To effectively prepare subcontractors for ECEAP in their Early Learning programs, a comprehensive onboarding training program has been established. This training will encompass the following components:

1 Orientation to ECEAP Standards and Requirements

- Overview of ECEAP goals, objectives, and standards.
- Detailed explanation of licensing and regulatory requirements.
- Introduction to the ECEAP Performance Standards.

2 ECEAP Curriculum and Instructional Methods

- Training on developmentally appropriate practices.
- Implementation of the ECEAP curriculum and assessment tools.
- Strategies for fostering a high-quality learning environment.

3 Health, Safety, and Nutrition

- Health and safety regulations and best practices.
- Guidelines for nutrition and meal planning according to ECEAP standards.
- Training on maintaining a safe and healthy environment for children.

4 Family Engagement and Support

- Techniques for building strong relationships with families.
- Strategies for effective communication and family involvement.
- Training on providing family support services and resources.

PREFACE: YES FOR EARLY SUCCESS

To effectively prepare subcontractors for ECEAP in their Early Learning programs, a comprehensive onboarding training program has been established. This training will encompass the following components:

5 ## Child Assessment and Documentation

- Procedures for observing and documenting child development.
- Using assessment data to inform instructional practices.
- Training on required documentation and record-keeping.

6 ## Professional Development and Continuous Improvement

- Opportunities for ongoing professional development.
- Encouragement of reflective practice and continuous improvement.
- Access to resources and support networks for professional growth.

7 ## Compliance and Accountability

- Understanding the compliance requirements and expectations.
- Training on completing and submitting necessary reports and documentation.
- Procedures for regular self-assessment and external evaluations.

8 ## Technology and Administrative Skills

- Training on using technology for educational and administrative purposes.
- Familiarity with ECEAP data systems and reporting tools.
- Administrative skills for managing a small daycare or Family Child Care program.

To effectively prepare subcontractors for ECEAP in their Early Learning programs, a comprehensive onboarding training program has been established. This training will encompass the following components:

9 Cultural Competency and Inclusivity

- Strategies for creating an inclusive and culturally responsive environment.
- Training on addressing the diverse needs of children and families.
- Promoting equity and inclusion in early childhood education.

10 Conflict Resolution and Problem-Solving

- Techniques for resolving conflicts effectively.
- Problem-solving strategies to address challenges in the program.
- Training on maintaining positive relationships with staff, families, and the community.

IMPLEMENTATION PLAN

- **Assessment(s) TSGold and Google Classroom:** Assess subcontractors' current knowledge and skills to tailor the training program to their needs.
- **Create Professional Improvement Plan:** Based on assessment each returning subcontractor will receive an individual PIP to ensure compliance to ECEAP Performance Standards.
- **Training Schedule:** Develop a comprehensive training schedule, including workshops, seminars, and online modules.

- **Support:** Pair new subcontractors with experienced subcontractor for guidance and support; phone number, monthly in person Regional meet up; Regional Director, Access to Technical Assistant
- **Feedback and Evaluation:** Collect feedback from participants and evaluate the effectiveness of the training program to make necessary adjustments.
- **Ongoing Support:** Provide continuous support and resources to subcontractors, including follow-up training and professional development opportunities.