



CCR&R Subsidy Professional Development Packet



Welcome to Your 2025-26 Professional Development Journey!!

At CCR&R, your work matters. Every day, you support families as they make crucial decisions about child care that shape their children's futures. That's why investing in your own learning and growth is so important.

This year's Professional Development Program is designed to help you refine your skills, strengthen your calm, and grow as a trusted resource for families in New Jersey.

Start Here: The First Step for New Staff

If you're new to CCR&R Subsidy in 2025, OR if you haven't yet completed our foundational series, your first stop is Promoting Informed Child Care Choices (PICCC).

This 8-part series focuses on the core of what you do: supporting families to make informed, confident decisions. We'll cover consumer engagement, resource navigation, and strategies for working effectively with families across diverse situations.

Attendance in PICCC is strongly encouraged for:

- New Subsidy Staff joining CCR&R in 2025
- Anyone who missed previous PICCC series

PICCC Dates: Eight (8) Wednesdays, 1:30–4:00 PM

October 15, November 19, December 17, January 21, February 18, March 18, April 15, May 20

Choose Your Path: Professional Development Expert Speakers and Communities of Practice

It's time to personalize your learning.

We know you juggle multiple responsibilities and support a wide range of families. That's why we've created a choice of Expert Speakers, so you can pick the professional development experience that best matches your goals and needs this year. Expert Speakers are offered to all CCR&R Subsidy Staff and Family Engagement Specialists. Communities of Practice are offered to all CCR&R Subsidy Staff.

How It Works:

1. Pick one of the three Expert Speakers based on your goals and needs, and register on the link below.
2. Attend a dynamic Expert Speaker session of your choice.
3. Join your Community of Practice Cohort to reflect, connect, and plan how to use what you've learned in real life.

Our Mission:
The Early Childhood Leadership Institute (ECLI) at Rowan University develops and supports early childhood education professionals and leaders to build national and in-state capacity through continuous quality improvement.

As you select your professional development path, pause and reflect:

- What’s one area I’d like to grow in this year?
- What’s an area where I feel curious and ready to learn more?
- If I could press a “growth button” and instantly improve an area of my work, what would I choose?

Write down a goal in the space below and keep it handy as choose an Expert Speaker that connects with your reflection.

My Learning Goal:

Fall 2025 - Calm in the Chaos: Responding When Things Get Tough

Learn tools to help create a “culture of calm.” Explore ways to de-escalate difficult situations, respond with a centered and unbiased approach, and stay steady when challenges arise. Select a session and register using the provided link.

Calm and Connected: Trauma-Informed Partnerships for Early Learning Professionals

Dr. Julius Mullen

2 Hour | October 6, 2025 9:30-11:30 am | Register by September 22, 2025 | [Click here to register.](#)

In this workshop, professionals will identify what trauma-informed care means, discuss strategies for building trust with families, and understand the benefits for kids, parents, and staff members. Identify real-world benefits to a trauma-informed approach: helping families stay calm together, smoother transitions, stronger partnerships, healthier kids, less caregiver stress, and better morale for staff, with simple ways to notice and measure progress.

Handling Stress with Resilience

Dr. Lani Nelson-Zlupko

2 Hour | October 17, 2025 12:30-2:30 pm | Register by October 3, 2025 | [Click here to register.](#)

Stress is a constant in the workplace, fueled by growing demands and ongoing challenges. It can be heightened by the stress of colleagues and clients alike. This workshop with Dr. Lani Nelson-Zlupko introduces practical strategies for recognizing and reducing workplace stress, while growing resilience. Participants will gain simple yet powerful tools for detecting productive versus unproductive stress, employing mindfulness, self-awareness, intention-setting, time management, prioritization, and setting boundaries—key skills for managing stress and maintaining a fulfilling career.

Rapid Conflict Resolution: De-escalating Challenging Situations with a Calm, Unbiased Approach

Dr. Lani Nelson-Zlupko

2 Hour | October 30, 2025 12:45-2:45 pm | Register by October 16, 2025 | [Click here to register.](#)

This workshop provides practical strategies for resolving conflicts quickly and constructively, even in emotionally charged situations. Participants will learn Dr. Lani Nelson-Zlupko’s M.O.V.E. technique for staying calm, managing their own and others’ emotions, and using unbiased language to de-escalate tension. This training emphasizes empathy, inclusive decision-making, and redirecting conversations toward common goals, helping build trust and effective collaboration under pressure.

Calm in the Chaos: Responding When Things Get Tough Communities of Practice:

Your cohort assignment is in the welcome email.

Cohort 1

11/5/2025

9:30-11:30 am

Cohort 2

11/6/2025

9:30-11:30 am

Cohort 3

11/12/2025

9:30-11:30 am

Cohort 4

11/13/2025

9:30-11:30 am

Cohort 5

11/14/2025

9:30-11:30 am

Winter 2026 - The First Steps Matter: Supporting the Start of the Parenting Journey

Help families at the very beginning of their child's life. Learn how to recognize postpartum depression and anxiety, support new parents in understanding the value of quality early care and education programs, and smooth the transition to parenthood. Select a session and register using the provided link.

Creating a “Culture of Calm,” Using Mindfulness and Stress Reduction Tips Dr. Crystal Loose, Ed.D

2 Hour | January 13, 2026 9:30-11:30 am | Register by January 2, 2026 | [Click here to register.](#)

Parenting is a demanding role that often comes with its share of challenges and triumphs. Incorporating mindful parenting practices can create a calmer and more positive home environment, leading to stronger parent-child relationships and emotionally resilient children. In this workshop, you'll gain insights to support new parents pertaining to mindfulness and stress reduction tips. We will explore methods to create a culture of calm and mindfulness within families. The focus is on creating a space where participants can learn and grow together, improving the well-being of both parents and children by fostering a supportive environment through shared experiences and positive solutions.

Starting at Zero: Reimagining Education in America. How to Support Families in Choosing Quality Care Where Children Can Thrive Ken Livingston

2 Hour | January 16, 2026 9:30-11:30 am | Register by January 2, 2026 | [Click here to register.](#)

This session is designed to spark conversation, connection, and commitment around ensuring families have access to high-quality early care environments where children can thrive. By viewing *Starting at Zero*, we'll explore what's possible when communities and systems prioritize equity, access, and family engagement in early childhood education.

New Parent, New Path, Stressful Times: Guiding Families Through the Early Parenting Journey During Postpartum Mental Health Dr. Julius Mullen

2 Hour | January 26, 2026 9:30-11:30 am | Register by January 12, 2026 | [Click here to register.](#)

This practical workshop helps early learning professionals understand postpartum depression and anxiety, learn to recognize signs, and know how to support families in a kind and compassionate manner. Attendees will gain simple communication strategies, know how to connect families with care, and learn ways to take care of themselves while supporting new parents.

The First Steps Matter: Supporting the Start of the Parenting Journey Communities of Practice

Your cohort assignment is in the welcome email.

Cohort 1

2/4/2026

9:30-11:30 am

Cohort 2

2/5/2026

9:30-11:30 am

Cohort 3

2/6/2026

9:30-11:30 am

Cohort 4

2/12/2026

9:30-11:30 am

Cohort 5

2/13/2026

9:30-11:30 am

Spring 2026 - The Centered Path: Purpose and Productivity

Refocus on what matters most. These sessions will help you manage your energy (not just your time), avoid burnout, and reconnect with your professional purpose, so you can keep doing meaningful work without losing yourself in the process. Select a session and register using the provided link.

Purpose: Connecting with Your Purpose and Community

Whitney Williams, Ed.D

2 Hour | March 6, 2026 9:30-11:30 am | Register by February 20, 2026 | [Click here to register.](#)

This interactive workshop helps staff reconnect with what matters most—personally and professionally. Through guided reflection and practical strategies, participants will explore their “why,” clarify their purpose, and learn how to align daily actions with meaningful outcomes. Together, we’ll focus on managing energy rather than just time, cultivating resilience, and building supportive community connections. Attendees will leave with tools to stay grounded, avoid burnout, and sustain both productivity and fulfillment.

Staying Focused on What Matters Most: Keeping Your Purpose

Susan Lewis M.Ed.

2 Hour | March 11, 2026 9:30-11:30 am | Register by February 25, 2026 | [Click here to register.](#)

In a field that demands so much of our time, energy, and heart, staying connected to your purpose while managing competing priorities isn’t a luxury—it’s essential. This session is designed for professionals who support families, early childhood programs, and children across a range of services. We’ll explore how to create sustainable work rhythms, habits, and systems that align with your values, protect your energy, and help you stay focused on what truly matters. Whether you’re juggling caseloads, guiding a team, or simply trying to make it through the week without burning out, this session offers practical, immediately useful tools to support your well-being and productivity. You’ll leave with a personalized action plan, simple planning and reflection tools, and strategies you can implement right away, rooted in both research and real-life experience.

Purpose and Productivity: Managing Your Energy and Letting Go of Perfectionism

Jane Ann Benson

2 Hour | March 24, 2026 9:30-11:30 am | Register by March 10, 2026 | [Click here to register.](#)

Join Early Childhood Coach JaneAnn Benson to explore how we can connect with purpose as we keep productive. Using research to inform and extend current practice while sharing specific strategies and ideas that can move us toward our goals. We will also navigate barriers such as perfectionism that gets in our way.

The Centered Path: Purpose and Productivity Communities of Practice

Your cohort assignment is in the welcome email.

Cohort 1

4/16/2026

9:30-11:30 am

Cohort 2

4/17/2026

9:30-11:30 am

Cohort 3

4/22/2026

9:30-11:30 am

Cohort 4

4/23/2026

9:30-11:30 am

Cohort 5

4/24/2026

9:30-11:30 am

Opportunities for Supervisors

We offer specialized learning for Supervisors, including four Communities of Practice sessions and a leadership-focused Expert Speaker.

If you are a new supervisor, you'll have a dedicated session to build connections and explore strategies for success.

New Supervisor Session | October 1, 2025 | 1:30 – 3:30 PM

Welcome to your role as a supervisor! This session will introduce you to the professional development opportunities available for your staff and how you can support their growth and success.

Supervisor Expert Speaker: Supporting Staff in Conflict Resolution Dr. Lani Nelson-Zlupko

2 Hour | October 3, 2024 | 12:30-2:30 pm

This workshop equips supervisors with top strategies for resolving conflicts quickly and constructively, even in emotionally charged situations. Participants will learn Dr. Lani Nelson-Zlupko's M.O.V.E. technique for staying calm, managing their own and others' emotions, and using unbiased language to de-escalate tension. This training emphasizes empathy, inclusive decision-making, and redirecting conversations toward common goals, helping build trust and effective collaboration under pressure. Attendees will learn not only to adopt these strategies but to model and coach them in those they lead.

Supervisor Communities of Practice:

Join fellow supervisors in this supportive Community of Practice designed to connect, reflect, and grow together. These sessions offer a space to share experiences, explore leadership strategies, and focus on positively supporting your staff.

CoP 1

11/20/2025
1:30-3:30 pm

CoP 3

3/26/2026
1:30-3:30 pm

CoP 2

1/22/2026
1:30-3:30 pm

CoP 4

5/14/2026
1:30-3:30 pm

We're Excited to Learn With You!

Here is our chance to grow together, build community, and support each other in doing meaningful, impactful work. We look forward to seeing you in sessions throughout the year!

Your Time and Voice Matter

We believe professional development is most powerful when it's shared, when we show up, learn together, and bring our voices and experiences to the table. That's why we strongly encourage you to prioritize attendance at your chosen sessions and Community of Practice Cohort.

We understand that unexpected things come up. If you are unable to attend your assigned cohort, please let us know before the sessions begin. We'll do our best to help you join another cohort, so you can still participate fully and stay connected to the learning community.

Reflective Session Template

At the conclusion of each Expert Speaker session, please take 5 minutes to reflect and respond to the questions provided. This practice supports meaningful reflection and promotes the long-term application of newly learned strategies. Kindly bring this to your Community of Practice.

- What is something from your recent PD activity that you want to implement in your current practice?
- What would be the first steps toward implementation?
- What from your recent PD activity do you want to think more about?
- What questions do I have after this PD experience?
- Notes:

Keep all of your reflections and notes from your PD trainings in one place!

[Download a printable
Notes & Reflection
Journal here.](#)

Learning in the world of AI

This year, ECLI is embracing the theme, “Learn Bravely, Innovate Boldly”, for both its own staff and participants engaging in various PD activities across the different roles served. In order for us all to learn bravely, we are committed to protecting the communities we have worked to create and spaces where participants can feel brave to take risks and benefit most from the learning activities prepared. As such, ECLI refrains from utilizing AI apps where participation data is shared. This includes the recording of training, aside from those ECLI records and are marketed as such (i.e. virtual workshops).

Calendar of Events

October 2025

Wednesday, October 1 | New Supervisor Session | 1:30 - 3:30 pm

Friday, October 3 | *Supervisor Expert Speaker Session: Supporting Staff in Conflict Resolution* | 12:30 - 2:30 pm

Mon., October 6 | *Calm and Connected: Trauma-Informed Partnerships for Early Learning Professionals* | 9:30-11:30 am

Wednesday, October 15 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

Friday, October 17 | *Handling Stress with Resilience* | 12:30 - 2:30 pm

Thursday, October 30 | *Rapid Conflict Resolution* | 12:45 - 2:45 pm

November 2025

Wednesday, November 5 | Cohort 1 Community of Practice | 9:30 - 11:30 am

Thursday, November 6 | Cohort 2 Community of Practice | 9:30 - 11:30 am

Wednesday, November 12 | Cohort 3 Community of Practice | 9:30 - 11:30 am

Thursday, November 13 | Cohort 4 Community of Practice | 9:30 - 11:30 am

Friday, November 14 | Cohort 5 Community of Practice | 9:30 - 11:30 am

Wednesday, November 19 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

Thursday, November 20 | Supervisor Community of Practice | 1:30 - 3:30 pm

December 2025

Wednesday, December 17 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

January 2026

Tuesday, January 13 | *Creating a “Culture of Calm,” Using Mindfulness and Stress Reduction Tips* | 9:30 - 11:30 am

Friday, January 16 | *“Starting at Zero: Reimagining Education in America” Film: How to Support Families in Choosing Quality Care Where Children Can Thrive* | 9:30 - 11:30 am

Wednesday, January 21 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

Thursday, January 22 | Supervisor Community of Practice | 1:30 - 3:30 pm

Monday, January 26 | *New Parent, New Path, Stressful Times: Guiding Families Through the Early Parenting Journey During Post Partum Mental Health* | 9:30 - 11:30 am

February 2026

Wednesday, February 4 | Cohort 1 Community of Practice | 9:30 - 11:30 am

Thursday, February 5 | Cohort 2 Community of Practice | 9:30 - 11:30 am

Friday, February 6 | Cohort 3 Community of Practice | 9:30 - 11:30 am

Thursday, February 12 | Cohort 4 Community of Practice | 9:30 - 11:30 am

Friday, February 13 | Cohort 5 Community of Practice | 9:30 - 11:30 am

Wednesday, February 18 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

March 2026

Friday, March 6 | *Connecting with Your Purpose and Community* | 9:30 - 11:30 am

Wednesday, March 11 | *Staying Focused on What Matters Most* | 9:30 - 11:30 am

Wednesday, March 18 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

Tuesday, March 24 | *Managing Energy, Avoiding Burnout, and Letting Go of Perfectionism* | 9:30 - 11:30 am

Wednesday, March 26 | Supervisor Community of Practice | 1:30 - 3:30 pm

April 2026

Wednesday, April 15 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

Thursday, April 16 | Cohort 1 Community of Practice | 9:30 - 11:30 am

Friday, April 17 | Cohort 2 Community of Practice | 9:30 - 11:30 am

Wednesday, April 22 | Cohort 3 Community of Practice | 9:30 - 11:30 am

Thursday, April 23 | Cohort 4 Community of Practice | 9:30 - 11:30 am

Friday, April 24 | Cohort 5 Community of Practice | 9:30 - 11:30 am

May 2026

Thursday, May 14 | Supervisor Community of Practice | 1:30 - 3:30 pm

Wednesday, May 20 | *Promoting Informed Child Care Choices* (New Staff) | 1:30 - 4:00 pm

Wednesday, May 27 | Makeup Day