time, and eliminating sugary drinks. Family support professionals will learn important information about each of the strategies as well as parent education techniques for sharing this important information with families.</p> <p><u>Learning Objectives:</u></p>	<p>30 minutes each</p>	<p>No Cost- registration &amp; enrollment required</p>

Training Title & Presenter	Training Description	Length (approx.)	Cost
<p><a href="#">Growing Healthy Children (Part 2): Feeding &amp; nutritional needs of infant, toddlers, and children</a></p> <p><a href="#">Growing Healthy Children (Part 3): Physical activity &amp; limiting screen time</a></p>	<ul style="list-style-type: none"> <li>Identify and describe the Centers for Disease Control and Prevention's five strategies for growing healthy children and preventing obesity</li> <li>Describe the nutritional requirements of pregnant mothers, breastfeeding mothers, infants, toddlers and young children.</li> <li>List types and amounts of healthy activity for adults and for children of different ages</li> <li>Discuss guidelines for limiting screen time for children</li> <li>Describe parent education and support techniques related to growing healthy children Part Three focuses on physical activity and limiting screen time.</li> </ul>		
<p><b>Maternal and Family Health 11-1.C (within 3 months of hire)</b> (Family planning, nutrition, pre-natal/post-natal healthcare, pre-natal/post-partum depression, warning signs for when to call doctor)</p>			
<p>InJoy Health Education, <a href="#">The Mother-Baby Transition- Management of 3<sup>rd</sup> &amp; 4<sup>th</sup> Stages</a></p>	<p>The third and fourth stages of labor are typically defined as maternal events, but a normal third and fourth stage include mother and baby together -- "motherbaby." This presentation focuses on management of the transition from pregnancy to mother and fetus to newborn for safety, promotion of maternal-infant attachment, and optimization of breastfeeding.</p>	1 hour	No Cost- registration & enrollment required
<p><b>Prenatal Training 11-2.E (3 months within hire)</b> (Fetal growth &amp; development, warning signs, activities to promote the parenting role, bonding, and preparing for the baby)</p>			
<p><b>Infant and Child Development 11-2.A (3 months within hire)</b></p>			
<p>Bradley Learning Exchange, <a href="#">Foundations for Infant/Toddler Social Emotional Health and Development: Provider Modules</a></p>	<p>Infant and toddler social emotional health and development is a foundation of all development, involving a baby's ability to express and regulate emotions, form positive relationships with others, and eagerly explore and learn. During the first three years of life, a baby's brain develops more rapidly than at any other time. This development is shaped by the baby's experiences with parents (and other primary family members)—your baby's early experiences with you matter, and they last a lifetime.</p> <p>Bradley's Foundations course includes 10 computer-based modules that offer insights about a baby's social emotional health and development, and it highlights the importance of positive early relationship experiences for healthy development.</p> <p><b>**Training available in Spanish <a href="#">here</a></b></p>	Self-Paced	No Cost- registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
Institute for the Advancement of Family Support Professionals, <a href="#">Social Emotional Development of Young Children</a>	<p>This module describes the social and emotional development of infants, toddlers and young children. Participants will learn typical social and emotional developmental milestones as well as practices and approaches to support families in supporting their young children’s social and emotional development. They’ll also learn to recognize risk factors and signs of potential concerns.</p> <p>Participants will learn to identify signs and symptoms of trauma and its impact on social and emotional development. Finally, they will identify resources and supports families can access to support their children’s social and emotional development needs.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Define social and emotional development of young children.</li> <li>• Identify typical social and emotional milestones in young children from birth to five years by specific age ranges.</li> <li>• Describe practices and approaches to support social and emotional development in young children.</li> <li>• Recognize risk factors for potential social and emotional concerns in young children.</li> <li>• Define trauma and list types of traumatic experiences.</li> <li>• Describe the impact of trauma on infants, toddlers and young children from a developmental perspective.</li> <li>• Identify trauma signs and symptoms in infants, toddlers and young children.</li> <li>• Identify resources and supports families can access to support social and emotional development needs.</li> </ul>	45 minutes	No Cost-registration & enrollment required
<b>Supporting the Parent-Child Relationship 11-2.B (within 6 months of hire)</b> (Supporting attachment, positive parenting strategies, discipline, parent-child interactions, strategies for working with difficult relationships)			
InJoy Health Education, <a href="#">Helping Parents Prepare Their Child and Their</a>	Welcoming a new baby to the family is exciting, but it can also bring growing pains for the entire family. And while sibling preparedness is essential, it’s also important to prepare parents for the impact on their relationship. During this webinar, relationship coach and parent advocate, Rhona	60 minutes	

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<a href="#">Relationship for a New Baby</a>	<p>Berens, PhD, CPCC, will share the latest research and offer tips to professionals who work with these growing families</p> <p>THIS WEBINAR WILL:</p> <ul style="list-style-type: none"> <li>• Provide an overview of existing research on the impact of a second child on older siblings, on parents' relationships with their firstborn children, and on parents' relationships with each other</li> <li>• Present a tips and tools that parents can use with their firstborn children and with each other to prepare for their baby and to minimize negative responses as much as possible</li> <li>• Provide tips to help parents meet their child's critical emotional needs: to feel respected, important, accepted, included, and secure (based on Dr. Gerald Newmark's bestselling book, "How to Raise Emotionally Healthy Children")</li> </ul> <p>**<a href="#">PPT Slides</a></p>		
<p>Bright Horizons and Isis Parenting-Parent's Webinars, <a href="#">Positive Parenting Practices</a></p>	<p>Learn about proactive parenting techniques that will help you fulfill children's emotional needs that foster good behavior and minimize power struggles and temper tantrums.</p> <ul style="list-style-type: none"> <li>• Discipline vs. Punishment</li> <li>• Power Struggles</li> <li>• "The Attention Basket"</li> <li>• Decoding Bad Behavior</li> <li>• Modeling Good Behavior</li> <li>• Teachable Moments</li> </ul>	60 minutes	No Cost
<p><b>Staff Related Issues 11-2.C (within 6 months of hire)</b> (Stress and time management, burnout prevention, personal safety of staff, ethics, crisis intervention, emergency protocols)</p>			
<p>Institute for the Advancement of Family Support Professionals,</p>	<p>Prepare for the potential risks associated with providing home visits and gain the tools needed to appropriately respond to an unsafe situation.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Discuss how professional choice and gender socialization influences our personal approach to safety</li> <li>• Define the three keys to safety and how they relate to increased personal safety</li> <li>• Prepare for and conduct home visits in a manner that protects personal well-being</li> <li>• Identify the signs of domestic violence and drug abuse and manufacture</li> </ul>	60 Minutes	No Cost- registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
<a href="#"><u>Staying Safe while Supporting Families</u></a>			
Institute for the Advancement of Family Support Professionals, <a href="#"><u>Personal Safety for Home Visitors</u></a>	<p>Home visiting is generally a safe area of practice. Occasionally, though, situations come up where a family support professional may be in an unsafe setting. This module will give family support professionals an overview of personal safety, describing what factors contribute to unsafe situations while traveling to and from the home visit and while in the home. The family support professional will learn how to prepare for home visits to ensure their safety and to recognize and avoid unsafe situations. The module will also show demonstrations of basic self defense techniques. This module is not a definitive or comprehensive personal safety or self-defense course. The family support professional's supervisor should give additional guidance to ensure the family support professional's safety.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• List steps to ensure personal safety</li> <li>• List potential dangers to family support professionals</li> <li>• Identify strategies for coping with these dangers</li> <li>• Describe basic safety and self-defense measures for family support professionals</li> <li>• List basic health precautions that protect family support professionals and their clients</li> <li>• Describe agency policies and procedures that support family support professional safety</li> </ul>	60 minutes	No Cost-registration & enrollment required
Institute for the Advancement of Family Support Professionals, <a href="#"><u>Beyond the Home Visit: Supervision, Professional Development, and Community Connections</u></a>	<p>Examine the responsibilities of the family support professional beyond the home visit. Learn how you can get the most out of supervision, represent your program in the community, build and maintain relationships with co-workers and advance your professional development.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Understand what is meant by reflective supervision</li> <li>• Ask for feedback and develop a supportive relationship with their supervisor</li> <li>• Use the strength-based approach to address vulnerabilities</li> <li>• Use supervisor for continued skill development</li> <li>• Demonstrate an understanding of conflict management and mediation skills and know when and when not to use these strategies</li> </ul>	180 minutes	No Cost-registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
	<ul style="list-style-type: none"> <li>• Apply the principles of nonviolent communication to their relationships in the workplace</li> <li>• Develop an understanding of the benefit of on-going training</li> <li>• Identify individual learning style</li> <li>• Create a professional development plan to increase skill level</li> </ul>		
<p>Ohio State University Kirwan Institute, <a href="#">Implicit Bias Series</a></p> <p><i>**Meet Cal-WORKS for Implicit Bias</i></p>	<p>Kirwan provides education and training on key topics like implicit bias, historic inequities in the education system, and education policy as a comprehensive approach to addressing disparities. These modules include a series of videos, activities, and resources that can be accessed by districts, school buildings, and interested individuals. Participants can work at their own pace.</p> <p><u>Learning Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Understanding Implicit Bias</li> <li>2. Real World Implications</li> <li>3. Understanding Your Own Implicit Bias</li> <li>4. Mitigating Unwanted Bias</li> </ol>	45-60 minutes	No Cost
<p><b>Mental Health 11-2.D (within 6 months of hire)</b> (Promotion of positive mental health, behavioral signs of mental health issues, depression, strategies for working with families with mental health issues, referral resources for mental health)</p>			
<p>HealtheKnowledge, <a href="#">The Girl in the Mirror: Behavioral Health of Adolescent Girls</a></p> <p><i>**Developed by SAMHSA</i></p>	<p>A girl's smile can often hide identity struggles, anxiety, depression, self-loathing and pressure to succeed bubbling under the surface. The presentation of these issues in girls often differs from their presentation in adolescent boys and adult women. This session will explore common but frequently overlooked and underdiagnosed behavioral health challenges girls face. After attending this session, participants will better understand potential concerns and interventions to support girls through these challenges.</p> <p><b>Participants will be able to describe:</b></p> <ul style="list-style-type: none"> <li>•Risks associated with behavioral health conditions</li> <li>•ADHD and its unique appearance in adolescent girls</li> <li>•Development and treatment of self-injurious behavior</li> </ul>	1.5 Hours Self-Paced	No Cost: registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
	In order to receive a Certificate of Completion or Continuing Education, participants must receive <b>80% or higher</b> on the quiz.		
<b>Family Goal Process 11-2.F (6 months within hire)</b> (Purpose and importance of the FG process in HFA services, working with families to identify strengths and needs, etc.)			
IRETA, <a href="#"><u>MI Skill Building: How To Recognize, Respond To, and Elicit Change Talk</u></a>	“Change talk” is a Motivational Interviewing expression that refers to language a client or patient uses that favors change. Recognizing, responding to, and eliciting change talk are three crucial skills practitioners must develop and apply to support clients/patients in making change. Whether in the context of a brief intervention or in an ongoing counseling relationship, when people use change talk to voice their intrinsic motivations, they are more likely to make a change. This webinar will review the technical aspects of recognizing, responding to, and eliciting change talk. It will also offer an opportunity to practice each of the above. <b>**PPT Slides</b>	1 Hour	No Cost
IRETA, <a href="#"><u>Cultivating Change Talk Part 2</u></a>	Whether in the context of a brief intervention or in an ongoing counseling relationship, when patients talk about their intrinsic motivation they’re more likely to make that change. Motivational Interviewing encourages “change talk,” language a client or patient uses that favors change. Recognizing, responding to, and eliciting change talk are three crucial skills practitioners must develop and apply to support clients or patients. Whether in the context of a brief intervention or in an ongoing counseling relationship, when patients talk about their intrinsic motivation they’re more likely to make that change. Motivational Interviewing encourages “change talk,” language a client or patient uses that favors change. Recognizing, responding to, and eliciting change talk are three crucial skills practitioners must develop and apply to support clients or patients.	1 Hour	No Cost
<b>Child Abuse &amp; Neglect 11-3.A &amp; 11.4.B (within 12 months of hire &amp; annually thereafter)</b>			



Training Title & Presenter	Training Description	Length (approx.)	Cost
(Etiology of child abuse and neglect, working with survivors of abuse)			
<p>California Child Abuse Mandated Reporter <a href="#">General Training</a> from the CA Department of Social Services</p> <p><i>*Separate module available for Mental Health Professions seeking CEUs</i></p>	<p>This program is self-paced and will provide an overview of the significant definitions, requirements and protections of the California Child Abuse &amp; Neglect Reporting Act. You will learn:</p> <ul style="list-style-type: none"> <li>•How the law defines child abuse and neglect</li> <li>•What the law requires of you as a mandated reporter</li> <li>•What protections the law provides for a mandated reporter</li> <li>•How to spot evidence of child abuse</li> <li>•How to report child abuse</li> <li>•What happens after a report is filed</li> <li>•Definitions of some of the terms used in this program</li> </ul>	Self-Paced	No Cost
<p>Institute for the Advancement of Family Support Professionals, <a href="#">Child Abuse and Neglect, Part Two: Abusive Head Trauma (Shaken Baby Syndrome)</a></p>	<p>This module will prepare family support professionals and others to educate families and caregivers about the risks and consequences of Shaken Baby Syndrome and to support individuals who may be at higher risk for abusing children.</p> <p>Participants will learn the reasons that babies are at risk for Shaken Baby Syndrome and the caregiver risk factors that lead to abuse. They'll also learn prevention and education techniques they can use with families.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>• Explain the reasons that babies are at risk for Shaken Baby Syndrome.</li> <li>• Describe the developmental basis for crying.</li> <li>• Identify risk factors and triggers that may lead to abuse.</li> <li>• Describe prevention and education techniques that can be used with families.</li> <li>• Discuss strategies for talking about abusive head trauma (SBS) with families.</li> <li>• Describe the responsibilities of a Mandated Reporter.</li> </ul>	60 minutes	No Cost: registration & enrollment required
<p><b>Family Violence 11-3.B (within 12 months of hire)</b> (Indicators of family violence, dynamics of family violence intervention protocols, strategies for working with families and family violence issues, effects on children, referral sources for family violence)</p>			

Training Title & Presenter	Training Description	Length (approx.)	Cost
Start Early, Achieve on Demand Webinars, <a href="#">Domestic Violence in Home Visiting</a>	Better equip yourself as a home visitor to work with families who have been affected by domestic violence. Learn how to spot unhealthy family dynamics and gain the skills and tools needed to support families who have experienced or are currently experiencing domestic violence	Self-Paced, 120-180 minutes	\$95
Florida State University Institute for Family Violence Studies College of Social Work, <a href="#">Understanding Domestic Violence as a Social Service Professional</a>	<p>As a social service professional, you will at some point in your career encounter a client who is or has been a victim of domestic violence. More than one in three women experience domestic violence in their lifetimes, according to the Centers for Disease Control and Prevention. It is important that you have a working knowledge of this public health issue in order to best serve these clients. The goal of this massive open online course is to educate you on the dynamics and patterns of domestic violence.</p> <p>The eight-module course provides a graphic-rich environment, videos, interactive training elements, online resources, and a certificate of training upon successful completion. The course delivers the essentials of what you need to know to ensure victims of domestic violence receive the necessary support and resources. This knowledge will help you develop compassionate and meaningful interactions with victims, which can make a significant difference in their lives.</p>	Self-Paced 3-4 Hours	No Cost-registration & enrollment required
Florida State University, <a href="#">Successful Co-Parenting</a>	<p>This Toolkit teaches families and professionals about the effects of divorce and helps them build and support healthy co-parenting relationships for the benefit of the children involved. It is a project of the Florida State University's College of Education, the College of Communication and Information, and the Institute for Family Violence Studies within Florida State University's College of Social Work.</p> <ul style="list-style-type: none"> <li>• Pre-Training on Trauma and Resilience</li> <li>• Module 1: An introduction to Divorce and Co-Parenting</li> <li>• Module 2: Skills &amp; Strategies for Co-Parenting</li> <li>• Module 3: Self-Care, Transitions and Safety</li> </ul> <p>**Available in English and Spanish</p>		No Cost-registration & enrollment required
<p align="center"><b>Substance Abuse 11-3.C (within 12 months of hire)</b>            (Etiology of substance abuse, culture of drug use, strategies for working with families with substance abuse issues, smoking cessation, alcohol use/abuse, fetal alcohol spectrum disorders, street drugs, referral resources for substance abuse)</p>			

Training Title & Presenter	Training Description	Length (approx.)	Cost
Institute for the Advancement of Family Support Professionals, <a href="#">Family Partnerships that Support Change and Healing</a>	<p>Develop a deeper understanding of the impact of substance abuse and domestic violence on children and families. Examine what to look for, what the next steps should be, and how to support families through behavioral change.</p> <p><u>Learning Objectives:</u></p> <ul style="list-style-type: none"> <li>Recognize the possible signs of alcohol and substance abuse and the signs of domestic violence</li> <li>Understand the impact of alcohol and substance abuse on children</li> <li>Understand the impact of domestic violence on families and children and the issues of power and control</li> <li>Understand the importance of protective factors for families and children</li> <li>Understand the family support professional's role when a family is experiencing substance abuse or domestic violence</li> <li>Use the stages of change model when working with participants</li> </ul>	240 minutes	No Cost- registration & enrollment required
HealtheKnowledge, <a href="#">Girls and Substance Use: Trends, Challenges and Opportunities</a>	<p>This webinar will explore youth development and how to incorporate youth development into substance abuse and mental health services, and recovery supports. Topics include ongoing support, including education and employment; supportive connections; and reduced stigma and discrimination. After completing this webinar, participants will have a clear understanding of the elements of a recovery-oriented system of care for adolescent girls. They will leave feeling inspired, motivated, and empowered with new ideas and resources.</p> <p>Participants will be able to describe:</p> <ul style="list-style-type: none"> <li>Principles of youth development and recovery</li> <li>Strategies for applying youth development and recovery principles to create a recovery-oriented system for girls</li> <li>Girls' recovery supports including acceptance, connection with peers, employment and education, empowerment, and community</li> </ul> <p>In order to receive a Certificate of Completion or Continuing Education, participants must receive 80% or higher on the quiz.</p>	1.5 Hours Self-Paced	No Cost: registration & enrollment required

Training Title & Presenter	Training Description	Length (approx.)	Cost
<p>InJoy Health Education, <a href="#"><u>Substance Use in Pregnancy and Breastfeeding: Opioids &amp; Marijuana</u></a></p>	<p>The national rate of opioid use disorder among women in the perinatal period is increasing rapidly, while about 1 in 20 women report using marijuana while pregnant. This makes finding safe, effective, and supportive treatment options a healthcare imperative. This webinar will share a new way of looking at addiction, and you'll learn the latest in treatment options for pregnant and breastfeeding women from case study examples.</p> <p>Addiction medicine specialist Dr. Kaylin Klie joins us to talk about this important topic and clear up misconceptions about who uses and why. You'll also get a chance to ask your own questions.</p> <p>Learning objectives:</p> <ul style="list-style-type: none"> <li>• Discuss what addiction is—and what it is not</li> <li>• Review epidemiology of substance use in pregnancy</li> <li>• Discuss screening approaches and tools</li> <li>• Compare treatment approaches, including MAT (Medication Assisted Treatment), for pregnant and breastfeeding women with opiate use disorder</li> <li>• Discuss marijuana use in pregnancy and breastfeeding, including recent studies on its effects and how to counsel patients</li> </ul>		<p>No Cost: registration &amp; enrollment required</p>
<p><b>Family Issues 11-3.D (within 12 months of hire)</b> (Life skills management, engaging fathers, multi-generational families, teen parents, relationships, HIV and AIDS)</p>			
<p>InJoy Health Education, <a href="#"><u>What Men Need in Labor—Isn't It Time We Cared?</u></a></p>	<p>Men are in the midst of redefining fatherhood. Yet, what hasn't changed is the cultural assumptions of perinatal professionals toward the involvement of men in pregnancy and childbirth. Taking a biopsychosocial approach to understanding male behavior and their needs during labor, Dr. Gilliland utilizes gender theory, highly regarded studies, and her own original research to increase the effectiveness of perinatal professionals.</p> <p>IN THIS WEBINAR YOU WILL:</p> <ul style="list-style-type: none"> <li>• Understand the transformation of paternal roles during childbirth from 1960 - 2010</li> <li>• Compare birth experiences of men as presented</li> <li>• Compare female and male communication styles that influence prenatal, postpartum, and labor interactions</li> </ul>	<p>1 hour</p>	<p>No Cost</p>

Training Title & Presenter	Training Description	Length (approx.)	Cost
	<ul style="list-style-type: none"> <li>• Illustrate the unique role of the childbirth professionals to enhance natural stress coping responses of men</li> <li>• Learn how to help couples improve intimacy and satisfaction during and after the birth experience</li> </ul> <p>**<a href="#">PPT Slides</a></p>		
<p><b>Role of Culture in Parenting 11-3.E (12 months within hire)</b> (Working with diverse cultures/populations, culture of poverty, values clarification)</p>			
<p>Zero to Three: National Center for Infants, Toddlers, and Families, <a href="#">Duty to Care – You Make a Difference</a></p>	<p>Military parents with very young children are experiencing repeated deployments and extended deployments, and for some, the injury or death of their service member. This e-learning program introduces some of the unique challenges faced by military families with very young children and how early learning professionals can support them.</p> <ul style="list-style-type: none"> <li>• Module 1: Duty to Care – You Make a Difference</li> <li>• Module 2: Buffering the Stress of Deployment</li> <li>• Module 3: Homecoming and Buffering the Stress of a Parent’s Injury or Death</li> </ul>	<p>60 minutes (all modules)</p>	<p>No Cost</p>
<p>Center for Advanced Studies in Child Welfare, <a href="#">A Review of Refugees’ Involvement in the Child Welfare System</a></p>	<ul style="list-style-type: none"> <li>• Module 1: Understanding the Resettlement Context: Vulnerabilities and Resettlement Supports for Refugee Families</li> <li>• Module 2: Making Successful Mental Health Referrals for Refugee Families: Rights, Barriers, and Resources</li> <li>• Module 3: A Review of Refugee Involvement in the Child Welfare System: Recommendations, Tools, and Promising Practices</li> </ul>	<p>97 minutes (all modules)</p>	<p>No Cost</p>
<p>Institute for the Advancement of Family Support Professionals, <a href="#">Support Dual Language Learning Families</a></p>	<p>This module applies the concept of cultural humility, a lifelong process of self-reflection and learning, to home visiting work with culturally and linguistically diverse families. Participants will learn strategies for helping linguistically diverse families overcome language barriers and receive linguistically and culturally appropriate communications, materials and access to resources. The module describes key practices for supporting children who are learning two languages and ways to support the preservation of home languages and dialects of children and families.</p>	<p>45 Minutes</p>	<p>No Cost</p>

Training Title & Presenter	Training Description	Length (approx.)	Cost
	<p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Describe linguistic diversity</li> <li>• Discuss strategies for overcoming linguistic barriers</li> <li>• List practices and strategies for supporting DLL families</li> <li>• Foster a sense of community and inclusion for all families</li> </ul>		
<b>Unique Characteristics of Service Population 5-3 (Annual Training)</b>			
<p>HealtheKnowledge, <a href="#">Growing Up Girl: Adolescent Development and the Unique Issues Facing Girls</a></p> <p>**Developed by SAMHSA</p>	<p>This session provides an overview of girls' development and growth during adolescence and the opportunities and risks that they face. Topics include physical changes, socialization, roles and relationships, identity development, risks, and resiliency as factors affecting girls during this critical time. After completing this webinar, participants will have a basic understanding of developmental issues for adolescent girls that will support more effective work with girls and young women ages 12 to 18.</p> <p>Participants will be able to describe:</p> <ul style="list-style-type: none"> <li>• Typical and atypical developmental trajectories</li> <li>• The role of peer and family relationships</li> <li>• The impact of culture and values</li> <li>• Strategies for fostering resiliency and empowerment</li> </ul> <p>In order to receive a Certificate of Completion or Continuing Education, participants must receive 80% or higher on the quiz.</p>	1.5 Hours Self-Paced	No Cost: registration & enrollment required
<p>LEND Webinars: <a href="#">Building Connections with Somali Families: Culturally Competent Approaches to Child Development and Disability</a></p>	<p>A webinar presenting culturally specific and relevant strategies for professionals working with Somali families with young children. Comprised of two videos and three sets of PowerPoint slides, the Webinar's objectives are to:</p> <ul style="list-style-type: none"> <li>• Explore Somali community and culture to improve service delivery;</li> <li>• Improve understanding of Somali perceptions of child development and disability;</li> <li>• Recognize factors to consider when providing services and supporting Somali families; and</li> <li>• Develop an improved understanding of how to engage Somali parents and families through communication, collaboration and participation.</li> </ul> <p><a href="#">Part 1:</a></p>	45 Minutes	No Cost

Training Title & Presenter	Training Description	Length (approx.)	Cost
	<a href="#">Part 2:</a>		
PACER Center Champions for Children with Developmental Disabilities. <a href="#">Working Effectively with Families From Diverse Culture</a>	This video contains some strategies from PACER's multicultural advocates on how to work with families from the Hispanic/Latino, Somalia, and Hmong communities and they enter the system of early intervention and early childhood special education services. Using these strategies will help to build positive, trusting relationships with these families. Through these relationships, families will feel supported and confident in parenting their children with special needs.	18 minutes	No Cost
The National Center on Cultural and Linguistic Responsiveness	The following resources are reference documents designed to support professionals partnering with unique cultural groups. <ul style="list-style-type: none"> <li>• <a href="#">Refugee Families from Iraq</a></li> <li>• <a href="#">Refugee Families from Somalia</a></li> <li>• <a href="#">The Mixtec, Zapotec, and Triqui Indigenous Peoples of Mexico</a></li> </ul>	Self-Paced	No Cost
NCTSN, <a href="#">An Overview of the Military Family Experience and Culture</a>	Presenters will introduce participants to the US military structure and culture, to increase understanding of the ways a community-based provider can begin to work with veterans and their families. This webinar will discuss the typical stressors that a military service member experiences throughout his or her cycles of deployment and in combat and the potential risk factors for physical or psychological injuries that potentially can impact family functioning. Finally, presenters will describe best practice interventions that support psychological health with military and veteran families.	1.5 Hours	No Cost
Migration Policy Institute, <a href="#">Addressing Trauma in Young Children in Immigrant and Refugee families through Early Childhood Programs</a>	This webinar focuses on the intersection of trauma and early childhood development, specifically with regards to migrant children as well as the children of immigrants and refugees. Four researchers from MPI's National Center on Immigrant Integration Policy highlight approaches that states can take to support early childhood programs and the healthy socioemotional development of immigrant children that have experienced trauma.	1 hour	No Cost