



North Dakota Professional Development

Growing Futures Approved Trainer Levels

Requirements	Non-ECE Trainers	Early Childhood Education (ECE) Trainers			
	Level 0	Level 1	Level 2	Level 3	Level 4
Education	Demonstrated knowledge and skill in a specialty area that may apply to early childhood care and education (e.g. nurses, physicians, EC special education, tax/business professionals, emergency preparedness, Public Health)	Requires membership in Growing Futures Registry and Career Pathways placement			
		Minimum: Level E or above on the Growing Futures Career Pathways	Minimum: Level G or above on the Growing Futures Career Pathways	Minimum: Level H or above on the Growing Futures Career Pathways	Minimum: Level I or above on the Growing Futures Career Pathways
Training Experience (documented)	Accepted professional credentials for the specialty field such as degrees, certifications.	Minimum: 7-15 hours	Minimum: 16-24 hours	Minimum: 25+	Minimum: 25+
E. C. Experience	Demonstrated understanding of early childhood issues and group care settings	Minimum 2 years direct work with children and families			
Skills Required	<ul style="list-style-type: none"> • Specific and significant content knowledge in the topic being presented • Demonstrate ability to speak and communicate effectively and work with diverse groups • Able to handle difficult situations and questions appropriately • Committed to principles and philosophy advocated by Growing Futures 	<ul style="list-style-type: none"> • Demonstrate ability to speak and communicate effectively and work with diverse groups • Knowledgeable of DAP • Committed to best practices • Able to handle difficult situations and questions appropriately • In compliance with licensing rules (if direct care provider) • Committed to principles and philosophy advocated by Growing Futures 	<ul style="list-style-type: none"> • Demonstrate ability to speak and communicate effectively and work with diverse groups • Knowledgeable of DAP • Committed to best practices • Able to handle difficult situations and questions appropriately • In compliance with licensing rules (if direct care provider) • Committed to principles and philosophy advocated by Growing Futures • Possesses deep understanding of early childhood/child development concepts • Able to create and present in-depth activities to facilitate analysis, reflection, and critical thinking 		
Commitment to Standards	<ul style="list-style-type: none"> • Signature on Code of Ethical Conduct form, on file and renewed every two years 	<ul style="list-style-type: none"> • Signature on Code of Ethical Conduct form, on file and renewed every two years • Early Learning Guidelines training, renewed every two years • Core Competency training, renewed every two years • DAP training, renewed every two years 			
Ongoing Professional Development	<ul style="list-style-type: none"> • Complete and current Growing Futures Registry trainer application • Documented valid credentials in field of expertise 	<ul style="list-style-type: none"> • Current and complete Growing Futures Registry trainer application • Documented continuing education in field of expertise 			
Assessment Criteria	<ul style="list-style-type: none"> • Current resume or CV on file • Participant evaluations (80% positive response overall) • Self assessment, completed annually • Random and periodic peer assessment and evaluation 				
Renewal	Trainer approval must be renewed every two years.				
Training Type	As approved	License renewal	Core Competency Training	CEU CDA All Core Competency Training	CEU or College Credit CDA TOT All Core Competency Training