



Tribal Child Care
Association of California

23/24 Workforce Pathways Program

What is Workforce?

- Funding -CDSS's QCC Workforce Grant
- Support for child care providers: teachers in centers, family friend and neighbor programs, relative care programs, everyone who is dedicated to caring for Tribal children in California.
- Opportunity to further develop educator and care provider skills in culturally relevant ways.
- Identify and overcome barriers to reaching goals through financial supports, identifying resources and incentivizing goal completion with a stipend program.



TRIBAL
Child Care
Association
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California



Participant Requirements:

- Child Care/ Early Education provider for Tribal children ages 0-5 years.
- Submit all documentation by June 15, 2024
- Work with Advisor to create a Professional Development Plan.

Other:

- Potential earning bonuses available dependent on availability of funds.
- Stipends will be paid out in Fall 2024.

How Do I Apply?

Application Deadline: December 31,
2023

Register a new account:
<https://tccac.ipinwheel.org/StaffApplication/Account/Register>

Tribal Child Care Association of California

The Voice of Tribal Child Care in California

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Profile for State/County/Initiative

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Program Name

Tribal Child Care Association of
California

Tagline ?

The Voice of Tribal Child Care in
California

Agencies:
Center-Based (7)

Agencies:
FCCH (1)

Agencies:
FFN (0)

Agencies:
Alternative (0)

Agencies:
Unknown (28)

Score

Participants in our Tribal Workforce Pathways Program can choose to work on **higher education** goals toward degrees or certifications and/or a **professional development** track in a variety of child care topics.



Higher Education

Professional Development

Higher Education Pathway

Child Care License

Teacher Permit

CDA- Child Development Associate Credential

Accredited ECE College Courses

Associates Degree in ECE

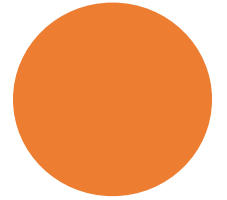
Bachelor's Degree in ECE

Masters Degree in ECE

Higher Education Stipends

Participants working towards Teacher Certification, Associates Degree, Bachelor's Degree, or Master's Degree with an emphasis on Early Learning and Care will receive stipends upon completion. TCCAC can support with books, materials, and other expenses related to reaching your higher education goals. The Workforce Advisor will assist with goal setting and identifying needed supports.

- ECE Courses or Courses working towards ECE Degree- \$65 per credit
- Textbooks- Reimbursement up to \$500
- Supplies & Materials- Reimbursement up to \$250
- Child Care License- \$300
- Complete 120 Hours towards CDA- \$300
- Teaching Permit- \$300
- Associates Degree in ECE- \$500
- Bachelor's Degree in ECE- \$600
- Master's Degree in ECE- \$700



Professional Development Pathways

Health & Safety

Wellness & Healing

Early Learning Leadership

Engaging Families in Tribal Communities

Cultural Humility

Cradleboard to Toddling

STEM/STEAM



Health & Safety Pathway

This pathway focuses on basic health and safety standards required for Tribal Child Care programs and ways to go beyond the basics with best practices as well as incorporating nature and culture into health.

Health & Safety Series

Zoom Webinars

1st Tuesday every month

11am & 6pm

- **September** MCART- Mandated Child Abuse Reporter Training
- **October** Prevention & Control of Infectious Diseases
- **November:** Prevention of Sudden Death Syndrome & Use of Safe Sleep Practices
- **December** Administration of Medication
- **January** Prevention and Response to Emergencies Due to Food & Allergy Reactions & Physical Activity
- **February** Building and Physical Premises Safety & Emergency Preparedness and Response Planning for Emergencies Resulting from a Natural Disaster or Human Caused Event
- **March** Prevention of Shaken Baby Syndrome & Abusive Head Trauma
- **April** Appropriate Precautions in Transporting Children
- **May** Handling and Storage of Hazardous Materials & the Appropriate Disposal of Biocontainment
- **June** Children with Special Needs
- CPR & First Aid (on your own)
- Food Handler's Certification (on your own)



Nature in ECE Series

Zoom Webinars featuring guest speakers

October 2 Self-Care In Nature

November 6 Designing School Grounds to Support Children's Mental Health: Examples Around the World

March 4 Educating in the Outdoors

April 1 Family, Nature, Play & You

Wellness & Healing Pathway

This pathway focuses on healing, resiliency, and wellness as well as adult social/ emotional curriculum by addressing topics around trauma faced by children, families, providers, and communities. Multiple opportunities for both in person and virtual professional development.



THRIVE Workshop Series

Look at what burnout is and is not, where you may fall on the burnout spectrum, and what to do about it. Learn practical, evidence-based strategies to help improve your resilience and life balance as well as strategies for structuring the work environment to improve these areas for you. During the eight weeks, you will receive individualized support and strategies from your facilitators and your cohort. The session structure is as follows: The first session is a presentation of new material and a facilitated group discussion. Homework is given to prepare for the next session. The following week's session will focus on the application of the homework and a group coaching session. This rhythm continues for the duration of the 8-week cohort.

Administrators/Leaders THRIVE Cohort

8 Virtual Session starting in September 2023

Thursdays 3:00-4:30pm

*Limited to 15 people

Teachers/Providers THRIVE Cohort

8 Virtual Sessions starting in January 2024

Thursdays 6:00-7:30pm

*Limited to 15 people



Early Learning Leadership Pathway

This pathway is recommended for child care administrators and lead teachers who provide direct services and would like to sharpen their early learning leadership skills. The goal is to strengthen the knowledge, skills, and abilities of early care directors and emerging leaders to ensure quality child care programs for young children.

Coaching Companion


A yearlong collaboration where teachers/providers and coaches come together in reflective dialogue as they look at improving their practice using evidence-based resources using Coaching Companion. Each coaching cycle starts with a shared goal and moves through action plan steps ending in a focused observation where the participants will share short classroom videos with their coach.

KNOW- Training modules, interviews, TED Talks, articles.

SEE- Watch videos of classrooms to learn to identify the area of focus.

DO- Put what you have learned into practice-Videotape a short clip where you can apply what you have learned and engage in reflective dialogue with your coach.

*Only 10 spots available/ 6 Sessions



TQIS Meetings Tribal Quality Improvement Systems

- These monthly meetings are for tribal program administrators who are participating in our TQIS Program.
- (Virtual/ Zoom)
- **Third Wednesday of every month at 12pm.**

Family Engagement in Tribal Communities Pathway

TCCAC has partnered with the Child Care Resource Center to create this pathway for those wanting to increase their skills for engaging families and hosting Parent Cafes in their tribal communities.

Parent Cafe Trainings (in person)

Trauma Informed Care/ Parent Cafe Cohort
(only for FFN, FCC providers)

Protective Factors Trainings (online)



Parent Cafe Training

Regional Parent Cafe Trainings (in person)

Trauma Informed Care/ Parent Cafe Cohort **FOR FFN & FCC Providers**

(Virtual/ Zoom) Cohort limited to 15 people. Must attend all sessions. Engage in 8 hours of training on Trauma Informed Care (Definitions of trauma, The impact of trauma on the brain and children's behavior, Key strategies to support children, build their resilience, and minimize the adverse effects of trauma) and continue the conversation with their cohort in 3 Provider Cafés. The café sessions are intended for providers to engage in meaningful conversations around Trauma Informed Care, with questions focused on self-care, their strengths and challenges while providing TIC, and growth within the field. Conversations will be opportunities to learn from one another but also get social support from others who are also providing care to children who have experienced trauma. The five protective factors are woven into the cafes. This experience will build knowledge on caring for children who are experiencing trauma and provide opportunities to share and learn from peers.

Wednesdays Starting in September 6:00-8:00pm

Protective Factors Trainings

(Live Virtual/ Zoom) 7 Sessions on The Five Protective Factors are the foundation of the Strengthening Families Approach: parental resilience, social connections, concrete support in times of need, knowledge of parenting and child development, and social and emotional competence of children. Research studies support the common-sense notion that when these Protective Factors are well established in a family, the likelihood of child abuse and neglect diminishes. Research shows that these protective factors are also “promotive” factors that build family strengths and a family environment that promotes optimal youth and child development.

Thursdays in September 2:00-4:00pm

Intro to Protective Factors

Concrete Support in Times of Need

Knowledge of Parenting and Child Development

Parental Resilience

Children’s Social & Emotional Competence

Social Connections

Wrap Up



Cultural Humility Pathway

This pathway offers opportunities to understand the accurate history of Native Americans; explain the historical process of the extreme systematic trauma to the Native population and show how California Natives are still present, active, and involved in the modern world. Examples and explorations of tribal resilience, medicine, storytelling, and culture.

Native American Historical and Traditional Healing Project
(Virtual/ Zoom) *Limited to 30 people/Must attend all 5 sessions

Five-part series for educators, health professionals, or the public who desire a broader education about the region's first peoples. Curriculum with a mental health lens on the historical hardships Native Americans face in contemporary times due to colonization. The curriculum encompasses the vital nature of California's history from the Native American perspective. Inclusive of the pre-contact history, the series continues onto atrocities as Euro-settlers invaded the continent and ultimately California. The result on the Native people was a trauma so severe it embedded into the DNA. The presentation of historical trauma of the land's first peoples is concluded with a healing element to create a space for understanding.

5 sessions- January-May 2024- 3rd Monday of each month- 6-8pm



From Cradleboard To Toddling Pathway

This pathway focuses on the Program for Infant Toddler Care (PITC) approach to infant/toddler care and addresses how to support healthy social-emotional development and learning in group care settings. Course topics include an exploration of different temperament tendencies; stages of social-emotional development; development of self-esteem, security, and social competence; socialization and guidance, and program policies that best support the healthy social-emotional development; learning, culture, and families. The course also covers early brain development and learning; discoveries of infancy; culture; partnerships with families; and working with children with special needs.

Tuesday, August 22 @ 6:00-7:00pm
PITC- Cradleboard to Toddling Pathway - Overview Webinar

PITC -Social/ Emotional Development Cohort (Virtual- 20 hours total)

This course focuses on the Program for Infant/Toddler Care (PITC) approach to infant/toddler care and, specifically, how to support healthy social-emotional development in group care settings. The course includes an exploration of early brain development, responsive caregiving, temperament, social-emotional development, and socialization and guidance with infants and toddlers. This training/course will include 20 hours of training. Also included in this course are director/leadership meetings for center-based directors/leaders and family child care program leaders. Coaching is also provided in the form of observation and feedback sessions with staff participating in the training plan for center-based care, family child care programs and family, friend, and neighbor care providers. Option to register course with Fresno State -3 units/ Cost \$75. *Participants must attend every session.

Starts Mid-September- every other week for 10 sessions- 6:00-8:00pm Dates TBD

PITC- Family, Culture & Providers Cohort (Virtual- 20 hours total)

This course focuses on the Program for Infant/Toddler Care (PITC) approach to infant/toddler care and, specifically, on the importance of creating partnerships with families and the role of culture in the development of the very young child. The course includes an exploration of the importance of culture on early identity formation as well as best practices to provide culturally responsive care in the group care setting. This training/course will include 20 hours of training. Also included in this course are director/leadership meetings for center-based directors/ leaders and Family Child Care program leaders. Coaching is also provided in the form of observation and feedback sessions with staff participating in the training plan for center-based care, family child care programs and family, friend, and neighbor care providers. Option to register course with Fresno State -3 units/ Cost \$75. *Participants must attend every session.

Starts Mid-January- every other week for 10 sessions- 6:00-8:00pm Dates- TBD



STEM/ STEAM Pathway

Learn about science, technology, engineering, art and math and ways to incorporate lessons into your program curriculum. STEM includes problem solving, asking questions, and exploring the world around us.



STEAM Starters- California Early Childhood

Online- go at your own pace (6 hours of training)

- The STEAM Starters course is live on the [California Early Childhood Online](https://www.caearlychildhoodonline.org/en_home.aspx) website. https://www.caearlychildhoodonline.org/en_home.aspx
Be sure to email your certificates to workforce@tribalchildcareca.org for stipend credit.
- Module 1- What is Tinkering
- Module 2- Facilitating Tinkering
- Module 3- Planning for Tinkering
- Module 4- Reflecting to Relaunch Tinkering
- Module 6- Tinkering with Motion
- Module 7- Tinkering with Light
- Module 8- Tinkering with Action



STEM Webinar Series w/ Tamar Andrews

(Virtual/ Zoom)

September 19 Setting Up for STEM in ECE

October 17 Creating a physics and technology STEM program in ECE

November 14 Infusing your STEM program with literature and culturally based activities.

IN PERSON- February 2024 STEM it UP! Location: San Diego (2hrs)

Immerse yourself in a STEM environment where you get to experience many facets of STEM work and play as a child would. Learn how easy it is to use found and free materials to build a space where children want to explore, discover, create, imagine and be curious about the world they live in. Included will be physics, coding, robotics, math, science, engineering, and more. Participants will get to take home materials and handouts to use in their own programs.

How do I receive a Stipend?

Submit College Report Cards/ Transcripts

Bonuses for Degree Completion

Participate in a Workforce Pathway

Submit Training Certificates and Documents by June 15, 2024

Attend a TCCAC Workforce Conference

Stipend Check paid Fall 2024



2022/2023 Workforce Highlights

- 135 Tribal Program Workforce Participants
- 132 Professional Development Plans Completed
- 23 California Tribal Organizations participating
- 33 people completed college courses
- 10 people graduated with degrees in ECE (AA, BA & MA Degrees)
- \$44,337 paid in higher education stipends and support
- \$104,998 paid in professional development stipends and support



2023/2024 In Person Trainings

- **TCCAC Northern Summit:**
- Dates- August 29-31, 2023
- Location- Win River Resort & Casino, Redding, CA
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- **TCCAC Southern Summit:**
- Dates- February, 2024
- Location- San Diego, CA
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- **TCCAC Annual Gathering:**
- Dates- May, 2024
- Location- UC Davis, Sacramento, CA

- TCCAC Workforce Advisor
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- 530-515-7206

Thank you!

