

# GROW NJ KIDS TRAINING SERVICES



January-  
June  
2018

## Half-Year Report



**RUTGERS**

School of Social Work

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# EXECUTIVE SUMMARY

This report provides an overview of program activities conducted by Grow NJ Kids Training Services (GNJKTS) between January and June 2018.

Grow NJ Kids (GNJK), NJ's Quality Rating Improvement System, is a statewide initiative designed to raise the quality of child care and early learning experiences. The system aims to ensure that very young children in care are given experiences that lay the foundation for school achievement and healthy social and emotional growth, and that the professionals responsible for their care have the knowledge and skills to foster their optimal development. GNJK offers early care and early learning programs resources to assess and improve the quality of their care while providing parents with information that allows them to evaluate programs and make the best choices for their children's care environment during the most vulnerable and formative years of learning.

GNJKTS is a collaboration between the Institute for Families at the Rutgers School of Social Work and the NJ Department of Human Services which manages and coordinates professional development for the early care workforce. GNJKTS coordinates, develops, delivers, and evaluates training and education to advance the knowledge and skills required of professionals in Child Care Development Block Grant (CCDBG) and GNJK programs and care for the state's youngest learners.

In addition, the New Jersey Department of Human Services (DHS) and Division of Family Development (DFD) provide resources and supports to address the child care needs of families and support providers and programs servicing families that need early care and education services. Core functions of the Child Care Development Block Grant (CCDBG) Program are to 1) promote family engagement through outreach and consumer education, 2) provide stable child care financial assistance to families, 3) ensure equal access to high quality children care for low-income children, 4) establish standards and monitoring processes to ensure the health and safety of child care settings, 5) recruit and retain qualified and effective child care workforce, 6) support continuous quality improvement, and 7) ensure integrity and accountability.

This half-year report presents an overview of all training services provided, including details on the type of learning offered, span of course titles, and detailed attendance information, for all courses conducted between January and June 2018. It also offers quantitative satisfaction data and qualitative comments from participant surveys assessing training experiences, course materials, and learning. This information is used to inform future plans and initiatives.

## January to June 2018

<b>Total Course Titles</b>	37
<b>Instructor-Led Classroom Courses Conducted</b>	143
<b>Instructor-Led Classroom Training Days</b>	253
<b>Web-Based Trainings</b>	96
<b>Total Participants</b>	3,316

- 143 Instructor-Led Classroom Courses Conducted
  - 253 Training Days
  - 2,044 Participants
  - 23 Course Titles
  - High levels of satisfaction with trainings, materials, and instructors
    - Composite Score = 3.83 out of 4
  - Average Class Size = 14 Participants
  - Course Title with Most Participants
    - *102 – Creative Curriculum for Preschool I – Session I*
      - 2-Day Course
      - Conducted 23 Times
      - 46 Training Days
      - Average Class Size = 17 Participants
      - 383 early care and education professionals educated
  
- 96 Web-Based Training Sessions
  - 1,272 Participants
  - 14 Course Titles
  - Average Class Size = 8 Participants
  - Course Title with Most Participants
    - *401 - ECERS-3: Early Childhood Environment Rating Scale: Online Overview*
      - Conducted 12 Times
      - Average Class Size = 20
      - 235 early care and education professionals educated

## Instructor-Led Classroom Training Days and Attendance

During the first half of CY 2018, 143 courses were coordinated and conducted by GNJKTS in a classroom with an instructor. There were 253 instructor-led classroom training days and 2,044 participants. The highest number of trainings occurred in March. The fewest trainings took place in February. Total participants refers to the number of participants that completed a course. The total number of courses conducted, training days, and attendance by month is reported below.

### Number of Training Days, Courses Conducted, and Participants by Month

Month	Courses Conducted	Training Days	Participants
January 2018	19	35	300
February 2018	15	28	223
March 2018	35	60	568
April 2018	21	40	340
May 2018	27	45	363
June 2018	26	45	250
<b>Total</b>	<b>143</b>	<b>253</b>	<b>2,044</b>

## Instructor-Led Training Days and Attendance by Region

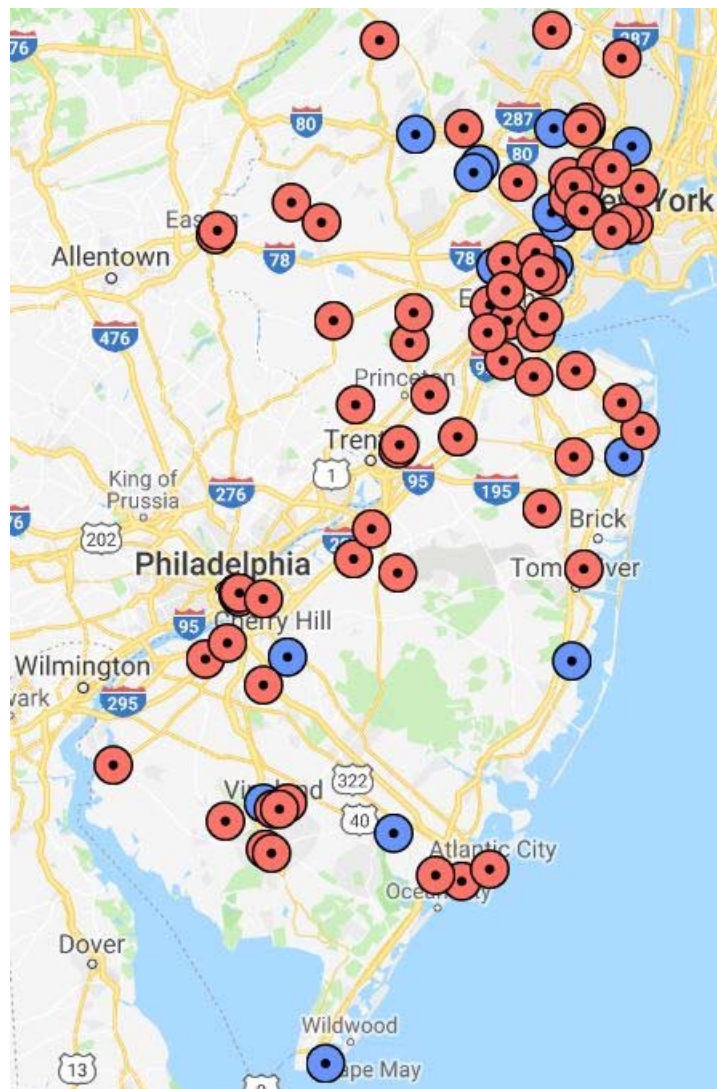
GNJKTS conducted trainings throughout all 21 New Jersey counties to provide access to professionals providing early care services. The greatest number of trainings were conducted in the northeastern and northwestern parts of the state, followed by the central eastern part of the state. These areas have the highest populations and the largest numbers of programs enrolled in GNJK. Fewer trainings were conducted in the central western part of the state due to a lower population and fewer programs enrolled in GNJK. The distribution of trainings by region reflects a combination of need, past attendance, and requests. For example, it is likely there will be additional trainings in areas with waitlists. GNJKTS takes note of waitlists which cue the need to site a comparable training at that location in the near future. The more populous northeast and central eastern parts of the state are most likely to have what few waitlisted trainings there are. Data on the total number of courses conducted, training days, and attendance by region are captured in the table below.

### Number of Courses Conducted, Training Days, and Participants by Region

January to June 2018				
Region	Counties	Courses Conducted	Training Days	Participants
Central East	Middlesex, Monmouth and Union	29	52	410
Central West	Hunterdon, Mercer, Somerset, and Warren	5	9	49
Northeast	Bergen, Essex, and Hudson	31	53	464
Northwest	Morris, Passaic, and Sussex	31	56	406
Southeast	Atlantic, Cape May, and Ocean	25	46	468
Southwest	Burlington, Camden, Cumberland, Gloucester, and Salem	22	37	247
<b>Total</b>		<b>143</b>	<b>253</b>	<b>2,044</b>

## TRAINING SITES

Trainings were sited at 56 locations throughout New Jersey, 55 of which were free venues. On average, each training site hosted 4 courses during this reporting period (range: 1 – 12). The map below provides a visual representation of the host training sites throughout the state. The red markers represent sites with 4 or less unique classes. Blue markers are locations with 5 or more unique classes. This depiction mirrors the population density of the state, and can be considered a reflection of the saturation of center-based programs.



## Instructor-Led Classroom Trainings: January - June 2018

Course Catalog Number & Title	# of Days	# of Times Conducted	Total Training Days	Enrolled	Attended
100 - Creative Curriculum for Infants, Toddlers and Twos - Session 1	2	21	42	500	350
101 - Creative Curriculum for Infants, Toddlers and Twos - Session 2	2	13	26	240	136
102 - Creative Curriculum for Preschool - Session 1	2	23	46	517	383
103 - Creative Curriculum for Preschool - Session 2	2	11	22	251	155
104 - Implementing GOLD	2	8	16	140	117
105 - GOLD for Administrators: Interpreting and Using GOLD Report Data	1	3	3	26	21
106 - Using GOLD Data to Plan Instruction and Communicate Children's Progress	1	2	2	23	15
107 - Creative Curriculum for Family Child Care – Introductory Session	2	2	4	23	17
109 - GOLD Toolkit – Implementing GOLD Toolkit: Paper and Pencil Training	2	3	6	64	43
110 - Fidelity Coaching IT2s – Coaching to Fidelity: Infants, Toddlers, and Twos	2	3	6	33	16
111 - Fidelity Coaching Preschool – Coaching to Fidelity: Preschool	2	2	4	18	10
112 - Routines in The Creative Curriculum for Infants, Toddlers & Twos	1	1	1	9	6
116 - Intentional Teaching in the Interest Areas of The Creative Curriculum for Preschool	1	1	1	24	24
118 - Implementing Studies to Promote Inquiry Based Learning in The Creative Curriculum for Preschool	1	1	1	8	6
200 - Introduction to the HighScope Preschool Curriculum - Session 1	2	6	12	109	91
201 - Introduction to the HighScope Preschool Curriculum - Session 2	2	7	14	111	91
202 - Introduction to the HighScope Preschool Curriculum - Session 3	1	6	6	89	80
203 - Introduction to the HighScope Infant/Toddler Curriculum - Session 1	2	5	10	108	76
204 - Introduction to the HighScope Infant/Toddler Curriculum - Session 2	2	5	10	74	52
205 - Introduction to the HighScope Infant/Toddler Curriculum - Session 3	1	5	5	66	49
300 - (SPANISH) Creative Curriculum for Infants, Toddlers and Twos - Session 1	2	1	2	20	8
309 - (SPANISH) ASQ-3 Developmental Screening Tool	1	2	2	41	35
503 - ASQ-3 – Developmental Screening Tool	1	12	12	344	263
<b>Total</b>		<b>143</b>	<b>253</b>		<b>2,044</b>



## **OBSERVATION DAYS**

An observation day is a session used to adequately prepare a facilitator to deliver a Grow New Jersey Kids curriculum, utilize evaluative procedures, and follow the approved evidence-based learning objectives defined for the course. An observation day may include a train-the-trainer event, new trainer orientation, or observing a class in preparation for independently leading the class in the near future. The number of observation days by month are presented below. They reflect the GNJK's commitment to collaborative facilitation, staff development, and continuous quality improvement.

During the first half of CY 2018, there were a total of 6 observation days. February was the only month in which observation days were offered (6).

## COURSE CANCELLATIONS

There were a total of 45 courses cancelled in the first half of CY 2018. There were several reasons the GNJKTS cancelled courses during this time: inclement weather (3), low enrollment (32), no longer offering course title (3), site issues (2), staff meeting (1), trainer not available (2), and rescheduled to another date (2).

<b>Course Cancellations by Month</b>	
<b>Month</b>	<b>Number of Cancellations</b>
January 2018	3
February 2018	4
March 2018	16
April 2018	7
May 2018	8
June 2018	7
<b>Total</b>	<b>45</b>

## **INSTRUCTOR-LED CLASSROOM TRAININGS: PARTICIPANT SATISFACTION AND LEARNING**

Each learner who participates in a course is asked to complete an evaluation survey at the end of the last session day and a follow-up email survey within three weeks. The same day satisfaction survey is a brief, in-person survey designed to rate the instructor and the course content. The follow-up email survey is designed to go more in depth to gather information about what participants learned in the training, how they will use it in their work, and any further professional development needs. When there appears to be a concerning trend in the comments about a particular aspect of the training and/or trainer, GNJKTS shares the information with the curricula vendors.

### **Same Day Satisfaction Survey**

This ten-item survey rates the instructor and the course content. All surveys are voluntary and administered in paper format. The survey measures satisfaction with the training experience, course materials, and assigned facilitator. The trainer or a GNJK on-site support staff person returns all surveys to the GNJKTS evaluation team for analysis and reporting. Quantitative data are analyzed primarily using frequencies and means.

Satisfaction with a workshop is rated on a four-point, Likert-type scale, with responses ranging from one (strongly disagree) to four (strongly agree).

The survey includes ten items:

1. The presenter demonstrated knowledge of the training topic.
2. The presenter was able to answer questions about the training topic.
3. The presenter encouraged participation.
4. The presenter kept my interest.
5. The presenter paced the class well (e.g., timing, focus, breaks).
6. The materials and handouts were helpful.
7. I am satisfied with the training location.
8. This training increased my skills in the training topic area.
9. I will use the information learned at this training in my work with children and families.
10. I am satisfied with the overall training.

### **Respondents**

The sample included in this report consists of 2,016 satisfaction surveys from 22 course titles. *102 – Creative Curriculum for Preschool – Session 1* had the largest number of respondents (n = 394). From January through June 2018, 2,044 participants attended instructor-led classroom trainings, and this report includes 2,016 participant observations. The response rate is 99%. For the 1% of attendees that did not fill out a survey at the end of the training day, it is likely that they left before the surveys were distributed or chose not to complete one.

## Summary of Findings

The following table presents mean scores on the ten items used to measure participants' satisfaction. Possible scores range from 1 (strongly disagree – low satisfaction) to 4 (strongly agree – high satisfaction). On average, participants reported high levels of satisfaction with the trainings, materials, and instructors. The overall mean satisfaction ratings for all courses ranged from a low of 3.65 (satisfied with training location) to a high of 3.87 (presenter demonstrated knowledge; presenter answered questions; and presenter encouraged participation).

The highest scoring course was *300 – (SPANISH) Creative Curriculum for Infants, Toddlers and Twos – Session 2* (composite score = 3.98; n = 8). Delivered in Spanish, this interactive two-day training for teachers and caregivers explores *The Creative Curriculum* in depth and provides the opportunity to practice planning individualized and age appropriate routines and experiences that are responsive to young children's needs. Respondents "loved" the trainer and described them as "excellent." Respondents liked learning something new and said they would take more trainings with the trainer. Responses to the survey indicated high levels of satisfaction across the board.

The lowest scoring course during the measurement period was *116 – Intentional Teaching in the Interest Areas of The Creative Curriculum for Preschool* (composite score = 3.51; n = 24). The lowest scoring item (3.24) measured agreement with the statement, "This training increased my skills in the training topic area." Survey comments were mixed. The trainer was described as "fantastic," "flexible," and "knowledgeable," but while having someone from the state present was "very helpful," the overall training was described as "long" and "repetitive." One respondent felt that *The Creative Curriculum* was "limited." Another respondent expressed interest in more offerings of professional development designed for "teachers with advanced degrees."

Analyses of satisfaction scores by course title are presented in Appendix A. While the aggregate satisfaction ratings for courses do not generally capture a wide range, those ratings received from the individual learner or individual class satisfaction surveys often do. It is for this reason that each satisfaction survey is reviewed and cohorts of courses are manually reviewed for comments and experiences.

In addition to the 10 quantitative Likert-type questions, the survey includes an open-ended question that asks trainees, "Is there anything else you would like us to know about today's training?" Participants' responses are provided in Appendix B. Common themes are reported in this summary, including those that are favorable and those that raise areas for improvement or immediate attention. Comments are verbatim in all instances. Exceptions include removal of information that would identify individual trainers or participants.

## Post-Training Follow-Up Email Survey for Instructor-Led Classroom Trainings

All individuals who attended an in-person training were sent a survey by email within a week of the training's conclusion. Participants were asked to complete the survey within two weeks of receipt of the initial email. Response rates by month are detailed below. Research has shown response rates for detailed online surveys are typically around 10-25% (Sauermann & Roach, 2013). Response rates for GNJKTS are on the higher end of this range, as seen in the table below. The survey uses open- and close-ended questions to assess participants' overall reactions, learning, transfer of learning, and professional development needs. Quantitative results are reported in aggregate by course title. Individual class results are detailed in Appendix C. Comments are listed verbatim and in their entirety. Exceptions include removal of information that would identify individual trainers or participants. Findings from all reports are utilized to monitor training quality, assess transfer of learning, and inform future initiatives.

The post-training survey was designed to collect information about:

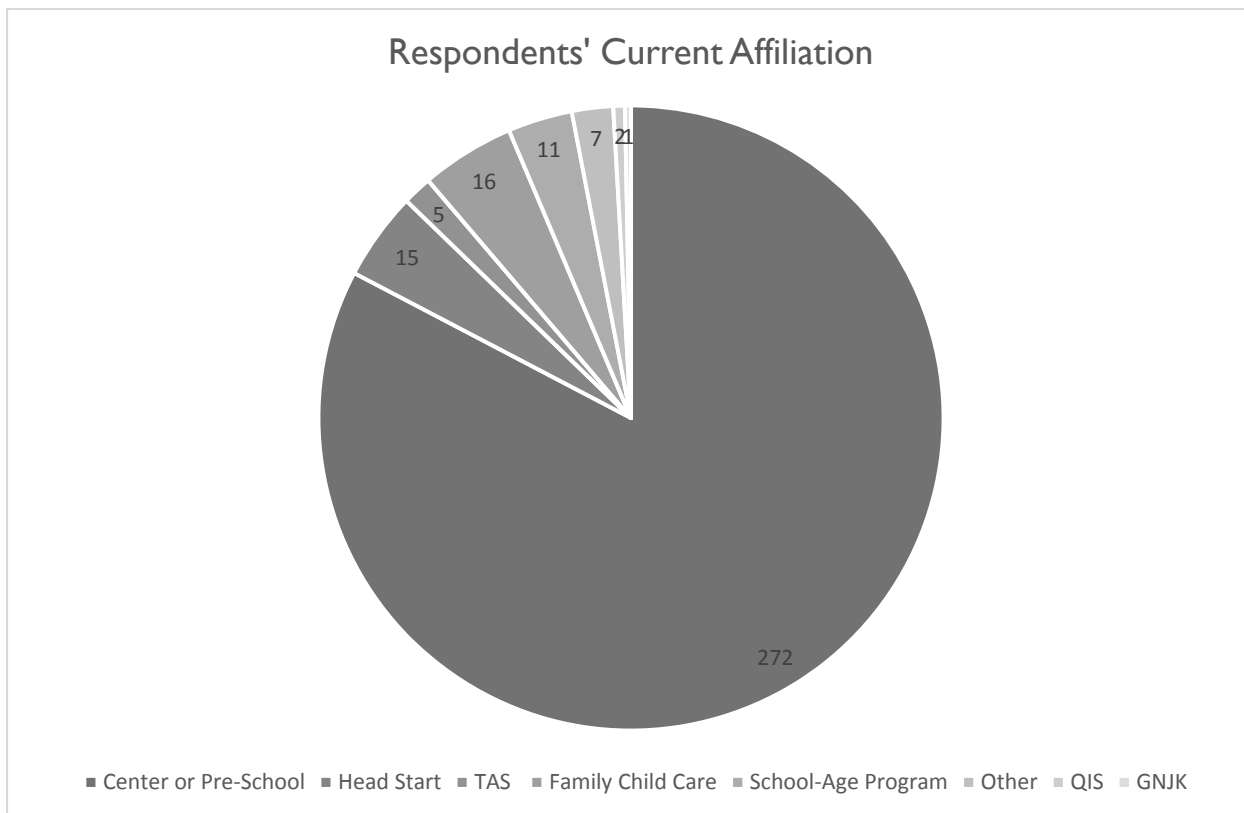
- Participants' experiences in the sessions
- Specific concepts they learned
- How they intend to use training concepts in their work with children
- Professional development needs

Month	Response Rate
January 2018	24%
February 2018	23%
March 2018	25%
April 2018	22%
May 2018	18%
June 2018	20%

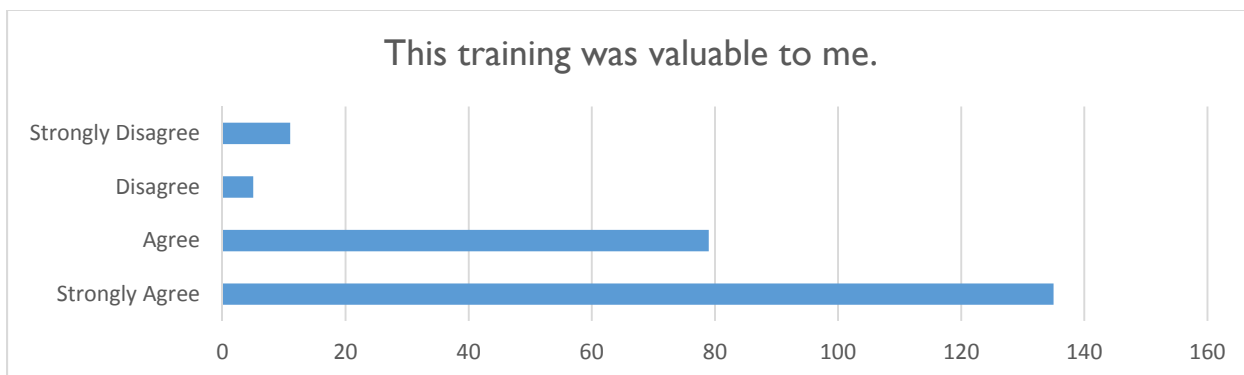
Sauermann, H. & Roach, M. (2013) Increasing web survey response rates in innovation research: An experimental study of static and dynamic contact design features. *Research Policy*, 42(1), 273-286.

## Respondents

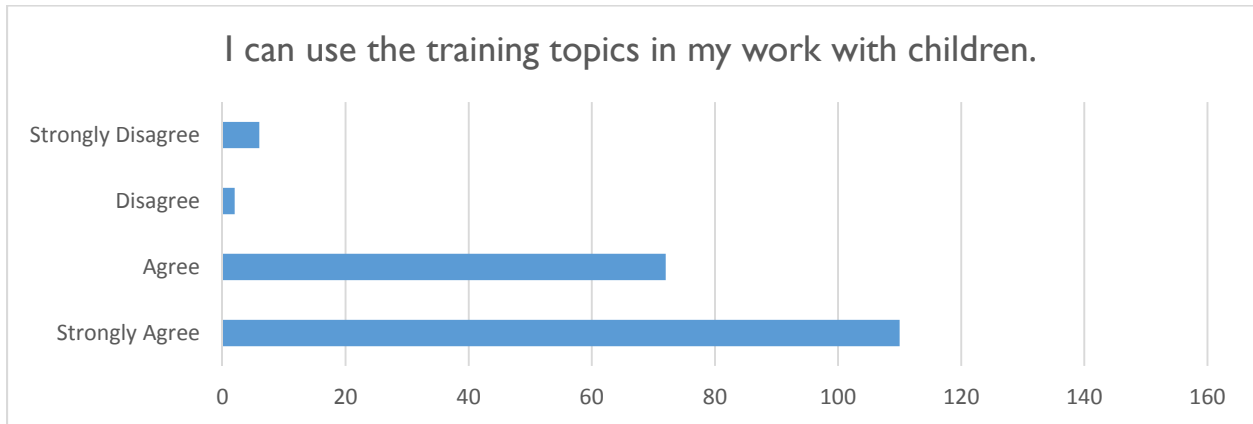
The following figures use aggregate data across all classroom trainings offered between January and June 2018. The majority of the 329 respondents identified their current affiliation as a center or pre-school (272). The breakdown is detailed below.



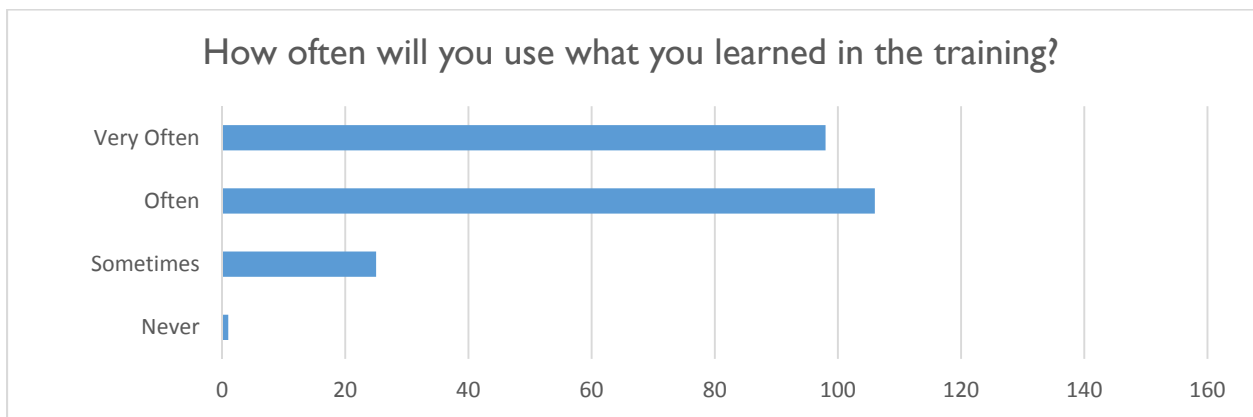
Most respondents reported they agreed or strongly agreed the training was valuable to them (mean score = 3.47 out of 4; n = 230).



Most respondents reported they agreed or strongly agreed they could use the training topics in their work with children (mean score = 3.51 out of 4; n = 155).



All but two respondents reported they would use what they learned in the training sometimes, often, or very often (n = 230).



Eighty-two percent of respondents said they didn't know the key concepts of the training prior to attending. Of the remaining 18%, the results show that, despite reporting they knew the concepts prior to the training, after the training, a greater percentage indicated they would put the training concepts into practice (+0.33).

Respondents were asked to report what other training topics would help their work with children and families. The majority of responses comprised 7 main topic areas: child development, cultural competency, engagement with families, GNJK curriculum, learning environment, lesson topics, workplace environment, and other. Responses are listed by theme below.

### **Child Development**

- Adult-child interaction
- Autism
- Behavioral health
- Children's behaviors
- Children's temperaments
- Disabled children
- How to keep the children occupied for the age they are
- Interventions for learning issues
- Testing for learning issues
- Understanding when children might need early intervention referrals for behavior problems

### **Cultural Competency**

- Bilingual resources and strategies
- English for Speakers of Other Languages (ESOL)
- How to communicate with families in a different home language
- Living with same sex parents

### **Engagement with Families**

- Building parent leaders in our community
- Busy parents finding time to volunteer consistently at school in various forms
- Creating a learning environment at home
  - Carrying over what is done at school to home- basically how to encourage parents to be consistent
  - Creating learning experiences at home
  - Getting families more involved and the community. Training for parents and workshops would be great to be held at our center for staff and parents
  - More activities we could do at home and show parents as well
- Helping parents be better advocates for their children
- How to communicate with families
  - In a different home language
  - Regarding concerns without making them feel uneasy
- How to communicate with families about the curriculum
  - About how new curriculum will change and better our program



- To help parents understand that these will make their children ready for kindergarten based on the expectations they have now (e.g. sight reading words, writing their names, sitting at the table for long periods of time listening to the teacher)
- To help them understand the purpose of the curriculum
- To help them understand the tests benefit their children since the tests' purpose is to see an improvement over time
- How to deal with difficult parents
- Parent conferences
- Parent Partnerships
- Parent-Teacher relationships
- Promoting family involvement
- What to do when a parent won't feed a child solid food at 1 year old b/c of fear of choking

### **GNJK Curriculum**

- Administrators GOLD
- Brigance Training
- Creative Curriculum Gold Training
- Curriculum implementation for administrators
- Curriculum implementation of GROW
- Director training of GOLD
- GOLD Assessment
- How to balance requirements of the state, NAEYC, Grow NJ Kids...with Creative Curriculum
- I am constantly taking trainings. I prefer to go onsite to take them but have also taken on-line workshops.
- I am going to see a program in progress. I think that would be very helpful.
- I am interested in the new addition of the objectives from 18 months to 3 years.
- Including families in training
- More real life examples of the curriculum in use in the classroom
- Practice using the forms and documents
- Tips on observing specific objectives and leveling examples

### **Learning Environment**

- Behavior management/classroom management
- Behavior plans
- Classroom arrangement
- Classroom environment regarding Creative Curriculum

- Developing an fulfilling environment
- Discipline
  - Positive discipline
- Guiding children’s learning
- How to cope with children that have their own “drive”
- How to create more open ended activities for art etc. that relate to the study
- How to help a child with difficulties
- Managing disruptive behavior
  - Biting behaviors
  - How to deal with crying children
  - Strategies for helping children with challenging behavior
  - Understanding challenging behavior
  - What to do during temper tantrums
  - Working with preschoolers that disrupt the classroom
- Modeling prosocial behavior
  - Kindness in the classroom
  - Making a more inviting and warm classroom
  - More trainings on positive guidance or positive interactions would be helpful
  - Power of collaboration
- More on creating adaptations based on observations & screenings
- Positive directions in learning
- Social and emotional ways to help children and families
- Teaching strategies
- Working with disabled children
  - How to deal with undiagnosed behavioral issues
  - Strategies for children with special needs within the group
  - Teaching children with special needs at a center or preschool classroom
  - Working with autistic kids and kids with learning disabilities
- Working with preschoolers that have difficulty following the curriculum

**Lesson Topics**

- Art
- Health
- Networking
- Nutrition
- Process Art
- Safety

## Workplace Environment

- Every now and then free training for the staff
- Health practices
- How to multitask better
- Teamwork
- To communicate more and making sure that we are on the same page
- Staff accountability
- Topics on marketing, budgeting and using social media to build the business would be helpful. There isn't much offered for administrative staff.
- Using the materials with the instructor

## Other

- Anything related to preschool
- Assessments
  - Student Growth Objectives (SGO) scoring
- Hands on lesson planning and activities
- Health and safety
- Home visits
- How to become a mentor/coach
- How to write lesson plans
- I am interested in the Strengthening Families training
- Protective factors
- Resume writing
- Setting up my own studies
- Time management
- Workforce training

## **Web-Based Training Sessions**

Between January and June 2018, 14 web-based training titles and 96 web-based training sessions were conducted with 1,272 participants. Most trainings are five hours in length and can be stopped and started as needed, based on participants' schedules within the allotted timeframe of the session. The table below details the number of times each training was conducted, the number of participants enrolled, the number of participants who completed the course, and the completion rate by course title. Completion rates may reflect that participants start the trainings but do not complete due to other demands. A reminder is emailed to all enrolled participants of online trainings half-way through their session in an effort to increase completion rates.

Course	# of Times Conducted	Participants Enrolled	Participants Completed	Completion Rate
<b>206 - COR Advantage Online Training</b>	5	161	92	57.1%
<b>207 - PQA Infant/Toddler: Program Quality Assessment Powered by HighScope</b>	2	18	7	38.9%
<b>208 - PQA Preschool: Program Quality Assessment Powered by HighScope</b>	3	24	10	41.7%
<b>305 - FCCERS-R: Family Child Care Environment Rating Scale: Online Overview (SPANISH)</b>	12	13	5	38.5%
<b>307 - (SPANISH) ITERS-R Online Overview: Infant/Toddler Environment Rating Scale</b>	3	8	6	75.0%
<b>308 - (SPANISH) ECERS-R Online Overview: Early Childhood Environment Rating Scale</b>	12	25	10	40.0%
<b>400 - ITERS-R: Infant/Toddler Environment Rating Scale: Online Overview</b>	3	130	79	60.8%
<b>401 - ECERS-3: Early Childhood Environment Rating Scale: Online Overview</b>	12	359	235	65.5%
<b>402 - FCCERS-R: Family Child Care Environment Rating Scale: Online Overview</b>	12	36	17	47.2%
<b>403 - ITERS-3 Online Overview: Infant/Toddler Environment Rating Scale</b>	6	283	194	68.6%
<b>525 - PAS: Program Administration Scale: Online Introduction</b>	6	24	7	29.2%
<b>*528 - Working with Dual Language Learners and Building Cultural Competency</b>	3	48	31	64.6%
<b>*800 - Physical Activity WBT – Early Childhood Physical Activity for Toddlers and Preschoolers</b>	6	43	43	100.0%
<b>*900 - Grow NJ Kids Director Orientation</b>	11	100	73	73.0%
<b>Total</b>	<b>96</b>	<b>1,272</b>	<b>809</b>	<b>63.6%</b>

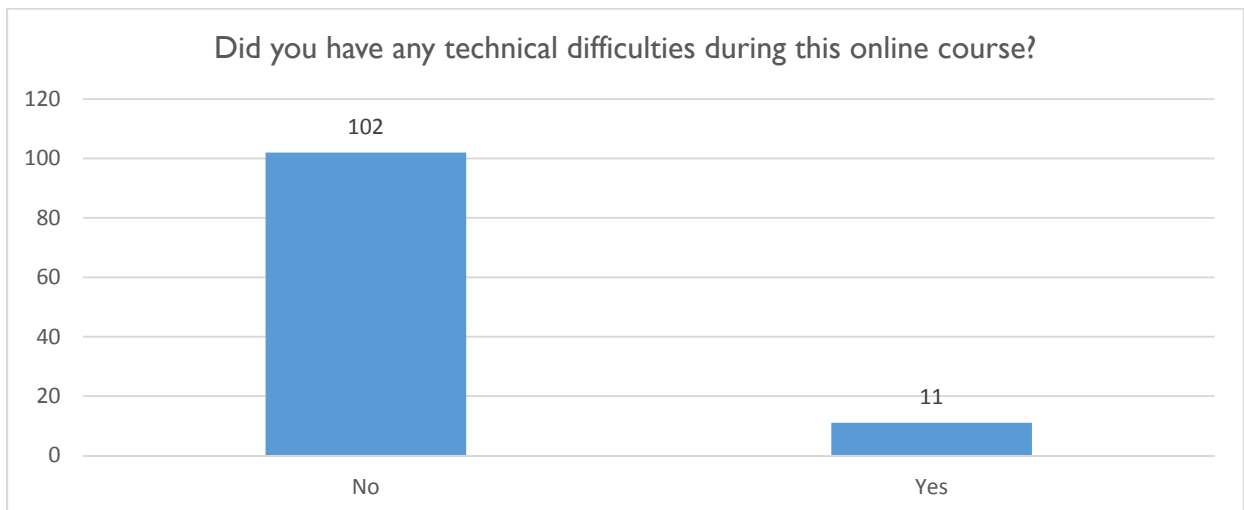
Note, an asterisk (\*) indicates that these trainings were developed and administered by GNJKTS. Web-based survey results that immediately followed completion of the training are available in Appendix D. Comments are listed verbatim and in their entirety.

## Post-Training Follow-Up Email Survey for Web-Based Trainings

All participants of web-based trainings were sent a survey by email within 10 days of course completion. Participants were asked to complete the survey within two weeks of receipt of the initial email. Response rates by month are detailed below. Individual class results are detailed in the Appendix C.

Month	Response Rate
January 2018	22%
February 2018	22%
March 2018	12%
April 2018	22%
May 2018	26%
June 2018	31%

In addition to the questions asked in the follow-up email survey for in-class trainings, participants of web-based trainings are asked about the training delivery platform. Respondents agreed their online course was easy to navigate (mean score = 3.22 out of 4), well organized (mean score = 3.33 out of 4), and the estimated time required to complete the course was accurate (mean score = 3.16 out of 4). Ten percent of respondents between January and June 2018 reported they had had technical difficulties during the course. Those technical difficulties are reported below.

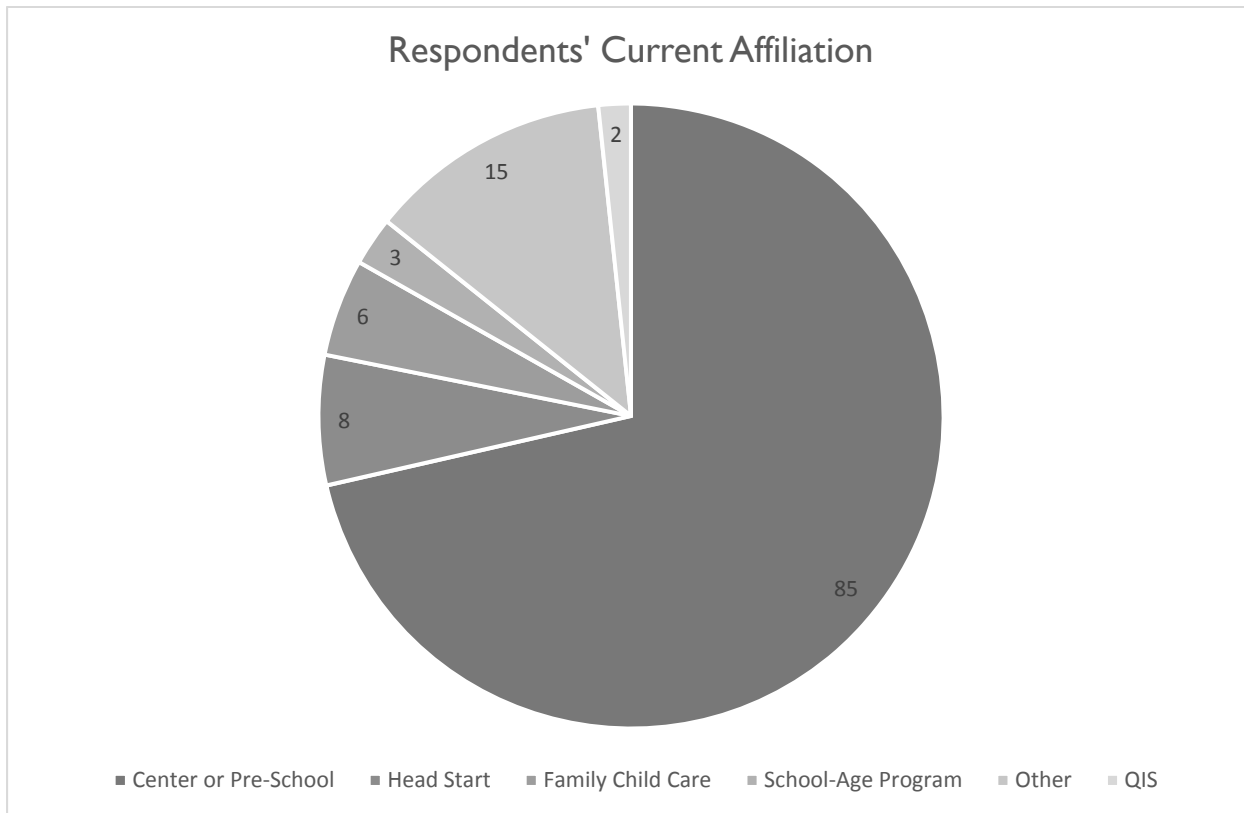


If a respondent indicated they had experienced a technical problem, they were asked to describe the specific technical difficulty or difficulties. All responses are listed below, verbatim.

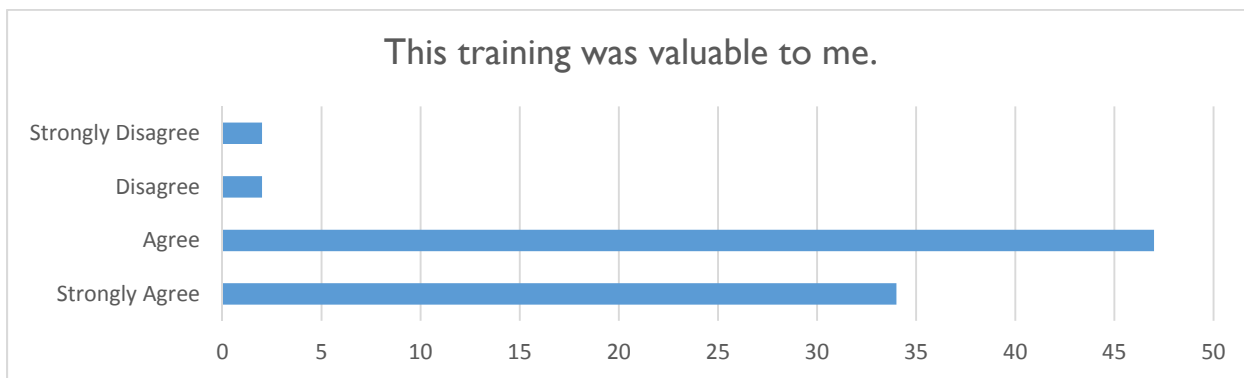
- Could not get into my account.
- Items that had been inputted all of a sudden did not show up and needed to be re-done.
- On the part where I had to enter numbers, I was not able to enter numbers so my answers were left blank.
- Page loading
- Some videos don't run very well in a MacBook computer.
- The difficulty at the beginning login in. Needed an access code.
- The site froze on several occasions. The technician available at the helpline corrected the issue.
- The slides would break up and sometimes freeze.
- When I was trying to type a numerical answer in the box it would not let me and then marked me incorrect. It worked sometimes but not always

## Respondents

The following figures use aggregate data across all web-based trainings offered between January and June 2018. The majority of the 119 respondents identified their current affiliation as a center or pre-school (85). The breakdown is detailed below.

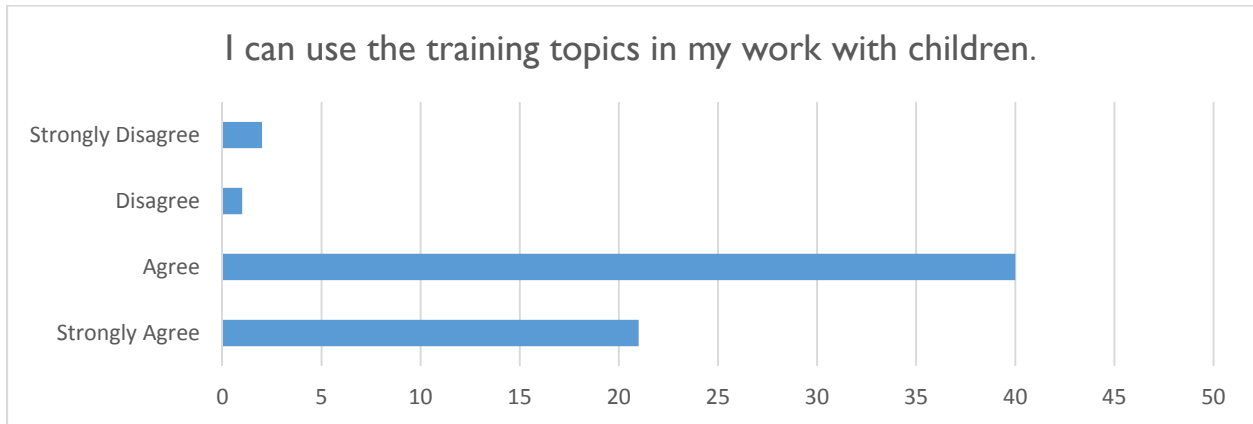


Most respondents reported they agreed or strongly agreed that the training was valuable to them (mean score = 3.33 out of 4; n = 85).

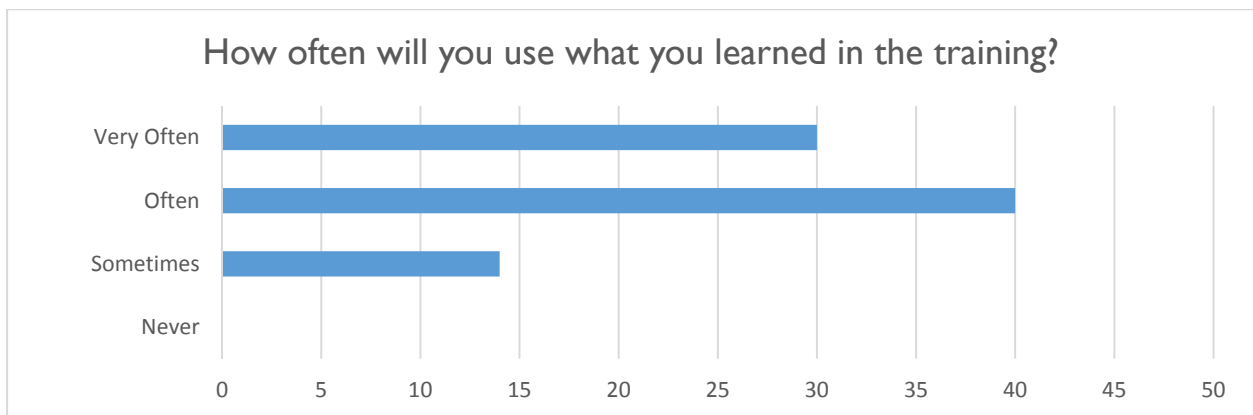




Most respondents reported they agreed or strongly agreed they could use the training topics in their work with children (mean score = 3.25 out of 4; n = 64).



All respondents reported they would use what they learned in the training sometimes, often, or very often (n = 84).



Seventy-five percent of respondents said they did not know the key concepts of the training prior to attending. Of the remaining 25%, responses show that despite reporting they knew the concepts prior to the training, after the training, a greater percentage of respondents said they would put the training concepts into practice (+0.28).

Respondents were asked to report what other training topics would help their work with children and families. Their responses are listed verbatim below.

- A more in depth review of each of the categories and the rational for their use.
- A training that models the actual administration of the tool.
- Actual video of a day implementing curriculum
- All

- Anything related to this would be helpful, such as follow up or how to relate to parents, etc.
- Case scenarios for evaluation.
- Challenging behavior
- Classroom application
- How to arrange classrooms as per ECERS
- How to score better.
- I still don't understand how to do the scoring 100%
- I would like to do it again since I could not finish it
- In person training or more interactive videos
- It would be good to have refresher courses over time to ensure comprehension.
- Just how it how they rate ITERS a little confusing
- More online trainings going in depth
- More videos on situations
- My teachers would like a training on what they need in the classroom. More of a focus on the classroom and teacher than how to rate.
- On ITERS 3
- Online courses will be helpful because I can go back and stop when needed and I am unable to leave the school at times
- Resilient caregiver, how handle stress in a classroom, how to deal with difficult behavior.
- Refresher course ever so often would be helpful in keeping the knowledge gained.
- Scheduling and transitions
- Some of the items were covered but not all. There are a lot and it would need to be broken down but I think going over every item thoroughly would help. I feel more confident in the items that were gone over in the training.
- Supervision of children and lesson planning.
- The rating scale
- The scoring
- Training located in my area
- Training that show more of the implementation of the correct ways to engage and provide for the children and families
- Training that would provide our staff creative ideas to enhance the interest areas for the children of very young children.
- Understanding Licensing.

## Trainer Feedback Report

In January 2018, GNJKTS implemented a trainer feedback report, an online form that all local GNJKTS trainers are to complete within 48 hours of the last training day of each course. Between January 2018 and June 2018, local facilitators completed 71 trainer feedback reports.

The tool documents each facilitator’s feedback about the course delivery and participants’ engagement. GNJKTS staff monitor responses in order to keep abreast of issues that need immediate attention and track responses that guide ongoing improvement efforts. A majority of trainers reported the trainings were well received by participants who were engaged during the training. One trainer noted, *“Overall, the course was received very well. Participants expressed their "Aha" moments and when I did my usual "Checking for understanding" throughout the training, I received accurate feedback!”* Another noted, *“The participants seemed very engaged and appreciative of the information they were receiving.”*

Trainers also reported that there were barriers to full trainee engagement which included language barriers and trainees not having their books. For example, trainers noted, *“We had several people for whom English was a second language,” “I also see that it is very common for attendees at IT2 sessions to arrive without any books,”* and *“I wish most participants brought their curriculum books with them.”* Trainers suggested, *“Please provide copies of the Objectives for Development and Learning handout for participants.”*

The information collected in this form alerts GNJKTS staff when a trainer has an issue. For example, in January, when GNJKTS was alerted that participants needed the Objectives for Development and Learning handouts, GNJKTS included copies in all future trainings. Trainers were given additional volumes of the training books to be used in the class when the participants forgot to bring their own. Additionally, because GNJKTS became aware from the trainer feedback report that participants were unable to easily navigate the GNJK website to find Spanish language trainings, GNJK was able to support an effort to improve filtering classes by language. A snapshot of the quantitative results is presented in the table below.

Report Items	Results
<b>Did you receive course materials in sufficient time before the training date?</b>	No: 0 Yes: 71 (100%)
<b>Did you have all materials and supplies needed for the training?</b>	No: 6 Yes: 65 (92%)
<b>Did you encounter any challenges with the technology/audiovisual equipment needed for training delivery?</b>	No: 61 Yes: 10 (14%)
<b>Was the venue/space a conducive learning environment?</b>	No: 5 Yes: 66 (93%)
<b>Were you able to answer all questions asked during the training?</b>	No: 12 Yes: 59 (83%)
<b>Did you co-train this course with another instructor?</b>	No: 65 Yes: 6 (9%)
<b>Were there any challenges experienced with your learners during this session?</b>	No: 58 Yes: 13 (18%)

## Appendix A: Participant Satisfaction Scores by Course Title

Course	n	Presenter demonstrated knowledge	Presenter answered questions	Presenter encouraged participation	Presenter kept interest	Presenter paced class well	Materials were helpful	Satisfied with training location	Training increased my skills	Will use information in my work	Satisfaction with training
<b>100 – Creative Curriculum for Infants, Toddlers and Twos - Session 1</b>	342	3.82	3.83	3.84	3.74	3.81	3.78	3.66	3.80	3.86	3.84
<b>101 – Creative Curriculum for Infants, Toddlers and Twos - Session 2</b>	130	3.83	3.88	3.87	3.80	3.88	3.86	3.66	3.82	3.84	3.90
<b>102 – Creative Curriculum for Preschool - Session 1</b>	392	3.86	3.84	3.88	3.77	3.83	3.80	3.56	3.78	3.82	3.84
<b>103 – Creative Curriculum for Preschool - Session 2</b>	153	3.90	3.91	3.90	3.81	3.89	3.82	3.75	3.81	3.83	3.86
<b>104 – Implementing GOLD</b>	106	3.62	3.65	3.66	3.55	3.63	3.61	3.60	3.63	3.66	3.66
<b>105 – GOLD for Administrators</b>	21	3.86	3.86	3.81	3.81	3.86	3.71	3.19	3.76	3.86	3.81
<b>106 – Using GOLD Data to Plan Instruction</b>	16	3.81	3.81	3.81	3.94	4.00	3.94	3.94	3.94	4.00	4.00
<b>107 – Creative Curriculum for Family Child Care - Introductory Session</b>	16	3.87	4.00	4.00	4.00	4.00	4.00	3.75	4.00	3.94	3.94
<b>109 – Implementing GOLD Toolkit: Paper and Pencil Training</b>	44	3.68	3.75	3.80	3.68	3.70	3.73	3.34	3.66	3.68	3.66
<b>110 – Coaching to Fidelity: Infants, Toddlers, and Twos Edition</b>	16	4.00	4.00	4.00	3.75	3.88	3.56	3.27	3.80	3.94	4.00

Course	n	Presenter demonstrated knowledge	Presenter answered questions	Presenter encouraged participation	Presenter kept interest	Presenter paced class well	Materials were helpful	Satisfied with training location	Training increased my skills	Will use information in my work	Satisfaction with training
<b>111 – Coaching to Fidelity: Preschool Edition (For Directors and Administrators)</b>	10	4.00	4.00	4.00	4.00	4.00	3.90	3.80	4.00	4.00	4.00
<b>112 – Routines in The Creative Curriculum for Infants, Toddlers, &amp; Twos</b>	6	4.00	4.00	3.83	4.00	4.00	4.00	3.67	3.67	3.67	4.00
<b>116 – Intentional Teaching in the Interest Areas of The Creative Curriculum for Preschool</b>	25	3.76	3.72	3.46	3.42	3.68	3.52	3.36	3.24	3.52	3.44
<b>118 – Implementing Studies to Promote Inquiry Based Learning in The Creative Curriculum for Preschool</b>	6	3.50	3.67	3.83	3.83	3.67	3.67	3.60	3.50	3.50	3.67
<b>200 – Introduction to the HighScope Preschool Curriculum - Session 1</b>	96	3.93	3.93	3.94	3.89	3.90	3.86	3.77	3.84	3.85	3.91
<b>201 – Introduction to the HighScope Preschool Curriculum - Session 2</b>	105	3.96	3.94	3.95	3.90	3.93	3.91	3.81	3.91	3.93	3.92
<b>202 – Introduction to the HighScope Preschool Curriculum - Session 3</b>	77	3.99	3.97	3.97	3.96	3.97	3.94	3.83	3.94	3.92	3.97
<b>203 – Introduction to the HighScope Infant/Toddler Curriculum - Session 1</b>	56	3.91	3.93	3.93	3.86	3.91	3.91	3.65	3.89	3.93	3.95
<b>204 – Introduction to the HighScope Infant/Toddler Curriculum - Session 2</b>	39	3.97	3.97	3.95	3.90	3.97	3.95	3.56	3.95	3.97	3.95

Course	n	Presenter demonstrated knowledge	Presenter answered questions	Presenter encouraged participation	Presenter kept interest	Presenter paced class well	Materials were helpful	Satisfied with training location	Training increased my skills	Will use information in my work	Satisfaction with training
<b>205 – Introduction to the HighScope Infant/Toddler Curriculum - Session 3</b>	50	3.92	3.90	3.90	3.88	3.90	3.90	3.52	3.90	3.88	3.88
<b>300 – (SPANISH) Creative Curriculum for Infants, Toddlers and Twos - Session I</b>	8	4.00	4.00	4.00	4.00	4.00	4.00	3.87	4.00	3.87	4.00
<b>309 – (SPANISH) ASQ3: Developmental Screening Tool</b>	34	3.94	3.97	3.94	3.91	3.88	3.94	3.94	3.94	3.94	3.94
<b>503 – ASQ3: Developmental Screening Tool</b>	261	3.92	3.90	3.85	3.85	3.87	3.89	3.68	3.82	3.86	3.88
<b>Total</b>	2,009	3.87	3.87	3.87	3.80	3.85	3.83	3.65	3.81	3.84	3.86

## Appendix B: Same Day Satisfaction Survey – Participant Comments

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>100 - Creative Curriculum for Infants, Toddlers &amp; Twos - Session I</b>			I will definitely feel confident using the curriculum in my class
			I liked receiving the single page of the objectives so I can keep it handy
			Everything was covered and understandable at the training. All we need to get better is practice and few things were already done without us knowing
			The trainer is an awesome teacher. Made it very easy to understand. The class was very fun and exciting. I would love to take any of their classes
			The trainer was absolutely amazing! They showed such an understanding of infants and toddlers and the curriculum. They gave such insight and made me more confident
			Being more creative
			The activity for routines with intentional teaching cards and the mighty minutes was great, very different and beneficial
			I would encourage more movement within the day. Short breaks; physical activities; mix groups so participants are "forced" (used loosely) to move
			Creative curriculum really opened my eyes to many objectives and more that I am already implementing but really focused these areas to more understanding. I feel confident in implementing a lot of CC's ideas immediately. It just makes sense
			I would like to learn how to engage/structure class activities with children with language delay or other disabilities
			This was very informative and helpful. I was not aware of many things in this curriculum and see that the lead teacher needs my help to make it work
			One thing I'll take with me and implement is encouraging children to model good behavior and focus on the good rather than the bad
			Would be more helpful if the curriculum pieces were at a price point to make them accessible to all the teachers. Having to share with 4 other classrooms
			The activity for routines with intentional teaching cards and the mighty minutes was great, very different and beneficial
I am excited to go back into my room with a new mindset and I am going to work on making my parents and children feel even more welcome in my classroom			

Half-Year Report: January to June 2018

Rutgers School of Social Work, Institute for Families, Grow NJ Kids Training Services

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>101 - Creative Curriculum for Infants, Toddlers &amp; Twos - Session 2</b>	Best Clear Engaging Enthusiastic Fantastic Helpful On point Qualified Relatable Well-informed	Awesome Helpful Informative Interesting Satisfying Useful Well-paced	Would like to know more how to deal with child with special need because in our center, they accept children with special needs so that we will learn how to deal with them or respond to their behavior
			We felt that all answers were complete and well discussed
			The trainer kept us moving, and made the training fun, by putting us in groups. And doing group activities
			This training seemed to be most useful of the first four
			I will use all the information! Training was good. The trainer was great!
			The trainer was a wealth of knowledge offering clarity on many aspects of the curriculum
			The trainer was extremely knowledgeable about the program and we used our time very wisely
			You were able to inform us in areas that we were not able to understand
			The trainer covered every subject dealing with toddlers
<b>102 - Creative Curriculum for Preschool - Session I</b>	Best Captivating Clear Compassionate Enjoyable Fantastic Friendly Helpful Interactive Motivating Open Organized Passionate Positive Prepared Realistic Well-informed Well-spoken	Authentic Best Better than expected Challenging Cohesive Comfortable Educational Engaging Exciting Meaningful Motivating Overwhelming Positive Practical Satisfying Thorough Unclear User-friendly	Much more meaningful/interactive. Less passive learning compared to last session. Const. Criticism: spend less time re-reading (checking) visual aid.
			Thank you for lighting our fire!
			Thank you. I have to admit I am overwhelmed right now. Hoping as I sit and read manuals I will be able to get started
			This was very helpful so far. I'm excited for the next one. I am learning a lot
			I felt good because there are a lot of things we already incorporate into our present program
			Very knowledgeable about the teaching field and teaching strategies curriculum. The trainer made this new training educational, fun and room for groups to work together and truly understand the curriculum and how to implement everything in the classroom
			This trainer was the best instructor/teacher I have ever come across with great resource materials, books and authors. Great interaction and group participation ideas
			The only problem is it is very difficult to follow through with what we know is right and meet the demands of what the school districts want. Hopefully they will make P.S. mandatory and schools have to follow the states curriculum

Half-Year Report: January to June 2018

Rutgers School of Social Work, Institute for Families, Grow NJ Kids Training Services



Course Name:	Trainer Was:	Training Was:	Additional Comments:
			<p>It would be helpful if the speaker provided a hand-out based on the presentation (PowerPoint) will allow participants to take notes instead of being overwhelmed in looking for topics in the books. Would it be possible to email it to me? Videos presented was not clear especially the audio. Have extra books especially for those who don't have Creative Curriculum</p> <p>Has this curriculum been proven successful?</p> <p>The trainer made this class so exciting. I learned so much about the creative curriculum and can't wait to start using it! I got the fire</p> <p>I'd love for session 2 to be with same group and trainer. then you don't have to waste time getting to know each other and what we know</p> <p>Explained everything in detail</p>
<b>103 - Creative Curriculum for Preschool - Session 2</b>	<p>Best Delightful Energized Engaging Fantastic Focused Fun Helpful Inspiring Knowledgeable Patient Personable Professional Welcoming Well-prepared</p>	<p>Comfortable Educational Fun Helpful Interesting Long winded Loved Repetitive Super Well-explained Well-paced</p>	<p>A little repetitive and long winded but perhaps needed to be for all students learning experience</p> <p>More videos/examples of real life classrooms or the opportunity to visit a classroom that is effectively utilizing the creative curriculum as their only resource in a childcare setting</p> <p>More information about storytelling and objects about language and literacy</p> <p>Would like to be taught how to write a lesson plan</p> <p>I will have more questions as I implement the curriculum. There is so much materials to read before getting started</p> <p>The trainer helped with every problem. I know feel confident incorporating more math and literacy in my classroom</p> <p>The trainer was wonderful and they really made me open up to using more creative in an effective way in my classroom</p> <p>The trainer was great! Very energized and yet focused and full of informative details about the creative curriculum. Will definitely take this back to the classroom</p> <p>It will be nice to have 3/6 hours training as "reviews" to enhance what is already taught &amp; implementing in the classroom</p> <p>Thank you for providing this. I hope/look forward to the next training to be really comfortable in implementing this curriculum.</p> <p>The trainer covered everything needed and more</p> <p>The trainer was a delightful presenter. Very informative and knowledgeable of material. Would definitely recommend this session to others.</p>

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>104 - Implementing GOLD</b>	Best Clear Effective Engaging Enthusiastic Friendly Helpful Kind Knowledgeable Patient	Awesome Enjoyable Informational Interesting Satisfying Useful	I love the way the trainer worked with us rather than just giving us information. They facilitated discussion amongst the group
			Being their first time training Gold, the trainer made them self available to us! Love the Poems
			The trainer was an amazing instructor and very knowledgeable however the program wasn't working well so I feel that I didn't get enough hands on as I would have liked
			The trainer was great but the technology issues made the training less effective.
			I think that it could have been shortened or 1 day training
			Will take a while to really understand how to use all the options effectively. Technology is not my strong area.
			Will take another training with this trainer. It was awesome.
			It is helpful and almost necessary for participants to have readily available access to the program. More hands-on activity work is helpful as well so participants get comfortable with the settings.
<b>105 - GOLD for Administrators: Interpreting and Using GOLD Report Data</b>	Helpful Wonderful	Excellent	To have live online for on the spot. A training closer to me to make attendance less stressful
			Wonderful presenter. Very pleased.
			Print out of the PowerPoint presentation that would be helpful
			To provide training for our staff
<b>106 - Using GOLD Data to Plan Instruction and Communicate Children's Progress</b>	Detailed Engaging Helpful Knowledgeable Outstanding Professional Responsive Well-prepared	Best Helpful Thorough	The trainer was excellent. The trainer is well versed in the material and was very responsive to the needs of the group, even with different levels of experience + understanding
			An excellent overall chance to renew + strengthen gold skills. As beginners to it this year it was very helpful to allow us to review + reflect as we plan for end of year reports + next years too + the trainer was outstanding
			The presenter was super prepared and was able to properly answer any questions. By far one of the best presentations involving My Teaching strategies
			Thank you very much for sharing your knowledge
			Very thorough. I feel my level of knowledge with TSG has improved through this training. Great workshop!!

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>107 - Creative Curriculum for Family Child Care – Introductory Session</b>	Engaging Excellent Knowledgeable	Perfect	Provide in Spanish please
			Excellent trainer. Trainers who sat in were a bit noisy. Hard to hear at times
			The trainer met participants right where they are in the curriculum. Excellent trainer! Trainer was very knowledgeable
			I feel like we could have a part 2 to dig even deeper. great training
<b>109 - Implementing GOLD Toolkit: Paper and Pencil Training</b>	Awesome Empowering Helpful Knowledgeable Late Personable Sweet Unprepared	New Perfect	For a director and a three star rated center I believe that more directors need to attend these workshops to help their staff and understand how much we are requiring of them. Also I believe that to ensure more participation and not put a burden on the running of the program by having staff attend workshops during the week. Workshops should be offered on Saturdays more often
			Start on time & this could be done in 1 day not 2. Sweet presenter!
			The trainer was extremely motivating, knowledgeable and their message of having a "fire" was empowering
			Great energy
			Hope for a variety of trainings in central Jersey. Also, more trainings on the weekends
			Excellent, I'm going to do in practice
<b>110 - Coaching to Fidelity: Infants, Toddlers &amp; Twos Edition (For Directors and Administrators)</b>	Amazing Helpful Supportive	Enjoyable Excellent	The trainer and training provided us with steps and much clarity on how to effectively implement the tool
			Two days and all questions were answered
			This trainer is an excellent trainer. They were so supportive & helpful and really encouraged an in depth understanding of the tools presented
<b>111 - Coaching to Fidelity: Preschool Edition (For Directors and Administrators)</b>	Flexible Knowledgeable Outstanding	Great Helpful	The trainer was excellent. :) The site was very nice. I appreciated the parking instructions & email prior to the course.
			I enjoyed the small group interaction, it allowed participants to ask individualized questions.
			Excellent presenter, great examples, feedback, dialogue amongst participants & presenter.
<b>112 - Routines in The Creative Curriculum for Infants, Toddlers &amp; Twos</b>	Amazing Wonderful	Amazing Enjoyable	Thank you - I like the additional sessions past cc1 & cc2
			I enjoyed this training as well as the other participants, connections and conversations. The trainer was a wonderful trainer

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>116 - Intentional Teaching in the Interest Areas of The Creative Curriculum for Preschool</b>	Fantastic Flexible Knowledgeable	Helpful Limited Long Repetitive	I would like to see what activities the children can do to go with each theme. (Hands-on activities and ideas). For instance, we use Pinterest to find ideas. Creative curriculum has such a limited amount of activities and ideas. Very helpful having the young lady from the state present. Too Long
			I feel that the training is designed for people with a lower level of early childhood education. I'd like to see more prof dev aimed at teachers with advanced degrees
			Could have been more interactive, get us out of our seats more. A lot of the topic covered in the two day CC training - very repetitive
			The email of supplies (book) should have been sent days before
<b>118 - Implementing Studies to Promote Inquiry Based Learning in The Creative Curriculum for Preschool</b>	Best Enthusiastic Helpful Knowledgeable	Insightful Reflective	Very helpful insight. This reflective time is needed.
			This training should be available after the Session 2 of Preschool. It helps pinpoint how to be intentional since the focus is just on the studies and the components & objectives of Creative Curriculum. It would have helped to have this training sooner.
			Needed to go more in depth with the information.
<b>200 - Introduction to the HighScope Preschool Curriculum - Session I</b>	Best Detailed Engaging Entertaining Focused Friendly Helpful Knowledgeable Loved	Comfortable Comprehensive Educational Fun Hands-on Important Interesting Review Useful Well-paced Wonderful	These two days have been very helpful and the trainer has done a good job of personalizing the information by connecting specific questions with the content
			This session was very important because as a teacher you do not put yourself in the child's shoes, but what you see as an adult. I've learned a different perspective in dealing and managing certain behaviors to problem solve. Very educational! Would recommend to anyone who would love to learn about High Scope
			Super informative. Exercises were incredibly helpful and eye opening. Ice breakers helped in the first day very much to feel comfortable in overall sessions
			Nothing new. It was a review for requirement for Grow NJ Kids. We are using this curriculum since 1997
			I had too much motivation with my trainer. Thanks
			How to adapt this HighScope (training) to non-verbal children, autistics and English learners (Spanish, French Creole)
			I enjoy the group activities
			The scheduling of the days on NJ workforce Registry is very confusing. Session 1 and 2 being 2 days each was very unclear and caused issues with scheduling at my home center. The presenter was excellent and very informative

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>201 - Introduction to the HighScope Preschool Curriculum - Session 2</b>	Engaging Helpful Informative Knowledgeable Perfect Responsive Wonderful	Clear Comprehensive Concrete Educational Engaging Excellent Fun Relevant Useful	I absolutely loved the group participation activities
			The trainer is very knowledgeable, engaging, great sense of humor and was able to meet the groups needs by answering questions, etc.
			Very informative and educational. Enjoy doing hands on activity and having discussion that make you use your critical thinking
			I learned many new ways of encouraging kids instead of just straight praising them
			The trainer was amazing. The activities were good. However, those videos are for too long
			This training will help me in many ways improve my interactions with children
			A little more time to take notes on the slides with more writing would be helpful. Thank you
			Enjoyed the topics of today's training. I found them very easy to apply in the classroom.
			A lot of hands on activities and it was fun!
			Presentation was great! Very informative. Enjoy the group activities it kept me engaged. Got many ideas that I never would have thought of doing before this training
<b>202 - Introduction to the HighScope Preschool Curriculum - Session 3</b>	Accommodating Awesome Entertaining Loved Precise Well-informed	Amazing Fun Informative Interactive Interesting Short Well-developed Well-explained Wonderful	The trainer was great. Explained the topics so well. Helped me understand better
			Less videos
			I appreciate the trainer's flexibility with break times/lengths to do what worked best for the whole class
			The hands on activities with the KDI's was great because it helped me understand better to look for when observing a classroom. Great training!!
			Lots of hands-on activities which kept my interest!
			Trainer was able to answer all questions and gave me a better understanding of how to implement High Scope in my school
			Loved it! Need more HighScope classes in North Jersey
			I now feel confident in my ability to help the teacher's I work with effectively implement the HighScope curriculum. I really enjoyed all five days of this training

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>203 - Introduction to the HighScope Infant/Toddler Curriculum - Session 1</b>	Amazing Delightful Excited Helpful Insightful	Educational Engaging Fun Helpful Valuable Well-paced	It was well thought out and implemented. It was also well paced and very engaging
			The trainer makes this training feel like an interactive discussion rather than what it really is. 6 hrs-7 hours of training is rough but with this trainer, it's not so bad. It's fun and educational at the same time
			All of the information in the training was extremely helpful and valuable
			I really enjoyed this training and all the insight that the trainer gave to me. I really enjoyed the activities we did as well.
<b>204 - Introduction to the HighScope Infant/Toddler Curriculum - Session 2</b>	Awesome Helpful Insightful Nice	Enjoyable Good Thorough Useful	I will definitely use the information I learned here in my daily work
			Very useful and lots of information to use in the classroom
			I just got everything I want to know, it was really helpful the training for me
<b>205 - Introduction to the HighScope Infant/Toddler Curriculum - Session 3</b>	Best Knowledgeable Motivating Outstanding	Fun Helpful Informative Wonderful	The trainer is an encouraging and engaging trainer. They possesses a wealth of knowledge they freely share. The trainer also shares a lot of practical advice
			This trainer is an outstanding presenter. They have changed the way I looked at my classroom
			This was so informative. So much to think about. Thank you very much
			These trainings were very beneficial and informative. I learned a great deal during these five days
<b>300 - (SPANISH) Creative Curriculum for Infants, Toddlers and Twos - Session 1</b>	Excellent Loved	Effective Enjoyable Excellent Interesting New Positive Satisfying	Excellent training. It was positive and enjoyable. I am very eager to learn more. Many thanks.
			Excellent topics – It's something new for me, but I'm very satisfied with the course and the teacher.
			I liked the training, and I loved the trainer, who was excellent. I would take more trainings with them.
<b>309 - (SPANISH) ASQ-3 Developmental Screening Tool</b>	Excellent	Beneficial Clear Excellent Illustrative Interesting	Excellent! I love the discussion and explanations.
			Excellent, there should be more trainings
			It was very interesting and educational. The materials were very clear, and the activities helped us learn.

Course Name:	Trainer Was:	Training Was:	Additional Comments:
<b>503 - ASQ3: Developmental Screening Tool</b>	Clear Engaging Enthusiastic Fun Helpful Interactive Knowledgeable Organized Patient Professional Sweet Well-prepared Wonderful	Awesome Enjoyable Fine Informative Insightful Interactive Interesting Quick Useful Well-explained Well-paced	The trainer did an amazing job. They took the time to explain and make it so we know the material
			I would like to receive more information about ASQ-3
			Great training well put together and very informative
			Our trainer was very informative and enthusiastic. I feel confident I will do well administering the test.
			I think there should be a follow up to see how participants were able to use this developmental screening or even implement it
			I learned a lot from this training. The presenter went a good pace allowing me to best understand the material. I would recommend this training to others
			I love the packet and all the material. Everything was very helpful
			In observing and participating in this training I have learned how important it is to assess (screen) the student with an open mind and no preconceived notions
			I now feel comfortable in guiding my staff through the process
			Excellent - loved how the trainer interacted, did not just read slides like many presenters. They knew their material. Gave great handouts and information for us to be successful in using this screening tool. I am not overwhelmed like I was before workshop - I am now excited to plan and implement. Realize benefits to families and children
			I thought it was good, candy was a plus, not a huge fan of the role playing, would've preferred to just outline a conversation
			Very interest, easy to understand, and helped me appreciate the value of ASQ-3

## Appendix C: Follow-Up Email Survey – Individual Class Results





How will you use what you learned in the training?

- Already use Highlights books and mighty minutes every day in class. Already use other materials for lesson planning.
- Communication with the families
- Every day activities
- I am going to start implementing and work to improve our classrooms
- I have begun to use the objectives, parent conference tools, and creating portfolios
- I have used the card to help with my plan for the day with the children and knowing the objectives for development and learning is very helpful
- I tried use positive wards more than before.
- I wanted to and hoped to learn how to utilize the CC as far creating lesson plans and classroom schedule/routine. I was highly discouraged that it was not taught.
- I was able to rearrange areas in my classroom to work better for the children. It also helped to see things from the child's stand point.
- I will assist teachers in the classrooms and guide them to implement the curriculum
- I will redirect negative behaviors rather than acknowledge them negatively
- I will remember my job as a teacher is to make the children in my infant class excited and empowered to learn.
- I will shift our classroom environment to create a better space for our block use. I will formally document what I see in writing instead of just making informal observations
- Implement the lessons plans that are based on the objectives in the classroom.
- In daily routine
- In everyday curriculum
- In my 1 to 2 year old classes, I will be able to jump into new topics quickly.
- In my class with each kids
- In my infant room
- My staff and I will utilized the resources regularly
- New activity
- Placing practice
- The boxes of stuff we have
- Through lesson planning
- To improve the overall experience for the children and the families so they can understand better how children grown and learn
- Use the materials to enhance the children's learning experience
- Use the mighty minutes more
- Using creative curriculum as guidance.
- Using the cards to plan lessons better
- Very often
- When I receive my resources, I will use them to help create my lesson plans and introduce those objectives into my day.
- Will observe individual children in program and decide what areas need to be supported

What is preventing you from using what you learned in the training?

- Always use positive wards.
- Helping to kids and family
- I don't have any of the materials, but I plan a pretty full day of experiences for my class.
- My school need to buy the system and the books to start working

- The materials stay at the school, I have no time at the school to work with the materials or line them up to use.
- Time limitations with a part-time program

What was most useful about the training?

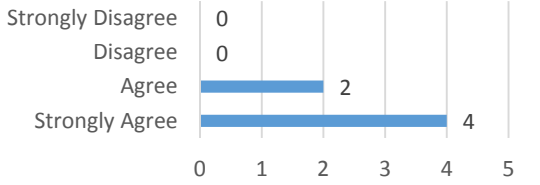


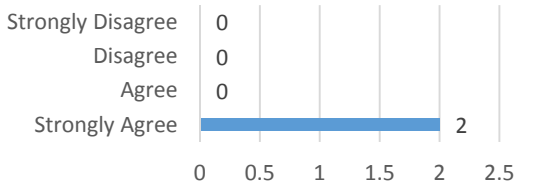
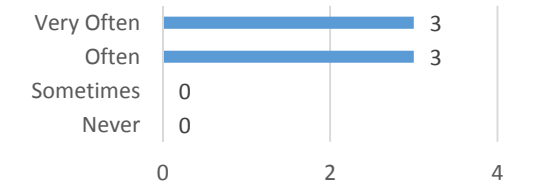
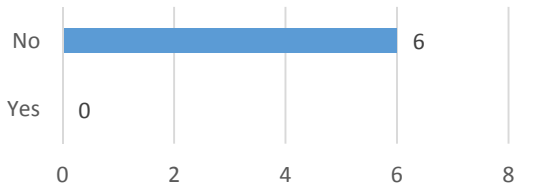
- An on-site visit to answer some of the daily questions that arise and to support the staff in their daily usage of the curriculum.
- Assessing children's Development & Learning
- Being able to share different opinions with other teachers.
- Books
- Clarity of the curriculum
- Everything
- Hearing perspectives of peers in different schools in our area and listening to how they handle similar situations.
- How to use the tools for Creative curriculum
- I got to learn stuff I didn't know. I got to learn stuff conversations and the learning game
- It reassured me that Creative Curriculum is a good fit for my preschool
- It stated the available daily resources.
- The trainer's knowledge and insight into ECE
- learning about the objectives and how to use the materials to assess children
- Learning how to use the cards and books
- Learning to observe
- learning what all the parts went to
- Not sure
- Only 5 out of 22 showed. I felt like a smaller group was more productive and we were able to get a lot more done and was still able to get every question answered.
- Putting everything together
- Reinforcing what I already knew
- Reserve judgement
- The different ideas
- The hands on activities in addition to the general learning helped to reinforce the foundation and components of the curriculum
- The hands on practice and having the materials explained.
- The resources in the creative curriculum
- The slideshows and the materials were actually in hands to refer too. Also, the presenter was great.
- The teacher
- Use teaching card, mighty minutes.
- Using mighty minutes
- We got to handle the materials, and, split off in groups to utilize them

How can this training be better?

- A little better understanding of how to relay the process to families of children
- Absolutely!
- Better location with more comfortable seating
- The trainer was tremendous -- used great analogies, had us doing many hands-on activities in groups which encouraged brainstorming, but most of all they were extremely knowledgeable.
- Closer locations.

- Continue more training
- For me If they could give an alternative to the books that I am unable to use because of the NJ Grows program (little red riding hood and the other book in my packet I am unable to use
- I enjoyed the training and the training as well.
- I really don't know if it could be any better.
- I think it was fine
- If you had more training on Saturdays
- It was excellent
- It was fine
- It was fine
- It was good
- It was great!
- It was great. No changes
- It was very good
- Less focus on what objectives are correlated to each card; more focus on HOW teaching strategies came up with what objectives correlate
- More activities
- More ideas for in the classroom
- More video clips and less lecture
- My center needed the materials before the training. 2) I would have preferred a class on what to include in my day, before the class on how to log observations.
- No
- Nothing, was perfect
- Offered more frequently in the Northern Bergen County Area.
- The training was awesome
- To notify others when the training is canceled so they don't show up

## Creative Curriculum for Infants, Toddlers and Twos - Session 2 – 101

<p><b>The training was valuable to me.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>2</td> </tr> <tr> <td>Strongly Agree</td> <td>4</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	2	Strongly Agree	4
Response	Count										
Strongly Disagree	0										
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Agree	2										
Strongly Agree	4										
<p><b>I can use the training topics in my work with children and families.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>2</td> </tr> <tr> <td>Strongly Agree</td> <td>2</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	2	Strongly Agree	2
Response	Count										
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<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>1</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	0										
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<p><b>After the training, I can use the training topics in my work with children and families</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>0</td> </tr> <tr> <td>Strongly Agree</td> <td>2</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	2
Response	Count										
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<p><b>How often will you use what you learned in the training?</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>3</td> </tr> <tr> <td>Often</td> <td>3</td> </tr> <tr> <td>Sometimes</td> <td>0</td> </tr> <tr> <td>Never</td> <td>0</td> </tr> </tbody> </table>	Response	Count	Very Often	3	Often	3	Sometimes	0	Never	0
Response	Count										
Very Often	3										
Often	3										
Sometimes	0										
Never	0										
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>6</td> </tr> <tr> <td>Yes</td> <td>0</td> </tr> </tbody> </table>	Response	Count	No	6	Yes	0				
Response	Count										
No	6										
Yes	0										

How will you use what you learned in the training?

- Although I have been using these training techniques, the training, the presenter and the participation of the attendees provided reinforcement as well as additional information.
- Assist model for my teachers and encourage
- Encourage children to help one another. Give children time to work out their differences.
- The trainings, overall (24+ hours), overlapped in their information. Much of the information was basic information that infant teachers should know. Certain points will become part of my daily conversations with parents (using their names more) and parent information packet/parent tours (objectives covered in each center).
- Try to learn more about my families

What was most useful about the training?

- Additional techniques for parental involvement
- How to put everything together
- Mighty Minute
- Role playing
- The Objectives for Development & Learning
- The two items I listed above.

How can this training be better?

- Continuing to provide Socratic project-based rather than didactic
- Everything was covered completely.
- I think the training was good info
- The 4 sessions overlapped in their information. I spent time drawing my room floorplan on 3/10 and 3/17. I drew a poster describing a 0-9 Mo old in two classes. We discussed dealing with parents in two classes. Some of the small group projects were time consuming and not that worth it....most of the work was done by the same 6 teachers in the room. The useful information could have been presented in two classes, and the teachers could have read the books for the rest. Our teachers were NOT paid for our time there, and 4 Saturdays from 8:45-3:30 was a lot to do, in less than 2 months.

## Creative Curriculum for Preschool - Session I – 102

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (2), Disagree (1), Agree (23), and Strongly Agree (35). The x-axis ranges from 0 to 40.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>2</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>23</td> </tr> <tr> <td>Strongly Agree</td> <td>35</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	2	Disagree	1	Agree	23	Strongly Agree	35
Response	Count										
Strongly Disagree	2										
Disagree	1										
Agree	23										
Strongly Agree	35										
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (2), Disagree (1), Agree (23), and Strongly Agree (25). The x-axis ranges from 0 to 30.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>2</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>23</td> </tr> <tr> <td>Strongly Agree</td> <td>25</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	2	Disagree	1	Agree	23	Strongly Agree	25
Response	Count										
Strongly Disagree	2										
Disagree	1										
Agree	23										
Strongly Agree	25										
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (0), Disagree (0), Agree (9), and Strongly Agree (1). The x-axis ranges from 0 to 10.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>9</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	9	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	9										
Strongly Agree	1										
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (0), Disagree (0), Agree (4), and Strongly Agree (6). The x-axis ranges from 0 to 8.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>4</td> </tr> <tr> <td>Strongly Agree</td> <td>6</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	4	Strongly Agree	6
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	4										
Strongly Agree	6										
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with four categories: Very Often (29), Often (23), Sometimes (8), and Never (1). The x-axis ranges from 0 to 40.</p> <table border="1"> <thead> <tr> <th>Frequency</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>29</td> </tr> <tr> <td>Often</td> <td>23</td> </tr> <tr> <td>Sometimes</td> <td>8</td> </tr> <tr> <td>Never</td> <td>1</td> </tr> </tbody> </table>	Frequency	Count	Very Often	29	Often	23	Sometimes	8	Never	1
Frequency	Count										
Very Often	29										
Often	23										
Sometimes	8										
Never	1										
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with two categories: No (54) and Yes (7). The x-axis ranges from 0 to 60.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>54</td> </tr> <tr> <td>Yes</td> <td>7</td> </tr> </tbody> </table>	Response	Count	No	54	Yes	7				
Response	Count										
No	54										
Yes	7										

How will you use what you learned in the training?

- After this workshop I am seriously considering moving towards this curriculum.
- All throughout the day , not just transition times
- Applying it in my classroom
- As a director, it will help me to guide my teachers.
- By supporting the teachers in their work with the children
- Continue using the creative curriculum.
- Different card and books in the box
- Have used mighty minutes. Actually I am just reading through all the books getting a feel for the program.
- I am a coach for Head Start which uses the curriculum.
- I am better prepared to use to use creative curriculum and have started to use it
- I have a better understanding of CC and will work to use the tools.
- I have started looking at how I interact and converse with the children in my class. I am seeing different results already, without even fully implementing the program yet.
- I started to train a few of my teachers
- I will be able to use what I learned every day to help the children learn more from what we are teaching and to accept feedback from children and the families that we serve
- I will be more prepared and use teaching strategies effectively for my students.
- I will implement the might minute cards as well as some ideas from studies
- I will incorporate Mighty Minutes in different ways throughout the day.
- I will incorporate what I learned to what I've been doing.
- I will organize my classroom differently, I will read and re read books differently and I will alter my daily schedule
- I will practice mindful, intentional planning, teaching and communication with my students daily.
- I will take my notes that I have taken from training and involve it at work
- I will use everything that I learned and take it back to my center and put it to work with the curriculum because now I know how to use the curriculum properly.
- I will use it on a daily basis by first observing the children at play and when those different units are presented by the head teacher.
- I will use it to enhance the quality of the classrooms I service.
- I will use the developmental charts to help parents understand their child's strengths and needs
- I will use the information I learned to involve children in planning the lessons so they will be more excited and interested on the topics we talk about.
- I will use the Mighty Minutes
- I've started using what I learned from the training by incorporating the mighty minutes and intentional teaching cards with the lead teacher. I also helped remind her how and when to send home small activities for parents to use with children.
- Implement citric to fidelity more
- Implement new curriculum, hopefully at start up next year
- Implementation of various elements of the curriculum is not difficult. Melding topics that are of interest to my kids is easily done.
- Improving the preparation of class activities
- In My classroom
- Incorporate it in my lesson plans every day.
- Information for parent, every day
- Interacting with family

- Letting the child guide the topics to be studied and making sure we are getting the children to ask questions and problem solve.
- Might minutes , making a new schedule to make sure the kids get the right amount of play
- Planning lesson plans and activities.
- Put it into work
- Sending out parent letters as a means of connecting with families
- Teaching other and preparing lesson plans
- The creative curriculum is a tool and help to teachers so now I'll consider it and apply it in my daily use to work professional with children and Parents.
- This training allowed me to see what exactly is being taught and how it is executed. I can now back up any issue with firsthand knowledge of the curriculum.
- To coach teachers toward greater fidelity to meet individual student growth.
- To encourage healthier foods in the children's lunches
- To help assist the teacher and students in any way that I can
- To improve the work we do already
- Transitioning
- Use them on everyday lesson plans
- Using the mighty minutes In between changes
- Will use the mighty minutes for transitions

What is preventing you from using what you learned in the training?

- Having the time, in school, that's necessary to put the lesson plan together and fill out the weekly forms.
- I'm the program director and no longer teaching.
- Learning about session 2
- Need to become more familiar with it.
- We do not have the creative curriculum box. Also our classrooms will be very difficult to accommodate all the requirements for creative curriculum.
- We do not have the materials at our center yet. I can certainly apply some of the ideas but not all of them without the materials

What was most useful about the training?

- All
- All of it
- Doing our own study
- Everything
- Good mix of activities and presentation
- Group work, when we can add information and share our experiences with others, so we can all learn from each other
- Hands on experiences
- Having a presenter who was well versed in Creative Curriculum as well as DAP, ECERS3, and State climate on early childhood education.
- Hearing what other people attending the training had to say.
- How to prepare to read a story to kids
- How to use the books
- How to use the guides
- How to use the resources. Actually opening the books and looking through them for meaningful content.



- I liked the interaction with others who are using it
- I understand creative curriculum better now.
- Implementation of the study
- It really gave me a feeling for what the curriculum encompasses and helps me to understand the challenges and struggles that my staff will experience as they begin to implement the program in their classes.
- It was a lot to absorb at first but I think it will be very useful. It is all laid out for teachers.
- Knowing that I am not required to adhere ONLY to the elements presented in this curriculum. With each new group of kids comes a variety of interests. I can apply tenets of the curriculum to include areas of interest that are not addressed in the Studies that came in the box.
- Learning the fundamentals of the curriculum
- Learning all the material.
- Learning books and cards with pictures
- Learning how to correctly use the handbooks.
- Learning new ways to plant things
- Learning and knowing everything that is in the boxes. I didn't know there was so many helpful things
- Might minutes
- Mighty minutes
- The trainer was super knowledgeable; they were a great resource.
- Observations
- Reminded us of some basic teaching techniques and exposed us to a new way of encouraging learning.
- The candid helpful knowledgeable training by the trainer.
- The explanation of the different parts of the kit and how it is there to benefit us.
- The foundation
- The first time I was in this class there were 500 people. This group size allowed instruction the ability to answer questions. It was more personable I did not feel like a number
- The information as well as how it was presented. The presenter did an amazing job showing us the value of the curriculum and why it has been proven successful.
- The instructor had answered any questions I might have and clarified everything that's inside the box with the curriculum.
- The interaction between the presenter and the attendees, along with how the information was presented in a useful way that could be applied to the classroom easily.
- The interactive lessons. The instructor was knowledgeable and willing to help you understand better.
- The math part about training
- The mighty minutes
- The most useful part of the training was that the trainer had us be very interactive with each other so we were learning hands-on.
- The resources and knowing where to find things.
- The small group activities
- The trainer was very good and reassuring
- The trainer was very versed and could apply it to any situation the learner might encounter.
- The trainer! Loved them
- The way it was taught was engaging and got you excited to implement it in the classroom
- The webbing aspect.
- The whole training was useful.
- Understanding the curriculum components

- Use of the tools provided in the curriculum
- Used activities and other hands on techniques to keep training interesting
- What was most useful about the training was that we were able to have a hands-on experience with using the creative curriculum books and supplies that came along with it

How can this training be better?

- Allow the teachers and assistant teachers who attend these trainings to express their opinions and views. It's not that this was discouraged, but the time constraint seemed to prohibit this. Perhaps a precursory questionnaire would allow the trainers to have an understanding that most of what is presented during the training is already being incorporated by most of us -- especially those most experienced. Then we may be able to move the training to a higher level.
- Closer to home
- Ensuring that the location is equipped to handle the time frame of the training in sense of comfortability.
- Have sample boxes there. Felt there wasn't enough printout materials.
- Having a set of materials available for each trainee since we did not have them at our center yet
- I can't think of anything else that could have made this training any better. The location was perfect and the trainer was well versed on what was taught
- I don't think it could be. It was very thorough although it really depends on the type of center or school that you work in as far as trying to implement it.
- I thought it was very good
- I thought the training went fine. It was a good beginning.
- If everyone in the center take it (Including directors)
- It was great
- It was perfect! Wonderful presenter!
- The trainer was great
- Just keep the class size small
- Longer training where we can fully understand the curriculum and the process. Loaner kits/books to see if we like the curriculum prior to purchasing.
- Make it shorter so 2 whole days aren't needed.
- More breaks
- More comfortable chairs. Maybe a few more videos/examples of the curriculum being implemented in the classroom.... I'd like to view how a teacher read, reread and third read with a class....
- More hands on
- More hands on projects. Not knowing what the contents of the workshop was about and the time that was given for it; the title was "Preschool Gardening." I thought we would have more hands on with actually planting with different materials.
- More practical examples and interactive feedback about schedule read alouds etc.
- More time to comment when the relator is speaking, so we can't develop better our ideas. More opportunities to participate in an active way.
- Need hands on computer
- Need refreshers on line / webinars to keep abreast on the new developments
- Not on Weekends
- Provide participants with copy of the presentation (the PowerPoint presentation). Not all the participants have their own copy of the curriculum
- Should have become familiar with all the books and been better informed of what actually CC is
- Show step by step examples on how to use the materials

- Start first training class with setting up classroom for beginning of year and continue from there.
- The trainer was great!!!
- The trainer was very dynamic with their activities, fostering the participation of the whole group.
- The training could have been offered closer to my district. It was an hour and a half drive each direction. With that being said, that training was worth it.
- There should be a one session overview of the curriculum for directors.
- There was nothing that could be better. The trainer was great and they really knew their stuff
- This training was very helpful in so many ways. Maybe include how to incorporate ECERS with the curriculum
- This training will be better because it gave me ideas about how to work in the classroom
- To me it was interesting. It's helping me a lot. Thanks, the creative curriculum is the key assessment tool.
- Trying to do it in a day

## Creative Curriculum for Preschool - Session 2 - 103

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 20. The y-axis categories are Strongly Disagree (0), Disagree (0), Agree (8), and Strongly Agree (16).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>8</td> </tr> <tr> <td>Strongly Agree</td> <td>16</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	8	Strongly Agree	16
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	8										
Strongly Agree	16										
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 5. The y-axis categories are Strongly Disagree (0), Disagree (0), Agree (3), and Strongly Agree (4).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>3</td> </tr> <tr> <td>Strongly Agree</td> <td>4</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	3	Strongly Agree	4
Response	Count										
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Agree	3										
Strongly Agree	4										
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Strongly Disagree	0										
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Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	1										
Strongly Agree	4										
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 15. The y-axis categories are Very Often (9), Often (13), Sometimes (2), and Never (0).</p> <table border="1"> <thead> <tr> <th>Frequency</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>9</td> </tr> <tr> <td>Often</td> <td>13</td> </tr> <tr> <td>Sometimes</td> <td>2</td> </tr> <tr> <td>Never</td> <td>0</td> </tr> </tbody> </table>	Frequency	Count	Very Often	9	Often	13	Sometimes	2	Never	0
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<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 25. The y-axis categories are No (21) and Yes (3).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>21</td> </tr> <tr> <td>Yes</td> <td>3</td> </tr> </tbody> </table>	Response	Count	No	21	Yes	3				
Response	Count										
No	21										
Yes	3										

How will you use what you learned in the training?

- Apply in class
- By supporting and training my teachers
- Everyday language
- How to creatively incorporate the same book several times while holding the children's attention
- I will be able to check through observation whether or not the curriculum is being implemented correctly and intervene if it is not
- I will bring it back to my classroom and change up the setting.
- I will implement them into the learning process
- I will turn key some of the information on to parents to help with their understanding of child development in drop off conversation, at conferences, and in notes written home.
- I will use my math and literacy every day in every way
- Implementing new ideas
- Implementing the curriculum and using the resources.
- Implementing the curriculum inside the classroom. Use the materials to help with ideas.
- In learning games
- In the classroom
- Mentor staff and assess classroom environments
- Often
- Redesign some centers
- Room set up---Literacy center
- This Friday I will turn key all that we learned. With the focus on the implementation of the mighty minutes.
- Try to implement new curriculum in our classroom - have been using mighty minutes.

What is preventing you from using what you learned in the training?

- Hands-on experience
- Lack of materials to be shared across 6 classrooms.
- No funds to get the curriculum

What was most useful about the training?

- All the information
- Collaboration with other teachers for ideas
- Diversity of the participants
- Everything
- Hearing about the use of math and reading
- How to find the research support
- How to work with the children
- I thought reading a book with math or letters and numbers
- New techniques
- Practicality of methods and resources in curriculum books
- Process of presenting things in a fun fashion show the children may learn in a loving environment
- Sharing
- The books
- The hands on exercises
- The instructor explanation of the curriculum.
- The interactive nature of the training

- The most useful part of the training was the hands on approach of teaching the importance of incorporating language arts and math into everyday routines and in all of the centers. It was also great to hear from other teachers on their use with the curriculum and assessment tool.
- The trainer did an amazing job explaining everything.
- The trainer's explanation and details
- We made the charts
- Working on groups, sharing the experiences with others, learning about the different activities that we can do with the kids in the classroom.

How can this training be better?

- Can't be
- Closer location
- How to apply it in different child care facilities as well as school settings. What to do when ages are mixed in
- I liked this training
- I thought it was helpful. The group was a small one.
- If a tech could come out to give a training using the materials inside an actual classroom.
- Instructor read material to us - seemed we could have done that on our own.
- It can't because the trainer was fantastic.
- It can be better if I use these things in my classroom
- It can't be the presenter was motivating
- It was very good and used group, individual, multimedia, methods of participation and learning
- More examples & ideas to bring back to the classroom
- Shorter sessions
- The trainer did a great job.
- Teacher input on using the curriculum with a classroom size of 15+. The videos always portray the classrooms as having less than 10 children.
- This was an excellent training
- Visuals of Center set up
- Would like to see a shorter version , one day trainings for support staff in the classroom

## Implementing GOLD - I04

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 10. The categories and their counts are: Strongly Disagree (2), Disagree (1), Agree (8), and Strongly Agree (7).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>2</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>8</td> </tr> <tr> <td>Strongly Agree</td> <td>7</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	2	Disagree	1	Agree	8	Strongly Agree	7
Response	Count										
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Response	Count										
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Disagree	0										
Agree	8										
Strongly Agree	8										
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 2.5. The categories and their counts are: Strongly Disagree (0), Disagree (0), Agree (2), and Strongly Agree (0).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>2</td> </tr> <tr> <td>Strongly Agree</td> <td>0</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	2	Strongly Agree	0
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<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 20. The categories and their counts are: No (16) and Yes (2).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>16</td> </tr> <tr> <td>Yes</td> <td>2</td> </tr> </tbody> </table>	Response	Count	No	16	Yes	2				
Response	Count										
No	16										
Yes	2										

How will you use what you learned in the training?

- By practicing them
- Document and performance
- Every day with my students to promote their development in all areas of development
- Everything
- I now have a better understanding how to use the hold online application.
- I plan to purchase GOLD online and enter all the children every classroom and hopefully make it easier for the teachers to make their observations.
- I will have to do it by myself
- I will teach other teachers how to input things into gold
- I will use it every day to help the children grow and experience lessons better
- Implement GOLD
- In tandem with the curriculum to demonstrate and measure the growth of our charges
- It seems to be easier to check what objectives you have observed
- Monitoring staff student management
- Teaching my staff how to use it for assessments
- To create data for families
- To do the assessment online instead of pencil and paper
- Use the plans that are available

What is preventing you from using what you learned in the training?

- Locked out
- We don't have the GOLD at my workplace

What was most useful about the training?

- Being hands on
- Everything
- Everything learned in the training for me was useful and interesting
- How accurate it is and how everything connects
- It seems easy to implement
- Knowing how to build a weekly lesson plan by picking the teaching cards and mighty minutes within the system without pulling the actual cards.
- Knowing how to level the children
- Learning everything you can use the online application for. From reports to communication with families.
- Lots of information
- Showing us how to input the information
- Taking a look at the tool
- Teacher seemed knowledgeable about what they were teaching
- The instructor was very thorough and constantly reviewed what they were presenting.
- The online recording of anecdotes, observations and the objectives
- The presentation of the objectives in doing the assessment.

How can this training be better?

- Being able to use the sandbox
- Closer to home
- For me everything was perfect the teacher, the participation technique used, the trainer's way of explaining, I think they should teach the same training in Spanish



- Have a knowledgeable presenter Do a case study
- I feel the training could be shorter.
- I was satisfied with the training.
- Just more hands on training
- More on lesson plans
- No changes need to be made
- Not many trainings are offered in Burlington County. I had to travel an hour for this workshop and 3 hours for the ASQ-3 workshop. It would be nice for more weekend workshops to be offered in Burlington County. Also I was surprised that many of the people that attended the online GOLD training did not already take the implementing Creative Curriculum trainings. Most of the first part of the training was information I already knew from taking the implementing Creative Curriculum training. I think the GOLD workshop could have been shortened by a day if it was required that you needed to have the implementing training as a prerequisite to taking the training.
- Not sure
- Nothing
- The sandbox feature was not working and a few people including me could not log in and try out the features
- The trainer needs more knowledge on what GOLD can do and how to use the program

## GOLD for Administrators: Interpreting and Using GOLD Report Data – 105

<b>The training was valuable to me.</b>	<table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>2</td></tr> <tr><td>Strongly Agree</td><td>2</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	2	Strongly Agree	2
Strongly Disagree	0								
Disagree	0								
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Strongly Agree	2								
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Very Often	1								
Often	3								
Sometimes	0								
Never	0								
<b>Is there anything stopping you from using what you learned in the training?</b>	<table border="1"> <tr><td>No</td><td>4</td></tr> <tr><td>Yes</td><td>0</td></tr> </table>	No	4	Yes	0				
No	4								
Yes	0								

How will you use what you learned in the training?

- Aiding my staff in using my teaching strategies to better assess and lesson plan
- How to collect and review data.
- I will apply it to drive instruction
- I will emulate teachers to see what types and quality of documentation is being done.

What was most useful about the training?

- All of it
- Emulation
- The ability to have my own computer and work along with the instructor
- The overview of helpful hints.

How can this training be better?

- I felt that it went at a comfortable speed and gave important information
- I found it very helpful.

## Using GOLD Data to Plan Instruction and Communicate Children's Progress – 106

<p><b>The training was valuable to me.</b></p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>1</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>0</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	1	Disagree	0	Agree	0	Strongly Agree	1
Response	Count										
Strongly Disagree	1										
Disagree	0										
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Strongly Agree	1										
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Response	Count										
No	2										
Yes	0										

How will you use what you learned in the training?

- I can effectively observe and implement data of my children
- Lesson planning, documentation and evaluation, sharing information with parents

What was most useful about the training?

- It was all useful
- Profile reports

**Creative Curriculum for Family Child Care – Introductory Session – 107**

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The categories are Strongly Disagree (0), Disagree (0), Agree (0), and Strongly Agree (1). The bar for Strongly Agree extends to the 1 mark.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	1
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<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 4. The categories are No (1) and Yes (3). The bar for No extends to the 1 mark, and the bar for Yes extends to the 3 mark.</p> <table border="1"> <tr><td>No</td><td>1</td></tr> <tr><td>Yes</td><td>3</td></tr> </table>	No	1	Yes	3				
No	1								
Yes	3								

How will you use what you learned in the training?

- Importance of having age appropriate activities for children

**GOLD Toolkit – Implementing GOLD Toolkit: Paper and Pencil Training – 109**

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 4. The categories and their counts are: Strongly Disagree (2), Disagree (1), Agree (3), and Strongly Agree (2).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>2</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>3</td> </tr> <tr> <td>Strongly Agree</td> <td>2</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	2	Disagree	1	Agree	3	Strongly Agree	2
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Agree	3										
Strongly Agree	2										
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Response	Count										
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Agree	1										
Strongly Agree	5										
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Agree	2										
Strongly Agree	0										
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 6. The categories and their counts are: Very Often (5), Often (2), Sometimes (1), and Never (0).</p> <table border="1"> <thead> <tr> <th>Frequency</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>5</td> </tr> <tr> <td>Often</td> <td>2</td> </tr> <tr> <td>Sometimes</td> <td>1</td> </tr> <tr> <td>Never</td> <td>0</td> </tr> </tbody> </table>	Frequency	Count	Very Often	5	Often	2	Sometimes	1	Never	0
Frequency	Count										
Very Often	5										
Often	2										
Sometimes	1										
Never	0										
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 8. The categories and their counts are: No (6) and Yes (2).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>6</td> </tr> <tr> <td>Yes</td> <td>2</td> </tr> </tbody> </table>	Response	Count	No	6	Yes	2				
Response	Count										
No	6										
Yes	2										

How will you use what you learned in the training?

- I can describe the objectives and dimensions for each child
- I will make sure to work on objectives daily with children and write down detailed observations in order to assess children correctly.
- I'll use what I've learned to plan observation, and report and communicate with family members.
- Implement the TS GOLD assessment
- Implementing it.
- Not informative
- Supporting the teachers with the assessments.
- What I know about implementing the GOLD Toolkit, I learned from Curriculum training I and II.

What is preventing you from using what you learned in the training?

- How to do it while teaching
- I didn't learn much from the training.

What was most useful about the training?

- Hands on direction
- Learning about the summary form
- Learning more about the assessment and the objectives for development & learning.
- Learning the age group colors and the length it takes for them to learn it
- Nothing, the trainer came late and wasn't prepared
- The input from other participants about how their observation and recording methods
- The most useful about the training is the fact that all observations should be positive. That I should avoid labeling the child, because we do not know the reasoning for the child's behavior and thoughts

How can this training be better?

- Closer trainings in central Jersey
- Getting more materials and different location.
- It only should be one day
- Send people who know topic
- The information given by the trainer contradicted the information I received from both my CC I and CC II trainers.
- The trainer can be on time, and know the material. The trainer was incredibly unprepared, left several papers they wanted to handout at home, was late both days and spent a good portion of the days talking about online when this training was strictly paper and pencil.
- What was missing from the training is how to aggregate the data and how comparisons are to be done. This area was not touched upon at all.

## Fidelity Coaching IT2s – Coaching to Fidelity: Infants, Toddlers, and Twos – I 10

<b>The training was valuable to me.</b>	<p>Strongly Disagree 0 Disagree 0 Agree 0 Strongly Agree 2</p> <p>0 0.5 1 1.5 2 2.5</p>
<b>I can use the training topics in my work with children and families.</b>	<p>Strongly Disagree 0 Disagree 0 Agree 0 Strongly Agree 2</p> <p>0 0.5 1 1.5 2 2.5</p>
<b>How often will you use what you learned in the training?</b>	<p>Very Often 0 Often 2 Sometimes 0 Never 0</p> <p>0 1 2 3</p>
<b>Is there anything stopping you from using what you learned in the training?</b>	<p>No 1 Yes 1</p> <p>0 0.5 1 1.5</p>

How will you use what you learned in the training?

- I will use it to coach some of my teachers
- I will use the guidelines for observation and observation note taking.

What is preventing you from using what you learned in the training?

- Time

What was most useful about the training?

- Learning about the guide
- Since it was a small group, it provided much more time for dialogue and questions.

How can this training be better?

- Nothing really

## Fidelity Coaching Preschool – Coaching to Fidelity: Preschool Edition – I I I

<b>The training was valuable to me.</b>	<table border="1"> <tr><td>Strongly Disagree</td><td>1</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	1	Disagree	0	Agree	0	Strongly Agree	1
Strongly Disagree	1								
Disagree	0								
Agree	0								
Strongly Agree	1								
<b>I can use the training topics in my work with children and families.</b>	<table border="1"> <tr><td>Strongly Disagree</td><td>1</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	1	Disagree	0	Agree	0	Strongly Agree	1
Strongly Disagree	1								
Disagree	0								
Agree	0								
Strongly Agree	1								
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Very Often	2								
Often	0								
Sometimes	0								
Never	0								
<b>Is there anything stopping you from using what you learned in the training?</b>	<table border="1"> <tr><td>No</td><td>1</td></tr> <tr><td>Yes</td><td>1</td></tr> </table>	No	1	Yes	1				
No	1								
Yes	1								

How will you use what you learned in the training?

- I hope to purchase the tool to help my teachers
- I will transfer all information learned to my staff.

What is preventing you from using what you learned in the training?

- Currently we do not have the materials to use with Coaching to Fidelity

What was most useful about the training?

- The most useful part of the training was the discussion held in training, we were a small group and that lent itself to great conversation.
- The whole training



## Routines in The Creative Curriculum for Infants, Toddlers & Twos – I 12

<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis categories are Strongly Disagree, Disagree, Agree, and Strongly Agree. The 'Strongly Agree' category has a blue bar extending to the value 1.0. All other categories have a value of 0.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	1
Strongly Disagree	0								
Disagree	0								
Agree	0								
Strongly Agree	1								
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis categories are Strongly Disagree, Disagree, Agree, and Strongly Agree. The 'Agree' category has a blue bar extending to the value 1.0. All other categories have a value of 0.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	0
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	0								
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis categories are Strongly Disagree, Disagree, Agree, and Strongly Agree. The 'Agree' category has a blue bar extending to the value 1.0. All other categories have a value of 0.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	0
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	0								
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis categories are Very Often, Often, Sometimes, and Never. The 'Very Often' and 'Often' categories each have a blue bar extending to the value 1.0. 'Sometimes' and 'Never' have a value of 0.</p> <table border="1"> <tr><td>Very Often</td><td>1</td></tr> <tr><td>Often</td><td>1</td></tr> <tr><td>Sometimes</td><td>0</td></tr> <tr><td>Never</td><td>0</td></tr> </table>	Very Often	1	Often	1	Sometimes	0	Never	0
Very Often	1								
Often	1								
Sometimes	0								
Never	0								
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis categories are No and Yes. Both 'No' and 'Yes' categories have a blue bar extending to the value 1.0.</p> <table border="1"> <tr><td>No</td><td>1</td></tr> <tr><td>Yes</td><td>1</td></tr> </table>	No	1	Yes	1				
No	1								
Yes	1								

How will you use what you learned in the training?

- Adapt training modules
- Coach and mentor teachers on the correlation between ERS tools and using Creative Curriculum and Routines

What is preventing you from using what you learned in the training?

- If centers don't have access to curriculum and staff need to attend training

What was most useful about the training?

- Interactions with peers and discussions
- Networking with others in the class

How can this training be better?

- The presenter was fantastic
- This probably should be a two day topic, or separate the specific routines

## Intentional Teaching in the Interest Areas of The Creative Curriculum for Preschool – I 16

<p><b>The training was valuable to me.</b></p>	<table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>1</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	0	Disagree	1	Agree	0	Strongly Agree	0
Strongly Disagree	0								
Disagree	1								
Agree	0								
Strongly Agree	0								
<p><b>I can use the training topics in my work with children and families.</b></p>	<table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	1
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	1								
<p><b>How often will you use what you learned in the training?</b></p>	<table border="1"> <tr><td>Very Often</td><td>0</td></tr> <tr><td>Often</td><td>0</td></tr> <tr><td>Sometimes</td><td>1</td></tr> <tr><td>Never</td><td>0</td></tr> </table>	Very Often	0	Often	0	Sometimes	1	Never	0
Very Often	0								
Often	0								
Sometimes	1								
Never	0								
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<table border="1"> <tr><td>No</td><td>1</td></tr> <tr><td>Yes</td><td>0</td></tr> </table>	No	1	Yes	0				
No	1								
Yes	0								

## Implementing Studies to Promote Inquiry Based Learning in The Creative Curriculum for Preschool – I 18

<b>The training was valuable to me.</b>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis lists four response options: Strongly Disagree, Disagree, Agree, and Strongly Agree. The x-axis has tick marks at 0, 0.5, 1, and 1.5. The 'Agree' bar is the only one with a value, extending to 1.0.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	0
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	0								
<b>I can use the training topics in my work with children and families.</b>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis lists four response options: Strongly Disagree, Disagree, Agree, and Strongly Agree. The x-axis has tick marks at 0, 0.5, 1, and 1.5. The 'Agree' bar is the only one with a value, extending to 1.0.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	0
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	0								
<b>How often will you use what you learned in the training?</b>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis lists four response options: Very Often, Often, Sometimes, and Never. The x-axis has tick marks at 0, 0.5, 1, and 1.5. The 'Often' bar is the only one with a value, extending to 1.0.</p> <table border="1"> <tr><td>Very Often</td><td>0</td></tr> <tr><td>Often</td><td>1</td></tr> <tr><td>Sometimes</td><td>0</td></tr> <tr><td>Never</td><td>0</td></tr> </table>	Very Often	0	Often	1	Sometimes	0	Never	0
Very Often	0								
Often	1								
Sometimes	0								
Never	0								
<b>Is there anything stopping you from using what you learned in the training?</b>	<p>A horizontal bar chart with a scale from 0 to 1.5. The y-axis lists two response options: No and Yes. The x-axis has tick marks at 0, 0.5, 1, and 1.5. The 'No' bar is the only one with a value, extending to 1.0.</p> <table border="1"> <tr><td>No</td><td>1</td></tr> <tr><td>Yes</td><td>0</td></tr> </table>	No	1	Yes	0				
No	1								
Yes	0								

How will you use what you learned in the training?

- Ask questions, dissect the Q of the D and keep parents involved

What was most useful about the training?

- The hands on activities and personal teaching history of the instructor

## Introduction to the HighScope Preschool Curriculum -200, 201, 202

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 8. The categories and their values are: Strongly Disagree (1), Disagree (0), Agree (5), and Strongly Agree (7).</p> <table border="1"> <tr><td>Strongly Disagree</td><td>1</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>5</td></tr> <tr><td>Strongly Agree</td><td>7</td></tr> </table>	Strongly Disagree	1	Disagree	0	Agree	5	Strongly Agree	7
Strongly Disagree	1								
Disagree	0								
Agree	5								
Strongly Agree	7								
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 8. The categories and their values are: Strongly Disagree (0), Disagree (0), Agree (4), and Strongly Agree (6).</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>4</td></tr> <tr><td>Strongly Agree</td><td>6</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	4	Strongly Agree	6
Strongly Disagree	0								
Disagree	0								
Agree	4								
Strongly Agree	6								
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 2.5. The categories and their values are: Strongly Disagree (2), Disagree (0), Agree (1), and Strongly Agree (0).</p> <table border="1"> <tr><td>Strongly Disagree</td><td>2</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	2	Disagree	0	Agree	1	Strongly Agree	0
Strongly Disagree	2								
Disagree	0								
Agree	1								
Strongly Agree	0								
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The categories and their values are: Strongly Disagree (0), Disagree (1), Agree (1), and Strongly Agree (1).</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>1</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	0	Disagree	1	Agree	1	Strongly Agree	1
Strongly Disagree	0								
Disagree	1								
Agree	1								
Strongly Agree	1								
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 10. The categories and their values are: Very Often (8), Often (3), Sometimes (2), and Never (0).</p> <table border="1"> <tr><td>Very Often</td><td>8</td></tr> <tr><td>Often</td><td>3</td></tr> <tr><td>Sometimes</td><td>2</td></tr> <tr><td>Never</td><td>0</td></tr> </table>	Very Often	8	Often	3	Sometimes	2	Never	0
Very Often	8								
Often	3								
Sometimes	2								
Never	0								
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 10. The categories and their values are: No (8) and Yes (5).</p> <table border="1"> <tr><td>No</td><td>8</td></tr> <tr><td>Yes</td><td>5</td></tr> </table>	No	8	Yes	5				
No	8								
Yes	5								

How will you use what you learned in the training?

- Always with the kids
- Classroom
- Depending on the situation I look back in my notes especially when I want to give parents a better explanation of how this program works
- Everyday
- I will put it into practice when we transition
- I will put what I learned in the training in my lesson plans.
- I will use it in my classroom
- I will use the steps when I am resolving conflicts with my students. I will also not only say 'share', I will model sharing
- I will use the topics to help coach teachers to work with children.
- Practicing with all the teachers in the training.
- Throughout the classroom
- Write my lesson plans differently

What is preventing you from using what you learned in the training?

- Frustrating
- Need assistance in classroom and planning time
- Not fully comfortable with how to use it
- School budget. Not enough supplies or furniture even if I do have to make my own that's still money coming out of my own pocket first.
- The old teachers

What was most useful about the training?

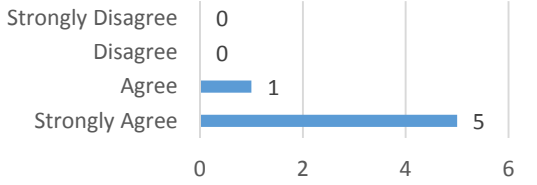
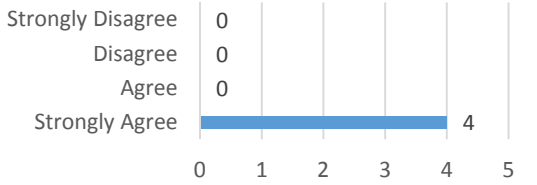
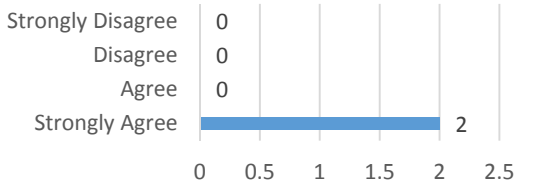
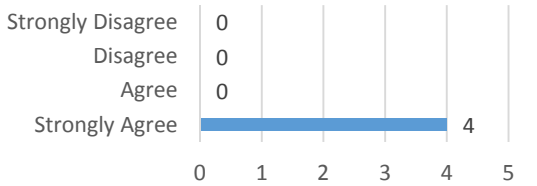
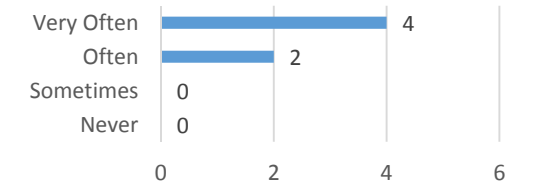
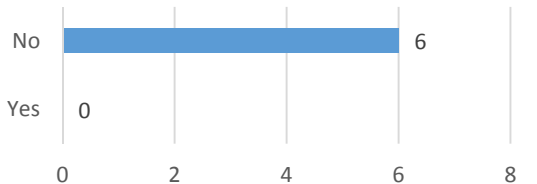
- Everything
- Group activities. Open discussions
- How to interact with the students.
- How to write better lesson plans for the children.
- Small group
- That children should be able to play with whatever they want
- The correct way to use the stories.
- The knowledge of the trainer. They had concrete examples for us of real life situations, and the videos were helpful.
- The trainer
- The trainer explained everything detail by detail.
- The trainer is good.
- The trainer was helpful

How can this training be better?

- Help more with HighScope art projects
- I had a better understanding of the whole program through working with groups or by yourself on an activity of a child scenario. Note taking is fine but a lot of the activities that were done had opened my eyes and changed my perspective in the way I teach
- I thought the training went well.
- It was great
- More showing how to integrate it with your program
- More training

- Nothing
- Now is good.
- To talk more about the subject
- Yes
- Yes

**Introduction to the HighScope Infant/Toddler Curriculum – 203,204,205**

<p><b>The training was valuable to me.</b></p>	 <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>5</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	5
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	5								
<p><b>I can use the training topics in my work with children and families.</b></p>	 <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>4</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	4
Strongly Disagree	0								
Disagree	0								
Agree	0								
Strongly Agree	4								
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	 <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>2</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	2
Strongly Disagree	0								
Disagree	0								
Agree	0								
Strongly Agree	2								
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	 <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>4</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	4
Strongly Disagree	0								
Disagree	0								
Agree	0								
Strongly Agree	4								
<p><b>How often will you use what you learned in the training?</b></p>	 <table border="1"> <tr><td>Very Often</td><td>4</td></tr> <tr><td>Often</td><td>2</td></tr> <tr><td>Sometimes</td><td>0</td></tr> <tr><td>Never</td><td>0</td></tr> </table>	Very Often	4	Often	2	Sometimes	0	Never	0
Very Often	4								
Often	2								
Sometimes	0								
Never	0								
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	 <table border="1"> <tr><td>No</td><td>6</td></tr> <tr><td>Yes</td><td>0</td></tr> </table>	No	6	Yes	0				
No	6								
Yes	0								



How will you use what you learned in the training?

- By implementing the curriculum to the children
- I will give tips and tricks to my assistant so we can work together to make the classroom a better environment.
- I will make changes in my classroom that support our children and not adults.
- Make planning the number one things
- Share my experience with my staff and have them little by little prepare a rich environment for the children.
- Will train my staff on all the important aspects of HighScope

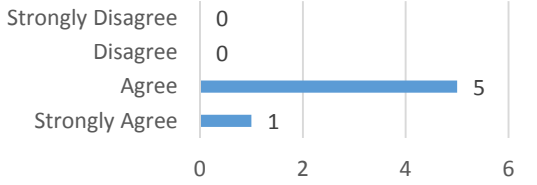
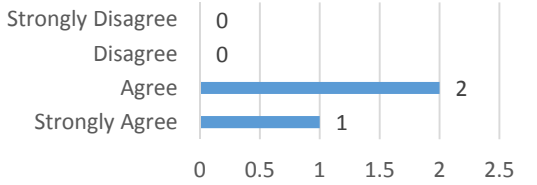
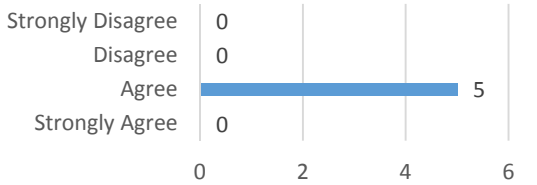
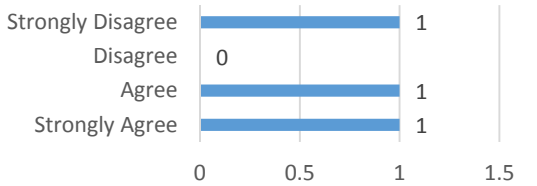
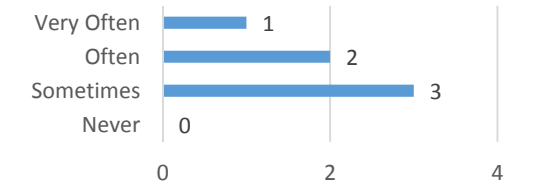
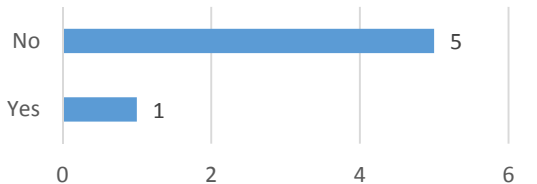
What was most useful about the training?

- All of them.
- All the little things that actually make a difference
- Learning all the methods used
- Real life examples, using lady experiences to halo future ones.
- The elements of high quality programs

How can this training be better?

- By providing yearly training to the teachers
- Nothing, it was perfect
- Nothing, it was really great!
- Training was great

## COR Advantage Online Training - 206

<p><b>The training was valuable to me.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>5</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	5	Strongly Agree	1
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Response	Count										
No	5										
Yes	1										

How will you use what you learned in the training?

- I will use COR as a reference when writing trainings, particularly on math development and anecdotal notes.
- Helping programs that use HighScope
- Learning score of all ages
- Teachers and TA help in collecting observation in each child and indicator of children's development in where they need help in.

What is preventing you from using what you learned in the training?

- My employer

What was most useful about the training?

- All of the examples of development
- Infant growth
- Learning about how to use the COR Advantage and collecting anecdotes is very helpful
- Written resources

How can this training be better?

- Answering the questions online were difficult because you were supposed to respond to the topics in a specific way and respond to others' posts in a specific way. However, the majority of participants did not answer the questions properly and therefore, my responses were difficult. Additionally, the instructor never interacted except in the very beginning of the course. It would have been helpful if they instructed the other participants to re-do their answers or even positive feedback from the trainer. Throughout the course I was unsure if I was meeting all the requirements as there was little feedback.
- Clearer instruction and more interaction, especially from instructor. Many participants didn't follow directions and didn't complete the forum questions correctly. Therefore other participants couldn't do the required responses.
- It was helpful
- Learning COR for infants

## PQA Infant/Toddler: Program Quality Assessment Powered by HighScope - 207

<p><b>The training was valuable to me.</b></p>	<table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>0</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	0	Strongly Agree	1
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Often	1								
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Never	0								
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No	1								
Yes	0								

How will you use what you learned in the training?

- PQA tool will be used for program improvement

What was most useful about the training?

- Hands on practice with the tool. Specific feedback given in a timely manner

## PQA Preschool: Program Quality Assessment Powered by HighScope - 208

<b>The training was valuable to me.</b>	<p>A horizontal bar chart with a scale from 0 to 1.5. The categories are Strongly Disagree (0), Disagree (0), Agree (1), and Strongly Agree (0). The 'Agree' bar extends to the 1 mark on the scale.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>0</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	0
Strongly Disagree	0								
Disagree	0								
Agree	1								
Strongly Agree	0								
<b>I can use the training topics in my work with children and families.</b>	<p>A horizontal bar chart with a scale from 0 to 4. The categories are Strongly Disagree (0), Disagree (0), Agree (3), and Strongly Agree (1). The 'Agree' bar extends to the 3 mark, and the 'Strongly Agree' bar extends to the 1 mark.</p> <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>3</td></tr> <tr><td>Strongly Agree</td><td>1</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	3	Strongly Agree	1
Strongly Disagree	0								
Disagree	0								
Agree	3								
Strongly Agree	1								
<b>How often will you use what you learned in the training?</b>	<p>A horizontal bar chart with a scale from 0 to 1.5. The categories are Very Often (0), Often (1), Sometimes (0), and Never (0). The 'Often' bar extends to the 1 mark on the scale.</p> <table border="1"> <tr><td>Very Often</td><td>0</td></tr> <tr><td>Often</td><td>1</td></tr> <tr><td>Sometimes</td><td>0</td></tr> <tr><td>Never</td><td>0</td></tr> </table>	Very Often	0	Often	1	Sometimes	0	Never	0
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No	1								
Yes	0								

How will you use what you learned in the training?

- Turnkey training and observations

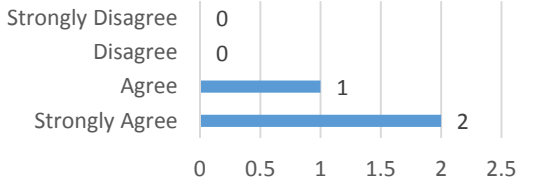
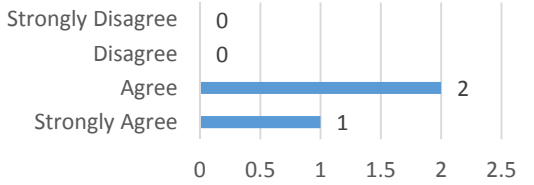
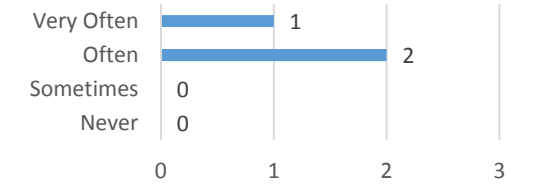
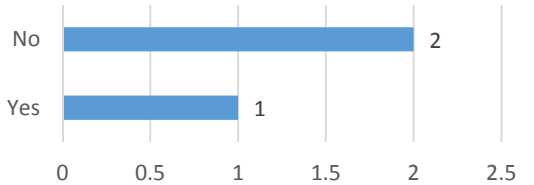
What was most useful about the training?

- Already mentioned this

How can this training be better?

- Technology must be easier to navigate

**(SPANISH) Creative Curriculum for Infants, Toddlers and Twos - Session I - 300**

<p><b>The training was valuable to me.</b></p>	 <table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>1</td></tr> <tr><td>Strongly Agree</td><td>2</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	2
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No	2								
Yes	1								

How will you use what you learned in the training?

- I'm going to begin looking for books to facilitate parents' integration of a reading routine.
- Planning activities better based on individual and collective observations
- Working with the children

What was most useful about the training?

- The help we provided each other
- The use of the different supportive documents like the individual and group records.
- Since this is new to me, the easiness and good management by the trainer helped me understand more material more quickly.

How can this training be better?

- Doing this training more frequently
- I would like you to give us more support material that we can keep for future reference
- Putting into practice what we've learned

**(SPANISH) ECERS-R Online Overview: Early Childhood Environment Rating Scale - 308**

<p><b>The training was valuable to me.</b></p>	<p>Strongly Disagree 0 Disagree 0 Agree 0 Strongly Agree 1</p> <p>0 0.5 1 1.5</p>
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>Strongly Disagree 0 Disagree 0 Agree 0 Strongly Agree 1</p> <p>0 0.5 1 1.5</p>
<p><b>How often will you use what you learned in the training?</b></p>	<p>Very Often 0 Often 1 Sometimes 0 Never 0</p> <p>0 0.5 1 1.5</p>
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>No 1 Yes 0</p> <p>0 0.5 1 1.5</p>

How will you use what you learned in the training?

- Taking into account everything I learned

What was most useful about the training?

- Everything

How can this training be better?

- Everything was excellent, thank you.

**(SPANISH) ASQ-3 Developmental Screening Tool - 309**

<p><b>The training was valuable to me.</b></p>	<table border="1"> <tr><td>Strongly Disagree</td><td>0</td></tr> <tr><td>Disagree</td><td>0</td></tr> <tr><td>Agree</td><td>2</td></tr> <tr><td>Strongly Agree</td><td>16</td></tr> </table>	Strongly Disagree	0	Disagree	0	Agree	2	Strongly Agree	16
Strongly Disagree	0								
Disagree	0								
Agree	2								
Strongly Agree	16								
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No	5								
Yes	2								



How will you use what you learned in the training?

- Applying it accordingly
- Daily with my children
- First, try to find the right materials to be able to use the age appropriate questionnaires
- I would use it in my classroom according to the needs of each child.
- When I have to fill out a form, I know how to do it.

What is preventing you from using what you learned in the training?

- Lack of ASQ-3 materials

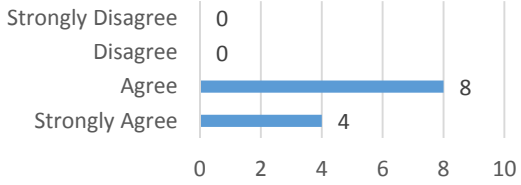
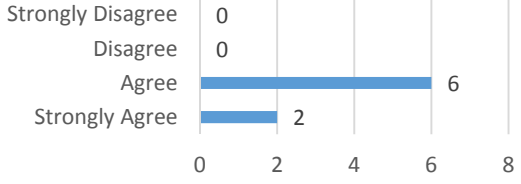
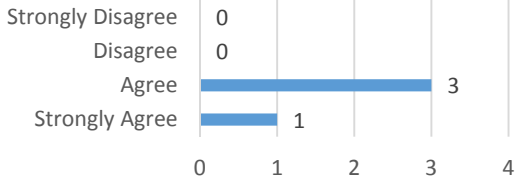

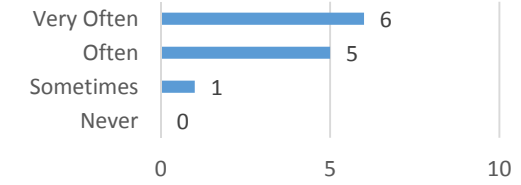
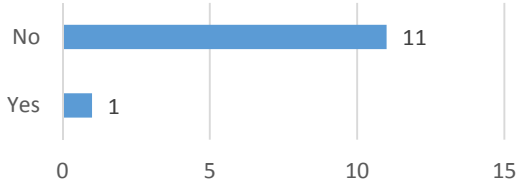
What was most useful about the training?

- How to calculate the age of a premature baby
- How to decipher the age of a child. How often to do the tests and at what age.
- Interactive discussion with other participants about the training.
- It's very important because with this tool, the parent and I will be doing follow-up after assessing the development of the child.
- That there is a formula for each age

How can this training be better?

- Do the training more frequently
- It was interesting.
- Nothing
- Providing more trainings to increase knowledge regarding children, and enroll more participants.
- Putting into practice what I learned.
- The trainer explained the most important information very well, clearly, and dynamically. I loved the trainer.

**ITERS-R: Infant/Toddler Environment Rating Scale: Online Overview - 400**

<p><b>The training was valuable to me.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>8</td> </tr> <tr> <td>Strongly Agree</td> <td>4</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	8	Strongly Agree	4
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Disagree	0										
Agree	8										
Strongly Agree	4										
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Response	Count										
No	11										
Yes	1										

How will you use what you learned in the training?

- Always being aware of the children's safety
- Applying the procedures
- By implementing a better, safer environment according to the scale and sharing the knowledge with All of my coworkers
- By making sure that my play area has the right materials
- I am preparing for GNJK
- I have reviewed the training with staff and implemented a few changes in our Infant room
- I will guide the staff in being better prepared for the ITERS assessments
- I will the training to be better organize my classroom and create a more productive learning environment.
- I will use organize my classroom and daily activities.
- Implement into all of our classrooms
- In my classroom

What is preventing you from using what you learned in the training?

- My center does not have all the supplies I need, but I am working on my creative and doing what I can to raise the scores one subscale at a time

What was most useful about the training?

- The review of the scale break down
- Help to organize a quality room.
- How the information was presented
- It gave me time to do it and I was able to do it during lunch break
- It was a refresher of the ITERS
- Knowing how to use the scale
- The resource chapter guide was very helpful as well as the interactive component where we had to answer to the video clip. Not just taking notes and saying we learned it.
- The sample scoring scenarios.
- Tips
- Understanding how it's scored
- Understanding the process of rating an environment

How can this training be better?

- An option to skip to review if already know what you are learning
- Combine rating with requirements of a particular State. Some of the requirements in the Training were contrary to NJ State Regulations which can be problematic should a particular program seek accreditation.
- Don't really know, being it was my first training
- It does not need to be better
- Make videos more realistic to everyday scenarios.
- Nothing I can think of
- Shorter
- Supplementing the written slides with additional verbal support. Sometimes reading the instructions is too cumbersome and one doesn't pay as much attention as one should. There should be a better balance between reading and listening.

## ECERS-3: Early Childhood Environment Rating Scale: Online Overview 40 I

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (0), Disagree (1), Agree (10), and Strongly Agree (17). The x-axis ranges from 0 to 20 with increments of 5.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>10</td> </tr> <tr> <td>Strongly Agree</td> <td>17</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	1	Agree	10	Strongly Agree	17
Response	Count										
Strongly Disagree	0										
Disagree	1										
Agree	10										
Strongly Agree	17										
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (0), Disagree (1), Agree (12), and Strongly Agree (11). The x-axis ranges from 0 to 15 with increments of 5.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>12</td> </tr> <tr> <td>Strongly Agree</td> <td>11</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	1	Agree	12	Strongly Agree	11
Response	Count										
Strongly Disagree	0										
Disagree	1										
Agree	12										
Strongly Agree	11										
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (0), Disagree (1), Agree (2), and Strongly Agree (1). The x-axis ranges from 0 to 2.5 with increments of 0.5.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>2</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	1	Agree	2	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	1										
Agree	2										
Strongly Agree	1										
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	<p>A horizontal bar chart with four categories: Strongly Disagree (0), Disagree (0), Agree (2), and Strongly Agree (2). The x-axis ranges from 0 to 2.5 with increments of 0.5.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>2</td> </tr> <tr> <td>Strongly Agree</td> <td>2</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	2	Strongly Agree	2
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	2										
Strongly Agree	2										
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with four categories: Very Often (10), Often (12), Sometimes (5), and Never (0). The x-axis ranges from 0 to 15 with increments of 5.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>10</td> </tr> <tr> <td>Often</td> <td>12</td> </tr> <tr> <td>Sometimes</td> <td>5</td> </tr> <tr> <td>Never</td> <td>0</td> </tr> </tbody> </table>	Response	Count	Very Often	10	Often	12	Sometimes	5	Never	0
Response	Count										
Very Often	10										
Often	12										
Sometimes	5										
Never	0										
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with two categories: No (26) and Yes (1). The x-axis ranges from 0 to 30 with increments of 10.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>26</td> </tr> <tr> <td>Yes</td> <td>1</td> </tr> </tbody> </table>	Response	Count	No	26	Yes	1				
Response	Count										
No	26										
Yes	1										

How will you use what you learned in the training?

- Access my materials and Better knowledge of what observers are looking for
- Applying in the center I am working
- As we progress with Grow NJ Kids, I will better be able to train my staff.
- By looking at classroom and see what materials need to be added for stronger ECERS scores
- Center set up
- Every day at work I call recall info if need be.
- Every day in my classroom
- For GNJK
- Guide each classroom to have a better arrangement for children in addition to guiding better interactions
- Having a better understanding of the ECERS scale makes me feel more comfortable using it as a tool in the classroom.
- How classroom should be set up, and how to spread yourself so no child get left behind without attention
- I am more aware of how I choose the toys on the shelf and how I arrange them so my class is encouraged to explore.
- I can use this training with my coworkers to increase my scoring and increase the safety within my school. This can also be passed along to my families
- I will be adding some materials to my class room. I will also encourage my students to use new vocabulary.
- I will be performing the ECERS-3 in classrooms this year.
- I'm having all the staff take the course to increase knowledge and to offer best practice in the center
- Improve classroom setup
- In my class
- Organized my classroom better.
- Preparing for ECERS assessment and in my classroom providing developmentally appropriate practice
- Reinforce the knowledge with my staff
- Time limits on waiting in line.
- To guide some of the teachers
- To prepare my center and my staff to be a better daycare
- To teach the staff how and why they need to interact with the children
- While observing teaching staff and evaluating program quality to make continual improvements
- Work towards training staff and earning State accreditation

What is preventing you from using what you learned in the training?

- Some of the things I would like to start doing, I am unable to, based on the fact that I still have to answer to a corporation.

What was most useful about the training?

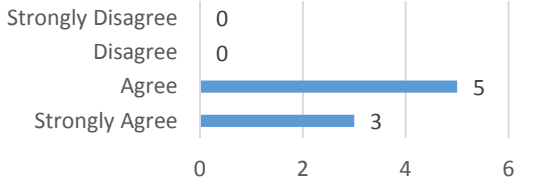
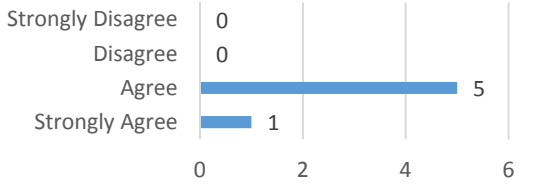


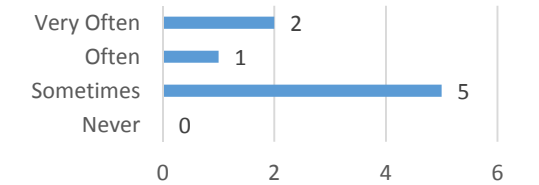
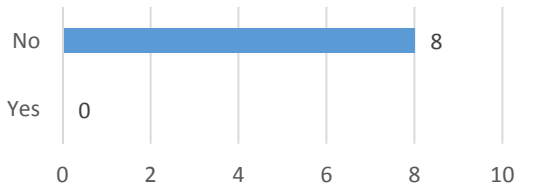
- All the information
- Clear directions were given
- Content help
- Helping me to narrow down what we can fix first.
- How interaction was incorporated.
- How the ECERS is scored.

- How to rate the classroom for GNJK
- How to read the ECERS 3
- Practice scoring items
- Scoring
- That we can do more to offer best practice and improve quality
- The asynchronous aspect of the training was helpful. Being able to participate in the training at the same time my Master Teachers were going through it allowed us to process through our understanding together.
- The convenience of not leaving my school
- The convenience of training online allowed me to work at my speed and on my own schedule.
- The scoring
- The videos and being challenged to rate them based on the snapshot
- The videos and the tips that other classrooms used were very useful, however some things were not practical in our area. the ratios would not be met in our area
- Tool - Booklet
- Understanding the rating scale.
- Understanding the ways staff are to interact with the children and not just send them to a center and let them play

How can this training be better?

- All was well organized
- Better explanation on how to score.
- Go over all of the items there are 35 and over 350 things we have to do in a 3 hour observation so it can't hurt to go over all of them.
- I am not sure... I have to apply it then I can give you a feedback after.
- I can't think of anything.
- I think it was done very well and really cannot suggest improvement
- I think the training was effective.
- I would like to see how they would rate an special needs environment
- It was a bit repetitive
- It was ok as it is
- Maybe have more details on the grading process would be more helpful, it can become confusing. I am talking about while watching the videos then doing the grading. That is what was confusing to me. Maybe having more examples would make it easier.
- More information how to implement and score children
- None
- Not sure
- Nothing

## FCCERS-R: Family Child Care Environment Rating Scale: Online Overview - 402

<p><b>The training was valuable to me.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>5</td> </tr> <tr> <td>Strongly Agree</td> <td>3</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	5	Strongly Agree	3
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	5										
Strongly Agree	3										
<p><b>I can use the training topics in my work with children and families.</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>5</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	5	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	5										
Strongly Agree	1										
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Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	2										
Strongly Agree	0										
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>1</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	1										
Strongly Agree	1										
<p><b>How often will you use what you learned in the training?</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>2</td> </tr> <tr> <td>Often</td> <td>1</td> </tr> <tr> <td>Sometimes</td> <td>5</td> </tr> <tr> <td>Never</td> <td>0</td> </tr> </tbody> </table>	Response	Count	Very Often	2	Often	1	Sometimes	5	Never	0
Response	Count										
Very Often	2										
Often	1										
Sometimes	5										
Never	0										
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>8</td> </tr> <tr> <td>Yes</td> <td>0</td> </tr> </tbody> </table>	Response	Count	No	8	Yes	0				
Response	Count										
No	8										
Yes	0										

How will you use what you learned in the training?

- I can answer questions that family child care providers have.
- I use the FCCERS to evaluate Family Child Care programs.
- I will use it to assess my FCC providers' homes
- Implement the tool in my family childcare hands
- Share details of setting up space.
- To assist family child care partners that I am working with.
- To support FCC providers
- Use tool to evaluate programs.

What was most useful about the training?

- Going through the items.
- I learned what is on the scale and how it is looked at, so I can assist providers if needed.
- Items specific to FCCERS
- Refresher for me.
- The online element that allowed me to go at my own pace.
- The scoring section
- Understanding what to look for in child care settings.

How can this training be better?

- I don't see any need for improvement.
- More videos
- Nothing.
- Video segments, examples of good environments.



ITERS-3 Online Overview: Infant/Toddler Environment Rating Scale - 403

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 20. The categories and their counts are: Strongly Disagree (2), Disagree (1), Agree (18), and Strongly Agree (6).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>2</td> </tr> <tr> <td>Disagree</td> <td>1</td> </tr> <tr> <td>Agree</td> <td>18</td> </tr> <tr> <td>Strongly Agree</td> <td>6</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	2	Disagree	1	Agree	18	Strongly Agree	6
Response	Count										
Strongly Disagree	2										
Disagree	1										
Agree	18										
Strongly Agree	6										
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 15. The categories and their counts are: Strongly Disagree (2), Disagree (0), Agree (14), and Strongly Agree (4).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>2</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>14</td> </tr> <tr> <td>Strongly Agree</td> <td>4</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	2	Disagree	0	Agree	14	Strongly Agree	4
Response	Count										
Strongly Disagree	2										
Disagree	0										
Agree	14										
Strongly Agree	4										
<p><b>Before I attended this training, I was already using the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 8. The categories and their counts are: Strongly Disagree (0), Disagree (0), Agree (6), and Strongly Agree (1).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>6</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	6	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	6										
Strongly Agree	1										
<p><b>After the training, I can use the training topics in my work with children and families</b></p>	<p>A horizontal bar chart with a scale from 0 to 8. The categories and their counts are: Strongly Disagree (0), Disagree (0), Agree (6), and Strongly Agree (1).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>6</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	6	Strongly Agree	1
Response	Count										
Strongly Disagree	0										
Disagree	0										
Agree	6										
Strongly Agree	1										
<p><b>How often will you use what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 20. The categories and their counts are: Very Often (9), Often (17), Sometimes (1), and Never (0).</p> <table border="1"> <thead> <tr> <th>Frequency</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very Often</td> <td>9</td> </tr> <tr> <td>Often</td> <td>17</td> </tr> <tr> <td>Sometimes</td> <td>1</td> </tr> <tr> <td>Never</td> <td>0</td> </tr> </tbody> </table>	Frequency	Count	Very Often	9	Often	17	Sometimes	1	Never	0
Frequency	Count										
Very Often	9										
Often	17										
Sometimes	1										
Never	0										
<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 30. The categories and their counts are: No (27) and Yes (0).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>27</td> </tr> <tr> <td>Yes</td> <td>0</td> </tr> </tbody> </table>	Response	Count	No	27	Yes	0				
Response	Count										
No	27										
Yes	0										

How will you use what you learned in the training?

- All the time.
- As a director it will assist me in my observations daily when looking at my staff and the environment the students are playing in
- As the Director I always want to be up to date on all tools that are used to ensure that my center and programs are operating at their optimum eve.
- As the director I will use it to evaluate the classrooms
- Better lessons plans
- By practicing.
- Everyday
- Have discussion with other adults that care for children.
- Help and motivate my staff to enhance the quality of care.
- I will apply it in my program by using the scale to rate, evaluate & improve the classroom environment
- I will apply what I learned through out all day of my teaching.
- I will be able to facilitate our Assistants and refresh our Teaching staff of all the indicators and sub scales to assure we are following protocol and meeting expectations with our children.
- I will figure out how to get my class of varied ages of infants out to a playground that is not really designed for infants.
- I will use it as a training tool for staff. Refresher course
- I will use it in the classroom every day
- I will use it to assist other teachers in our program to enhance their classrooms as well as theirs interactions with children
- I will use the book as a reference guide,
- Improve the classroom environment socially and physically.
- In the classroom
- Incorporating the resources for quality services.
- My center will be using this tool to improve our center
- Organize areas
- Review classroom set up with teachers and assistants.
- Setting up my environment
- To show my staff
- Try to accommodate in detail the needs of all children and make their atmosphere more conducive to learning more actively.

What was most useful about the training?

- Accessibility.
- All of it
- All online and I was able to pause and come back to it
- All the training
- Don't know
- Everything
- How to organize your room
- I learned what observers using the ITERs are looking for.
- It did help me more to focus on what I need to look for in the classroom
- Not having to leave my school
- Not sure
- Same reasons I state in the questions before this.

Half-Year Report: January to June 2018

Rutgers School of Social Work, Institute for Families, Grow NJ Kids Training Services

- Self-paced at my own schedule
- The explanation of key points that are relevant to each critical scoring.
- The fact that it was on line and I could stop and start it as I had time.
- The information
- The training was very useful as it provided information as well as samples to determine scores.
- the videos
- The videos - I am a visual learner so the videos were appreciated
- Understanding some of what the evaluators are looking for
- Understanding the breakdown of scoring.
- Understanding what is expected from me on the classroom.
- Using the book to refer back to and practice thumbing through it.
- Videos & practice

How can this training be better?

- Again, more on what needs to be in the classroom, Interactions, more focus on the teacher and children. Not how to Rate.
- Allowing a little more time to complete.
- Don't know
- I didn't feel like the scoring details were clear enough.
- I think this kind of training would be more productive in the off line format
- It could be better if there was a hands on training where someone actually came to the class.
- It could show more examples.
- It was hard to spend 4 hours in online training, when we just finished 4 long Saturdays of unpaid classroom training. Training should be spaced out more... Not all at once.
- It worked just fine for me.
- More on the rating scale
- More user friendly in time frame
- More video or written examples of how to enhance classrooms or enhance interactions
- None
- The training was very helpful.
- Very good
- You can use it every day

## ASQ-3 – Developmental Screening Tool – 503

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 30. The categories and their values are: Strongly Disagree (1), Disagree (0), Agree (6), and Strongly Agree (25).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>1</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>6</td> </tr> <tr> <td>Strongly Agree</td> <td>25</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	1	Disagree	0	Agree	6	Strongly Agree	25
Response	Count										
Strongly Disagree	1										
Disagree	0										
Agree	6										
Strongly Agree	25										
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 25. The categories and their values are: Strongly Disagree (1), Disagree (0), Agree (7), and Strongly Agree (23).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>1</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>7</td> </tr> <tr> <td>Strongly Agree</td> <td>23</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	1	Disagree	0	Agree	7	Strongly Agree	23
Response	Count										
Strongly Disagree	1										
Disagree	0										
Agree	7										
Strongly Agree	23										
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No	4										
Yes	28										

How will you use what you learned in the training?

- Add to my evaluation of students
- Announce it to others and help them with the ASQ
- Applying this in the setting that I am in, immediately.
- By implementing the screening
- Definitely to conduct screening for every child enrolling at the center. Invite parents' input and participation. Do follow-up according to result. Offer workshop to parents and guide on how to monitor observation on their children using age appropriate materials/items.
- For the next Parent-Teacher Conferences.
- I can now offer the screening in my center
- I have a better understanding of the best practices in using ASQ as part of providing families with a quick screening for their children so that I can better assist those working directly with families, especially home health workers.
- I plan on including ASQ next school year
- I will add the ASQ as part of my parent orientation process
- I will be able to clearly explain the valuable and importance to the parents about why we are implementing it.
- I will be able to screen children and the ASQ will help me to know more about children's strong suits and the areas I need to focus on with them individually.
- I will use it every two months
- I will use it every time I need to use the tool
- I will use it when my center switches from the ESI-R to ASQ3
- I will use the ASQ-3 with my parents as an engagement tool.
- I've already put my training into use by identifying ages and giving packets to parents
- In administrating screening
- In class
- See if red flags are presented about the child
- Sharing the information with my providers and directors.
- To determine if children in my care may need additional help in certain areas
- To evaluate my children
- To help my teachers make decisions
- To implement have a launching invitation to educate the families on why this tool will be helpful.
- To utilize the screening tool at the center
- Using the tool properly to have open discussion with parents.
- We will start using ASQ immediately in our preschool program.
- When doing the parents /teacher conference be mindful and considerate to how parents rate their kids based on home and school
- Will strongly recommended this to our director so we can use it for the whole school in the beginning of school year

What is preventing you from using what you learned in the training?

- Buying kits and establishing a schedule
- Center needs to purchase
- Nothing
- Nothing really. However, it would be better to have someone coaching the first time a center is applying the screening. It would set more confidence in the execution process.

What was most useful about the training?

- All of it.
- ASQ
- ASQ group activity
- Being able to help children and families more
- Everything
- Hands on being able to practice
- How to talk to parents and what not to say
- How to use it.
- Information regarding language to use with families so that there is a collaborative approach to finding services when needed. Resource materials will be very useful along with scoring tips, materials needed and referral decision matrix. We were looking for a quick materials list and this fits the bill!
- It was very helpful to complete an 'evaluation' and score it with the presenter.
- Just knowing that the parent should be the one involved in the screening.
- Knowing what the ASQ is about
- Learn how to screen and score a child' screening.
- Learning about the screening
- Learning how to score and cultural consideration and time.
- Presenter
- Scoring
- Scoring
- Size of group, trainer, activities
- The ASQ form
- The booklets provided during training were helpful, I'll be able to refer back to them as needed.
- The child guidelines when using the tool assessment.
- The handouts
- The handouts to actually be able to see what is required
- The information and additional resources.
- The instructor knew so much about the ASQ and had very valuable suggestions to take home.
- The knowledge of this vital tool such as screening, that is available to wide range of children. There is nothing better than early detection that can remedy or address early prevention in cases of abnormalities.
- The whole thing. I appreciate the handouts given.

How can this training be better?

- Honestly the presenter was really good.... They stayed on topic and kept the training moving. The material was concise and to the point.
- I had to travel 2 hours to attend. It would be nice to have more trainings in Burlington County
- I thought it was great. Very interactive, engaging presentation. Seemed to be the right amount of time to cover the materials.
- It can't. It was perfect!
- It was fine just the way it was
- It was good training
- It was great
- It was resourceful and can develop another class on parental involvement when getting ready for a conference without conflicts in explaining the information and its purpose.
- It was the perfect length of time.

- It's already fine
- The trainer did a great job to keep all of us involved and focused
- Maybe for next time, invite a parent to witness on how this tool was effective.
- More detailed
- More group activities
- More hands on training
- More interesting
- No improvements needed.
- None
- The trainer already did their best. Loved it
- The training was excellent but definitely requires more time
- The training was on point. I already stated that the presence of an experience mentor would add more value in seeing the tool in action/ application for the first time at any centers.

**PAS: Program Administration Scale: Online Introduction - 525**

<p><b>The training was valuable to me.</b></p>	<p>A horizontal bar chart with a scale from 0 to 2.5. The categories are Strongly Disagree (0), Disagree (0), Agree (2), and Strongly Agree (0). A blue bar extends to the value 2 for the 'Agree' category.</p>
<p><b>I can use the training topics in my work with children and families.</b></p>	<p>A horizontal bar chart with a scale from 0 to 1.5. The categories are Strongly Disagree (0), Disagree (0), Agree (1), and Strongly Agree (0). A blue bar extends to the value 1 for the 'Agree' category.</p>
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<p><b>Is there anything stopping you from using what you learned in the training?</b></p>	<p>A horizontal bar chart with a scale from 0 to 2.5. The categories are No (2) and Yes (0). A blue bar extends to the value 2 for the 'No' category.</p>



How will you use what you learned in the training?

- I will administer it at my center
- I will use it in improving how my employee gets paid

What was most useful about the training?

- How to grade the scale
- The presentation and explanation

How can this training be better?

- Fine the way it is

**Working with Dual Language Learners and Building Cultural Competency - 528**

<p><b>The training was valuable to me.</b></p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Strongly Disagree</td> <td>0</td> </tr> <tr> <td>Disagree</td> <td>0</td> </tr> <tr> <td>Agree</td> <td>1</td> </tr> <tr> <td>Strongly Agree</td> <td>1</td> </tr> </tbody> </table>	Response	Count	Strongly Disagree	0	Disagree	0	Agree	1	Strongly Agree	1
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Response	Count										
No	2										
Yes	0										

How will you use what you learned in the training?

- It will help me serve my providers that may be having problems with a bilingual child or family. It will also help me give them ideas for lesson plans involving cultures.
- Turnkey in my own trainings

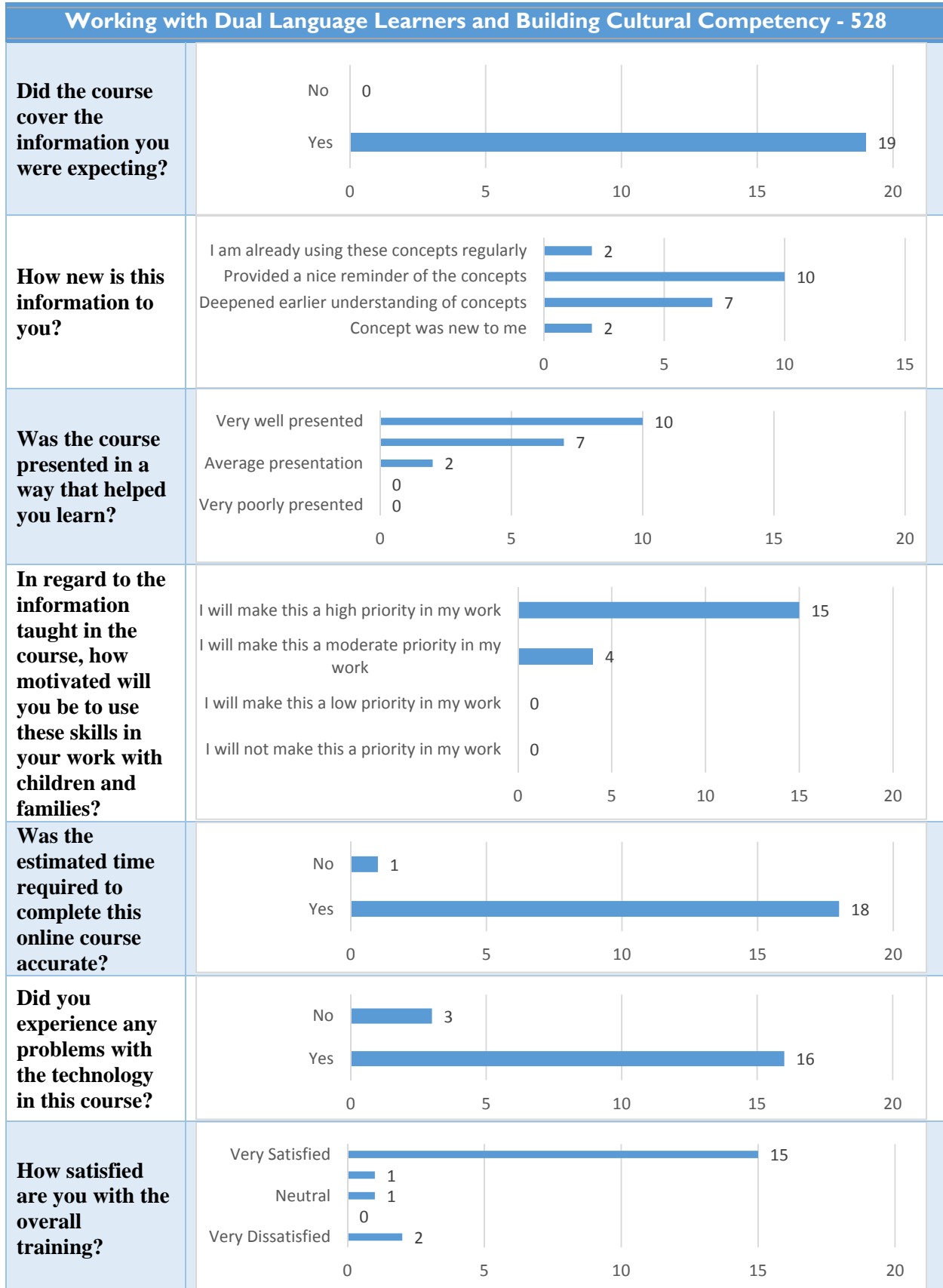
What was most useful about the training?

- Building cultural competency in understanding different types of families like the "grandfamilies" and the "incarceration generation".
- The online format

How can this training be better?

- Less stopping for videos - there seemed a bit much of that and it didn't create a sense of cohesiveness

## Appendix D: Web-Based Training Sessions – Participant Satisfaction and Learning



Half-Year Report: January to June 2018

Rutgers School of Social Work, Institute for Families, Grow NJ Kids Training Services

## Early Childhood Physical Activity for Toddlers and Preschoolers - 800

What would you like us to know about your learning experience in this web based training?

- Excellent!
- Great ideas to share with the teacher for Physical activity inside as well as outside.
- Helped me get ideas to implement in the classroom for those days we cannot go outside.
- I enjoyed the training.
- I found the training to be very informative, useful, interesting and well presented. I will definitely implement what I have learnt.
- I found this very informative!
- I found this web-based training helpful as a refresher course. I plan on using it to encourage my teachers to be more creative in the physical activities of their students.
- I have learned new activities to use with my class.
- I learned a great deal of information about physical activity.
- I learned a lot about including movement throughout my toddler class' day.
- I learned a lot, I learned different way to teach kids that would be fun for them and me an also seems like it would be a bonding experience for both me and the student.
- I learned how important it is for a child to be involved in physical activities. Whether it is indoors or outdoors. Adding creative games with physical activities also gets their brain moving.
- I really liked the games you had in this training and I will implement them during the day in my classroom and in the playground.
- I will use these ideas in the classroom
- It touch base on a lot of information about physical activity and further educated me on every aspect of it.
- it was very informative I like the ideas I got from the webinar and I can put it to practice with the kids
- It was very informative. I appreciated the activities which do not require a lot of space or are on a low budget.
- It was very informative. I have gotten many ideas to implement into my classroom
- It was very interesting and knowledgeable. And. I will be using a lot of the information I learned with the children in my classroom.
- Learnt about why physical activity is important for toddlers and preschoolers. What are the different types of activities that can incorporated even in a small classroom. How physical activities help children to improve their brain activities and skills.
- Love it
- Love the short module form!
- more examples of play
- My learning experience was informative and I will be implementing more structured physical activities in the classroom.
- Thank you for this online experience
- Thank you.
- The information will be very helpful in creating a safe and fun environment for to play grow and develop.
- The training will be very useful.

- There are many suggested activities that I feel my 3 year old class would benefit from.
- This training was informative and I appreciate the creative physical activity examples.
- This web-based training has prepared me with other resources that I can use when I am working with my smaller students at school.
- This web-based training was very informative.
- This webinar has given me some ideas to use at my center that I did not think of. Thank you!
- Very informative.
- Yes
- Yes these are great!

### Grow NJ Kids Director Orientation - 900

Is there anything you would like us to know about your learning experience in this Director Orientation?

- The modules, videos , etc. were really good.
- The Orientation was very rewarding tome. I am pleased to be aboard, I know there will be a learning experience for me and my staff members.
- A superior, comprehensive introduction to the process.
- Completed D.O. in Canvas, but did not complete Wufoo form.
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- I am so excited to get started at first I was not sure about joining, but I want to offer the children and the families in our community a program that has even more quality then it already has. I wanted to retire and let some one else take over but my heart is in serving and can't just walk away all the hard work is worth it for the children. I love them and love seeing their little faces when they learn something new or could accomplish a task is the best thing in the world.
- I appreciated the introduction to the program and all of the resources provided.
- I found this director training to be very useful and informative. We are looking forward to working with Grow NJ Kids to make our center even better.
- I really appreciated the step-by-step layoutIn helping to understandEverything that you're program has to offerAnd I'm looking forward to working along side of you Grow Nj Kids in helping us to become a 5 Star Center
- I'd like to learn more about self assessment tools within our school.
- It sounds like this will be a good program that should hopefully benefit all of the children enrolled in day cares.
- It was a great overview of what Grow NJ Kids is!
- It was exciting to hear great speakers and their interpretation to quality. Very informative and thoughtful. I personally think that if each of the milestone had cited an example to better understand it would be good as well.
- It went great!
- the layout was a bit confusing to figure out, there should be more instructions, or direction.

- This was a great training! It gave me a better understanding of what the Grow NJ Kids program is and what steps will be necessary to improve our center.
- This was a very informative orientation. The videos were excellent.
- Yes, there is always so much more to learn and know - future learning - change is good -

## **The Institute for Families, Rutgers University School of Social Work**

Our mission is to support and strengthen families and communities by increasing the capacity of human service professionals and organizations. We support and strengthen child welfare and other human service professionals and organizations to meet best practice standards and effectively and creatively respond to the ever-changing needs of vulnerable children, youth, families, and communities. We develop and disseminate knowledge and information throughout New Jersey and beyond, leading to a greater understanding of a range of social issues and implementation of capacity-building strategies and systems improvements to better address them.

### **Prepared by the Institute for Families, Special Recognition To:**

Theresa McCutcheon, Managing Director  
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Nutan Rubinson, Associate Program Manager  
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Aravind Manivannan, Research Assistant