



## Training and Professional Development: Understanding the Requirements

### ANSWER KEY

Read each statement and fill in the blank to complete the requirement. Use the Training and Professional Development Requirements, 45 CFR §1302.92 handout for guidance.

1. A program's system of staff training and professional development must include staff completing 15 clock hours of professional development per year. Training on child abuse and neglect must comply with applicable federal, state, local, and tribal laws.
2. - A program's system of training and professional development must include training for child and family services staff, including health and disabilities services staff, that build their knowledge, experience, and competencies to improve child and family outcomes.
3. - To improve outcomes for all children, research-based professional development for education staff should focus on:
  - a. - Knowledge of the Head Start Early Learning Outcomes Framework (ELOF)
  - b. - Effective curriculum implementation
  - c. - Partnering with families
  - d. - Supporting children with disabilities and their families
  - e. - Providing effective and nurturing adult-child interactions
  - f. - Addressing challenging behaviors
  - g. - Preparing children and families for transitions
  - h. - Use of data to individualize learning experiences
4. - A program must implement a research - based, coordinated coaching strategy for education staff.
5. - A program's coaching strategy must include opportunities to be observed and - receive feedback and modeling of effective teaching practices directly related to - program performance goals.
6. - The coaching strategy must align with the program's school readiness goals, curricula, and other approaches to professional development and include clearly articulated goals informed by the program's goals.



## Bonus Questions

1. - At the beginning of each year, and on an ongoing basis throughout the year, a program must design and implement a program - wide coordinated approach that ensures the training and professional development system effectively supports the delivery and continuous improvement of high-quality services.
2. - This regulation appears in 45 CFR §1302.102(b)(1).

Source: Head Start Program Performance Standards. Training and Professional Development, 45 CFR §1302.92 (November 2016). Retrieved from <https://eclkc.ohs.acf.hhs.gov/policy/45-cfr-chap-xiii/1302-92-training-professional-development>

