

LEARNING EXTENSIONS: HOW TO USE THE TUTORIAL & QUESTIONS FOR TEAM TRAINING

To support programs in meeting professional development needs, we've designed a tutorial and group discussion questions so that you can easily facilitate your own Consistent Care team training. Team training based on the tutorial and Questions for Personal Reflection and Group Discussion will create an opportunity for your team to:

- collaborate and learn together
- discuss issues that are specific to your site
- share ideas, expertise and challenges
- build supportive team relationships
- solve-problems

To develop effective training for your team, we suggest that you (the facilitator):

- preview the tutorial and list the questions
- select questions that are most helpful to your team
- decide how long the training will be and determine the format
- determine how you will introduce the questions and how long you will spend on each question
- think about how you will encourage participants to follow through with ideas and suggestions at the end of the training.

It might be helpful to schedule a follow-up meeting to discuss how the ideas and strategies are working in the program. Enjoy your training and let us know how it goes!



GROUP DISCUSSION QUESTIONS

1. How do trusting relationships in the early years impact a child's development and health?
2. As a team, discuss how frequent disruptions in care impact a child's settlement, development and health.
3. List three benefits of consistent care, and three specific times and/or circumstances when consistent care is especially important.
4. Does your CNC team rotate staff?
 - a. If so, consider the impact it has on the children in your care.
 - b. As a team, discuss how you can provide more consistent care for the children in your program.
5. Think about how you handle transitions in your program. When an infant moves up to the toddler room, is there anything you can do to improve the consistency of care to help the transition go more smoothly?
6. Complete the self-reflection exercise that is included in the webinar.
 - a. What do you notice about your list?
 - b. Did you identify any children who need more care and attention?
 - c. What do you plan to do differently?
 - d. Complete the exercise again in a month to see if you can create a more complete list!
7. Consistent care doesn't mean exclusive care. All CNC staff have opportunities for caring interactions with the children each day. Discuss what this means for your team.
8. A warm welcome can be a powerful tool. Do you have a routine that includes warmly welcoming children when they first arrive?
 - a. If so, discuss why this is important.
 - b. If not, consider how you can greet children personally and give them your full attention when they first arrive. Try it for a couple of weeks and as a team, discuss whether you notice a difference!
9. Select at least two of the resources to extend your learning that are listed at the end of the tutorial to read and discuss with your team.

