



Steps to arranging a custom training

Hello,

We welcome the opportunity to partner with you around professional growth and development for early learning educators. As you are planning, please read thru the rest of this page, even if you have requested custom trainings in the past. All BrightSpark trainers are STARS approved, and are experienced, and knowledgeable in Adult Education principals. Each training corresponds with at least one of the [Washington State Core Competencies for Early Care and Education](#), and encompasses our agency mission:

BrightSpark's mission is to nurture and sustain child-centered, antiracist early learning communities.

Our ability to schedule training is based upon trainer availability, to allow enough time to coordinate, we kindly ask that you submit your request to a minimum of 45 days prior. This gives the best chance that we will be able to schedule training.

Our busiest times of the year are Presidents Day Weekend, and the second half of August. We encourage you to submit as soon as you possible and allow additional time for scheduling.

Due to BrightSpark conferences in 2025, we are unable to provide training in May of this year. If you are considering training towards the end of the year, the last day to request is October 24th, 2025, for training occurring no later than December 13th, 2025.

Submitting your request

- Decide on a topic(s)
 - Most training courses are two hours. If you are having a challenging time deciding, think of your goals for the coming year, what areas would staff like to strengthen or have families identified areas of growth.
 - For programs participating in Early Achievers, your coach can be a wonderful resource. Or contact our external training coordinator, Adrienne Wingo, wingo@childcare.org

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- Decide on dates/times. To arrange more than one training in a day, you can submit one request if the number of staff, languages, and location will be the same. Please list all topics and exact times. If there will be multiple groups, we kindly ask for a separate request for each. For what we know about how adults learn and process information, the maximum number of hours in a given day for a group is six hours.
- Complete the [request form](#).

What happens next?

- A member of our team will reach out to confirm receipt of your request, and to clarify any information needed. Then we will begin the process of identifying a trainer.
- If we are able to schedule a trainer, we will let you know within approx. 2 weeks. You will then receive confirmation and the invoice to be paid prior to the training.
- If we are unable to schedule your chosen date, we will work with you to perhaps identify an alternate date and time.



We kindly ask that you submit your request a minimum of 45 days prior to your proposed date.

To book your custom training use this link:

<https://qrco.de/bduloV>

OR scan the QR code

Training Title	Description
Infant & Toddler focused trainings	
All About Adverse Childhood Experiences (ACEs) Also offered for all ages	Please join us as we discuss All About ACES. We will focus on the definition of at-risk childhood experiences and how to identify personal aces. Next, we will focus on how ACES can influence a child's development. Educators and families will receive knowledgeable tools on how to support children that have ACES.
A Social Emotional Approach to Biting	Please join us as we dive deep into taking a social emotional approach to biting. Biting brings up so many emotions for everyone involved and is a developmentally appropriate behavior for infants and toddlers. During our time together we will focus on the many reasons why biting occurs, ways to stay calm and curious when it happens and strategies for how to respond. Through lecture, video, small and large group discussion, participants will reflect on questions and skills that will guide them in creating an action plan and communicating with families.
Nurturing Deep Roots for Infants and Toddlers through Serve and Return	Please join us as we dive deeply into establishing deep roots through responsive care-giving. Research has now shown the most optimal way to foster both healthy brain development and a healthy social emotional foundation is through interactions called "serve and return". During our time together we will focus on ways to identify, promote, and support children's social emotional development through responsive child-led interactions. Through lecture, videos, and small group discussion and activities, participants will be able to identify and describe examples of serve and return. Finally, participants will reflect upon opportunities to grow and deepen the relational roots between them and the infants and toddlers they care for.
The Art Experience for Infants and Toddlers <i>Also offered for all ages</i>	Discover what process art truly means and how to inspire young minds to create and learn through creative expression



Custom Training Options

Most trainings are designed for two hours

Training Title	Description
Equity & Inclusivity Trainings	
Building an Anti-Racist Community formerly Building an Anti-Racist Workplace	All children and families thrive when they feel valued, healthy and like they truly belong. All children have the right to grow up feeling respected, and , safe. Talking with children about racism is part of creating environments that help children grow and thrive. During this training we will explore how our own experiences impact and influence our interactions with our peers, adults, families and children. Through reflection and activities we will build a foundation for building a community focused on racial equity.
Creating an Anti-Bias Learning Environment	During this training, participants will discuss prejudice, bias, the importance of creating an anti-bias learning environment and ways to do so.
Equity in the Inclusive Classroom	Inclusive classrooms require accommodations to meet children's individual needs. This training will address the difference between equity and the idea of fairness, and how to provide accommodation for a variety of different complex needs. (This training is designed for providers serving children with differing abilities).
Nurturing a Gender Inclusive Environment	Take a deeper dive into how you can be an LGBTQ+ ally and advocate for the children and families in your program. This intermediate training will focus on youth gender identity, critical gender terminology and promoting gender inclusivity in your early learning program.
Reflecting on Ant-Bias Education in Action: The Early Years	We will begin our journey by viewing the film "Reflecting on Anti-Bias Education in Action: The early years," produced locally, followed by facilitated conversations where we will reflect on the video, our own experiences and how we can move this important work of anti-bias, and anti-racism forward This film is one of four films nominated for a Northwest Regional Emmy® in the new category of Diversity, Equity, and Inclusion.
Each and Every Child: Why Equity Matters Updated for 2025. Only available for in-person. Scheduled for 2;5 hours to allow ample time for reflection and discussion,	Research shows it is critical that there is equity in early learning for children and families of all racial, ethnic, linguistic, and cultural backgrounds. And why is this? Why does equity matter? In this beginner's level training, we'll look at the differences between equality and equity and you'll discuss how it will look in action to create a caring, equitable community of engaged learners.



Custom Training Options

*Most trainings are designed
for two hours*

Training Title	Description
Professional Growth	
Overcoming Compassion & Fatigue: Addressing Teacher Burnout	Caring for children, teaching them and watching them learn and grow can be very satisfying, but it can also take its toll on you. In this training you will learn about the causes and signs of compassion fatigue and tips for how to prevent it from happening to you.
Partnering with Families	
The Ins and Outs of Developmental Screening	<p>During this session participants will get an overview of the importance of developmental screenings to support child's development. We will learn the who, the how, the what, and the why's of using the developmental screening tools. In addition will also review how using developmental screenings aligns with our continuous quality improvement rating system, Early Achievers. Participants will come away with tips, resources and more</p> <p>COMING FALL 2025</p>
Family Connections: Authentic & Engaging Partnerships with Primary Caregivers	<p>Fostering meaningful engagement with families allows us to understand children more fully and provide individualized supports to them. In this two-part session we will discuss how to help those who share the child's world to understand and support the learning and growing that happens each day. We will explore the "iceberg model of culture" and discuss the many types of family engagement and strategies to implement successful policies and events. We'll also discuss the unique challenges of maintaining meaningful dialogue with families while communicating with them remotely.</p> <p>Please note this is a 4-hour training</p> <p>COMING FALL 2025</p>
Multilingual Learners in the classroom Formerly Supporting Dual Language Learners	<p>In this training, participants will discuss the benefits of a dual language approach and identify strategies to support multilingual learners in the classroom. Participants will also learn how to create a welcoming environment for dual language learners as well as how to show respect for children's native language.</p> <p><i>This training does not satisfy the training requirements for the DCYF Dual Language Designation for licensed or certified providers who participate in Early Achievers, ECEAP and/or Early ECEAP. More information can be found on DCYF's website</i></p>

We offer trainings via Zoom and in-person at your location or at one of our offices in North Seattle, Redmond, Renton, Kent or Tacoma



**Please submit your request
a minimum of 45 days prior
to your proposed date.**

Introduction to Best Practices

Each of the Best Practices sessions, support all programs, emphasizing high-quality adult practices. These are designed for educators who are fairly new to working with young children or for those who want to approach teaching in a refreshed way. Sessions explore what research says about how children learn, what adults can do to prepare the environment for success, and how adult-child interactions can complement children's learning without interrupting it.

New in 2025 Please let us know if you would like to arrange for the full series at your program for a reduced rate.

Please email provider@childcare.org with your interest.

Training Title	Description
Best Practices: Interactions	This session will introduce best practices for teachers interacting with children individually, in groups, and among their peers. We will look at interactions that promote self-regulation and provide proactive tips to use every day. We will discuss interacting with children outside, both verbally and playing alongside them, and we will come away with ideas on how to get the most out of gross motor time.
Best Practices: Routines & Transitions	Transitioning from one activity to another can be challenging for children and adults, while routine activities can seem drab or boring. Engaging children in meaningful interactions can enhance children's learning, decrease challenging behaviors, and improve the productivity of early learning settings. Come and explore how you can engage in powerful interactions during routines and transitions.
Best Practices: Learning Activities	Children's use of blocks, fine motor, dramatic play, music, and art materials, is more than materials on a shelf.
Best Practices: Language & Literacy	This session will introduce best practices for engaging in rich interactions to promote language and literacy development.
Best Practices: STEM	Supporting early learners in their development of math and science skills, in a key part of school readiness. This can ensure that children will gain the foundational skills and dispositions that will support their future success.



To book your custom training
use this link:

<https://wkf.ms/3ZroQKI>

Training Title	Description
Curriculum & Learning Environments	
The Power of Play	Play is what children want to do and what they choose to do when given the freedom, independence, time and space to determine their own behavior. Play is how children learn about their world. Play is a child's right and is the essence of childhood. Play is not a luxury; It is a necessity. Learn why play is crucial to a child's development and ways you can help support their learning
The Art Experience	There's more to art than markers, crayons, paint, and paper. Join us for an in-depth exploration about how to develop art activities that children are interested in and excited to create. Learn how to display those art materials so that they are safe and accessible for daily use.
Safe and Stimulating Outdoor Play	Join us as we identify ways to create stimulating activities for outdoor areas as well as review outdoor play requirements in relation to the WAC and the ERS tool. We will also discuss themes to develop further for your outdoor play area.
Implementing an Emergent Curriculum	Directors and teachers will learn the history and basics of Emergent Curriculum philosophy and how to implement the curriculum in their classroom and across their early learning program.
Understanding Childrens Development & Supporting Behavior	
Behavior Guidance in a Positive Climate	Guiding behavior while maintaining a positive classroom climate can be quite a balancing act. Many teachers wonder exactly what a "positive climate" looks like in everyday life, and how it can be maintained in a classroom with challenging behaviors. In this session you'll look at CLASS indicators of positive climate, evaluate video footage of real-life responses to challenging behavior, and set goals for improving your own behavior guidance techniques.
Beyond Sorry: Nurturing a Conscience Through Guidance and Four Steps to a Heartfelt Apology	You are probably all too familiar with the forced, still-angry sounding "I'm sorry" from a child. Or maybe you hear a lot of, "Really, I'm soooo sorry. I'll never do it again, I promise!" Should we ask children to apologize even when they don't mean it? Or is there a way we can nurture a child's conscience and teach heartfelt apologies?



Custom Training Options

each training is designated for 2 hours

Understanding Childrens Development & Supporting Behavior

Understanding the Roots of Behavior

Challenging behaviors are often the result of unmet needs. Learn more about the important social/emotional needs of children, and what you can do to meet those needs. When needs are met through positive relationships, children will behave better and be ready to learn.

How Can I Help You? Reconsidering Behavior Management

Self-determination theory offers teachers a new lens on classroom practice that increases children's engagement, promotes children's sense of well-being, and leads to more positive developmental trajectories. While fulfilling children's needs for autonomy, relatedness, and competence may seem inconsistent with some widespread practices—or simply hasn't been prioritized when considering behavior management options—making small changes over time to better meet those needs allows teachers to more effectively support the whole child. Sometimes, it only takes the question "How can I help you?" to put a teacher on the best path to managing children's behavior.

Understanding Childhood Trauma

This session will take a closer examination on the impact of childhood trauma and how to address trauma through responsive caregiving.

Classroom Management

During this session, child care providers will plan out a unique and comprehensive classroom management plan, including positively-worded rules, procedures, investment strategies, and behavior management plan.