

**Choose your path.
Build your practice.
Strengthen your
impact.**

**2026-2027
Professional Learning
for NJ CCR&R
Subsidy Staff**



Welcome to Your 2026-27 Professional Development Journey!!

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

This year's Professional Development Program is designed to help you strengthen collaboration, protect your capacity, and communicate with deeper trust, repair, and influence as a resource for families, providers, colleagues, and communities across New Jersey.

Start Here: The First Step for New Staff

If you are new to CCR&R Subsidy in 2026, or if you have not 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 will 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 2026 and anyone who missed previous PICCC series.

PICCC Dates: Thursdays 9:00 -11:30 AM

October 15, November 19, December 17, January 14, February 18, March 18, April 22, May 13

Choose Your Path: Expert Speakers and Communities of Practice

This is your chance to personalize your learning. We know you juggle multiple responsibilities and support a wide range of families. That is why we have 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 and Communities of Practice are offered to all CCR&R Subsidy Staff.

1. Pick one of the three Expert Speakers for each topic area based on your goals and needs, and register using the provided link.
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 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.

Pause and Reflect

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 you choose an expert speaker that connects with your reflection.

My Learning Goal:

Fall – Better Together: Building the Conditions for Collective Success

Teamwork is more than cooperation. It is the climate, trust, shared purpose, and everyday habits that help people do meaningful work together. This fall, we invite you to explore what makes teams feel supportive, aligned, and resilient, especially in complex work where you are balancing family needs, program expectations, changing systems, and internal responsibilities. Sessions will help you move beyond “getting along” toward building shared ownership, mutual accountability, and a stronger sense of “we.” Leave with practical ways to contribute to a team culture where people communicate clearly, support one another, navigate challenges constructively, and stay connected to common goals. Select a session and register using the provided link.

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.

Teamwork, Power, & Accountability: Your Role in Collaborative Teams

Jennifer Clement

2 Hour | October 13, 2026 9:30-11:30 AM | Register by September 29, 2026 | [Click here to register.](#)

Better Together begins with the everyday choices we make to communicate, collaborate, and support one another. Strong teams are built through trust, shared purpose, clear communication, and accountability - not simply by working alongside one another. This interactive virtual workshop explores the conditions that help teams thrive, even in complex, fast-paced work environments. Participants will examine how communication styles, work habits, the use of power, and individual accountability influence team culture and collective success. Through engaging discussions, reflection, and practical activities, attendees will identify strategies to strengthen trust, improve collaboration, navigate challenges constructively, and contribute to a workplace where everyone shares responsibility for creating a positive, resilient team.

The “We Can” Attitude: Building a Positive, Solution-Focused Team Culture

Ken Livingston

2 Hour | October 23, 2026 9:30 -11:30 AM | Register by October 9, 2026 | [Click here to register.](#)

A strong team culture is built on trust, communication, shared accountability, and the belief that challenges can be solved together. This interactive professional development session will help participants explore how individual attitudes influence team performance and how shifting from an “I Can” mindset to a “We Can” culture fosters collaboration, resilience, and collective success. Participants will examine common workplace challenges, identify barriers to effective teamwork, and practice practical strategies that strengthen communication, problem-solving, and mutual support. Through discussion, reflection, and collaborative activities, participants will leave with actionable tools to help cultivate a workplace where every team member contributes to positive outcomes.

From Purpose to Partnership: Building Stronger Teams Through Shared Purpose

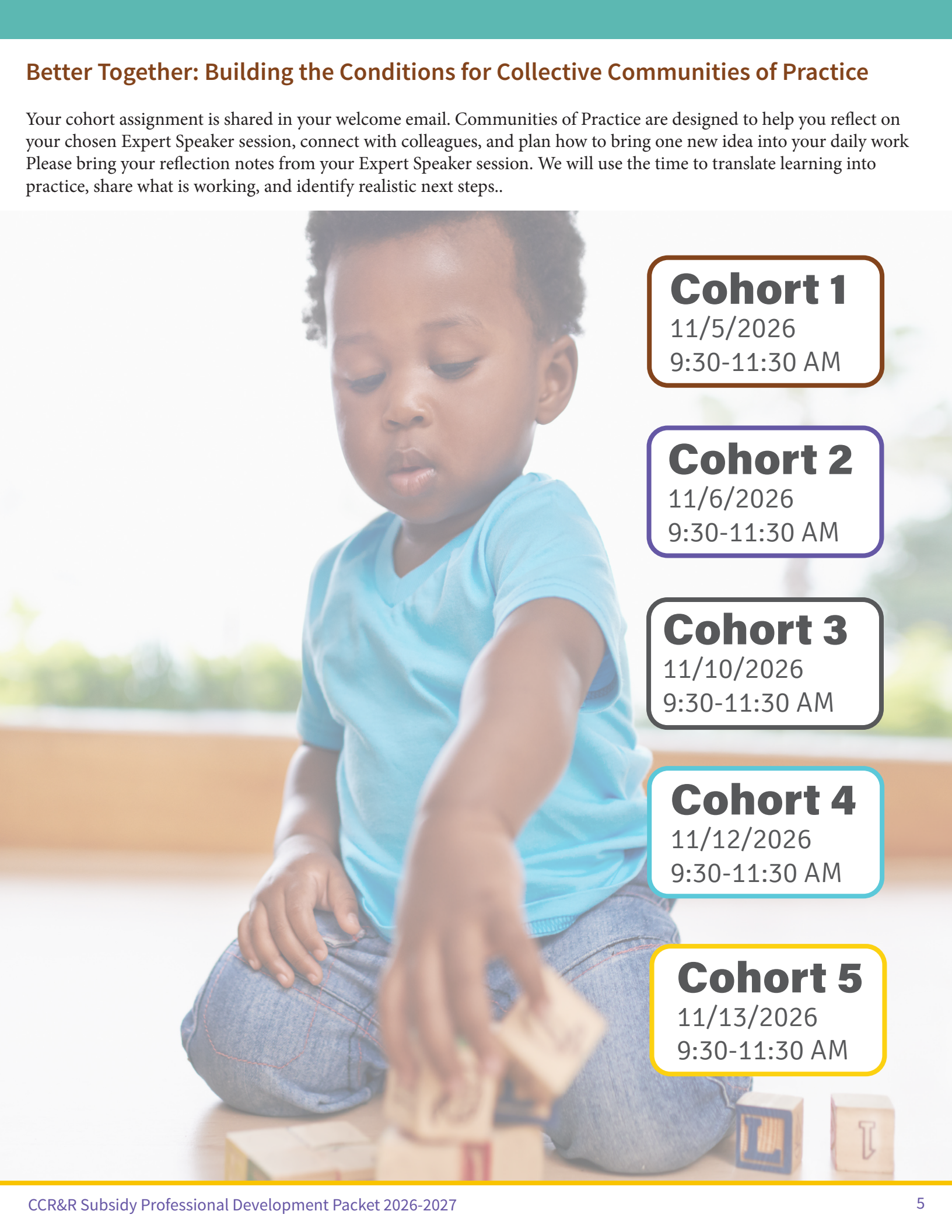
Dr. Whitney Williams

2 Hour | October 29, 2026 9:30 -11:30 AM | Register by October 15, 2026 | [Click here to register.](#)

In this engaging and reflective session, Dr. Whitney Williams will guide participants in reflecting on their individual “why” and discovering how personal purpose becomes a catalyst for stronger partnerships. As participants connect their unique motivations, strengths, and values to the shared goals of their team and organization, they will explore how clarity of purpose creates deeper collaboration, strengthens trust, reduces silos, and fosters a workplace culture where people feel seen, valued, and motivated to work together. Participants will gain practical strategies for transforming individual purpose into collective action, helping teams build stronger relationships, communicate more effectively, navigate challenges collaboratively, and create the conditions for lasting success. Participants will leave with actionable tools to align their personal purpose with their team’s mission, strengthen workplace partnerships, and intentionally contribute to a resilient, purpose-driven culture where everyone can thrive.

Better Together: Building the Conditions for Collective Communities of Practice

Your cohort assignment is shared in your welcome email. Communities of Practice are designed to help you reflect on your chosen Expert Speaker session, connect with colleagues, and plan how to bring one new idea into your daily work. Please bring your reflection notes from your Expert Speaker session. We will use the time to translate learning into practice, share what is working, and identify realistic next steps..



Cohort 1

11/5/2026

9:30-11:30 AM

Cohort 2

11/6/2026

9:30-11:30 AM

Cohort 3

11/10/2026

9:30-11:30 AM

Cohort 4

11/12/2026

9:30-11:30 AM

Cohort 5

11/13/2026

9:30-11:30 AM

Winter - The Capacity to Care: Protecting Energy in Purpose-Driven Work

CCR&R professionals know the importance of wellness and self-care, but the challenge is often turning that knowledge into sustainable daily practice within demanding work environments. These sessions go beyond basic self-care strategies to explore new topics that help people stay well while continuing to serve others. You will leave with deeper insight into what drains and restores you, along with practical strategies to protect your capacity, reduce burnout patterns, and sustain your purpose without losing yourself in the work. Select a session and register using the provided link.

Habit Stacking for Success: Setting a Goal and Sticking to It

Dr. Lani Nelson-Zlupko

2 Hour | January 7, 2027 9:30 -11:30 AM | Register by December 21, 2026 | [Click here to register.](#)

We all know we need to prioritize ourselves and our personal goals to prevent burnout. So why do so many people struggle to follow through on what they intend to do? This workshop explores the science of goal setting, motivation, procrastination, negotiation, and achievement - what gets in the way of success, and how simple, sustainable habits can help us move forward. Dr. Lani Nelson-Zlupko will guide attendees through current research on habit stacking and offer practical strategies for linking small behaviors together to build momentum and create meaningful change. Attendees will leave with tools they can use in their own lives and model with the coworkers and families they support.

CommuniCare™: Maintaining Wellbeing through Connection, Community, and Compassion in the Workplace

Kyma Fulgence

2 Hour | January 19, 2027 9:30 -11:30 AM | Register by January 5, 2027 | [Click here to register.](#)

Self-care is too often treated as an individual task - something to squeeze in alone, after hours, disconnected from the rest of professional life. CommuniCare™ challenges that assumption. This virtual training reframes wellbeing as a shared practice that thrives in community, not isolation. Participants will explore what it means to build genuine connection, accountability, and compassion into their daily professional lives - and how those practices extend far beyond any single role or field. Through interactive virtual discussion, breakout collaboration, and guided reflection, participants will learn how to identify accountability partners, contribute to school-wide or organization-wide wellness initiatives, and cultivate a culture where health and wellbeing are collective priorities rather than individual burdens.

Joy Belongs Where You Are: A Reset for Purpose, Energy, and Alignment

Dr. Nefertiti Poyner

2 Hour | January 21, 2027 9:30 -11:30 AM | Register by January 7, 2027 | [Click here to register.](#)

Child Care Resource and Referral is work rooted in relationships, purpose, and care. Each day, CCR&R professionals show up for children, families, colleagues, and communities. Yet even the most meaningful work requires attention to the energy and well-being of the adults doing it. You are invited to join Dr. Nefertiti Poyner in an interactive professional learning experience where CCR&R professionals will begin to move beyond viewing joy and well-being as something separate from their work and begin exploring how joy can be intentionally created, protected, and practiced within their daily experiences. Participants will leave with renewed clarity, practical strategies, and a personalized commitment to sustaining their energy, protecting their capacity, and reconnecting with the joy and purpose that brought them to this important work. Joy is not something we wait to discover when everything becomes easier. Joy belongs where we are.

The Capacity to Care: Protecting Energy in Purpose Driven Work Communities of Practice

Your cohort assignment is shared in your welcome email. Communities of Practice are designed to help you reflect on your chosen Expert Speaker session, connect with colleagues, and plan how to bring one new idea into your daily work.

Please bring your reflection notes from your Expert Speaker session. We will use the time to translate learning into practice, share what is working, and identify realistic next steps.

Cohort 1

2/2/2027

9:30-11:30 AM

Cohort 2

2/4/2027

9:30-11:30 AM

Cohort 3

2/9/2027

9:30-11:30 AM

Cohort 4

2/11/2027

9:30-11:30 AM

Cohort 5

2/12/2027

9:30-11:30 AM

Spring - Beyond the Message: Communication That Builds Trust, Repair, and Influence

Because CCR&R professionals have already received significant training on communication, this bucket is designed to go deeper than foundational skills like active listening or clear messaging. Sessions explore the less visible layers of communication: repair, power dynamics, generational differences, and communication under pressure. This bucket asks you to consider not only what you say, but what your communication creates - clarity or confusion, connection or distance, safety or defensiveness, momentum or avoidance. You will leave with advanced strategies for communicating with greater intention, navigating difference and tension, repairing breakdowns, and strengthening relationships with colleagues, families, providers, and partners. Select a session and register using the provided link.

The Power of Repair: Restoring Trust Through Courageous Communication

Dr. Whitney Williams, Ed.D.

2 Hour | March 9, 2027 9:30-11:30 AM | Register by February 23, 2027 | [Click here to register.](#)

Communication is not measured by what we intended to say, but by the relationships it creates and sustains. Even the strongest professionals experience moments of misunderstanding, tension, missed expectations, or unintended harm. The difference is not whether conflict occurs, but how we respond when it does. In this thought-provoking and interactive session, Dr. Williams invites participants to move beyond traditional communication strategies and explore one of the most powerful, yet often overlooked, leadership skills: repair. Participants will examine how intentional communication can restore trust, strengthen relationships, and create psychological safety after moments of disconnection. Through reflection, real-world scenarios, and practical tools, participants will learn how to acknowledge impact without defensiveness, clarify intent with humility, navigate difficult conversations with confidence, and rebuild partnerships rooted in mutual respect and accountability. Whether communicating with colleagues, families, providers, or community partners, participants will be equipped with practical language and relationship-centered strategies that transform communication from simply exchanging information into an opportunity to deepen trust, repair connection, and strengthen influence.

Communication Across Generations

Erin Nescott, M.S.

2 Hour | March 11, 2027 9:30-11:30 AM | Register by February 25, 2027 | [Click here to register.](#)

Communication across generations is the ability to understand and communicate effectively with people of different age groups, such as children, parents, guardians, grandparents, and colleagues. Each generation or age cohort has different baseline experiences, values, and communication styles that influence how they approach situations. High-quality and effective communication includes using empathy, showing respect, being as patient as possible, and adapting your message so it is clear and meaningful. Strong intergenerational communication helps build trust, strengthen relationships, and create positive environments at home, school, and in the workplace. Participants will explore key strategies to improve intergenerational communication to empower an elevated level of service, sharing the care of our youngest generation to the best of our ability.

Professional Image and Etiquette: Communicating More Efficiently and Effectively with Colleagues and Clients

Dr. Lani Nelson-Zlupko

2 Hour | March 19, 2027 9:30-11:30 AM | Register by March 5, 2027 | [Click here to register.](#)

Your words, tone, and presence shape how others perceive your professionalism, credibility, and intentions. Within moments, colleagues and clients decide whether they can trust you, collaborate with you, or question your approach. While it may take years to build expertise and earn respect in your field, a single conversation can strengthen—or undermine—your integrity and professional image. In this deep-dive workshop, Dr. Nelson-Zlupko breaks down the power of words, facial cues, body language, and tone into practical dos and don'ts that can influence the most important moments of your career. Attendees will explore how to communicate with greater confidence, clarity, and composure in high-stakes, high-pressure conversations. Participants will learn the three dimensions of self-awareness needed to manage professional interactions effectively, and they will practice cultivating and presenting the best version of themselves, so they are prepared when communication matters most.

Beyond the Message: Communication That Builds Trust, Repair, and Influence Communities of Practice

Your cohort assignment is shared in your welcome email. Communities of Practice are designed to help you reflect on your chosen Expert Speaker session, connect with colleagues, and plan how to bring one new idea into your daily work.

Please bring your reflection notes from your Expert Speaker session. We will use the time to translate learning into practice, share what is working, and identify realistic next steps.

Cohort 1

4/6/27

9:30-11:30 AM

Cohort 2

4/8/2027

9:30-11:30 AM

Cohort 3

4/9/2027

9:30-11:30 AM

Cohort 4

4/13/2027

9:30-11:30 AM

Cohort 5

4/15/2027

9:30-11:30 AM

Opportunities for Supervisors

We offer specialized learning for Supervisors, including Communities of Learners and a leadership-focused Expert Speaker session. This learning is designed to support supervisors as they shape team culture, model shared accountability, and create the conditions where staff can communicate clearly, collaborate effectively, and feel supported in their work.

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

New Supervisor Session | October 2, 2026 | 9:30 – 11:30 AM

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

Teamwork, Power, & Accountability: Creating the Conditions for Team Success (Supervisor Session)

Jennifer Clement

2 Hour | October 6, 2026 | 9:30-11:30 AM

Supervisors play a critical role in shaping the culture of their teams. The everyday choices they make - from setting expectations and communicating clearly to building trust, providing feedback, and modeling accountability - create the conditions that influence collaboration, engagement, and team success. In this interactive virtual workshop, supervisors will explore how their leadership behaviors shape team dynamics and workplace culture. Participants will reflect on how communication, trust, psychological safety, and shared accountability contribute to high-performing teams while identifying practical strategies for strengthening relationships, addressing challenges constructively, and fostering an environment where employees feel supported, connected, and empowered to succeed.

Supervisor Communities of Practice:

Join fellow supervisors in this supportive Community of Learners 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

12/1/2026
9:30-11:30 AM

CoP 3

1/26/2027
9:30-11:30 AM

CoP 2

3/23/2027
9:30-11:30 AM

CoP 4

5/18/2027
9:30-11:30 AM

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 is shared - when we show up, learn together, and bring our voices and experiences to the table. That is 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 will 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:

**Download a printable
Notes & Reflection
Journal here.**

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

Learning in the World of AI

ECLI is 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, such as virtual workshops.

Calendar of Events

October 2026

Friday, October 2 | New Supervisor Session | 9:30-11:30 AM

Tuesday, October 6 | Supervisor Expert Speaker Session: *Teamwork, Power, & Accountability: Creating the Conditions for Team Success* | 9:30 - 11:30 AM

Tuesday, October 13 | *Teamwork, Power, & Accountability: Your Role in Collaborative Teams* | 9:30 - 11:30 AM

Thursday, October 15 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

Friday, October 23 | *The “We Can” Attitude: Building a Positive, Solution-Focused Team Culture* | 9:30 - 11:30 AM

Thursday, October 29 | *From Purpose to Partnership: Building Stronger Teams Through Shared Purpose* | 9:30 - 11:30 AM

November 2026

Thursday, November 5 | Cohort 1 Community of Practice | 9:30 - 11:30 AM

Friday, November 6 | Cohort 2 Community of Practice | 9:30 - 11:30 AM

Tuesday, November 10 | Cohort 3 Community of Practice | 9:30 - 11:30 AM

Thursday, November 12 | Cohort 4 Community of Practice | 9:30 - 11:30 AM

Friday, November 13 | Cohort 5 Community of Practice | 9:30 - 11:30 AM

Thursday, November 19 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

December 2026

Tuesday, December 1 | Supervisor Community of Practice 1 | 9:30 - 11:30 AM

Thursday, December 17 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

January 2027

Thursday, January 7 | *Habit Stacking for Success: Setting a Goal and Sticking to It* | 9:30 - 11:30 AM

Thursday, January 14 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

Tuesday, January 19 | *CommuniCare™: Maintaining Wellbeing through Connection, Community, and Compassion in the Workplace* | 9:30 - 11:30 AM

Thursday, January 21 | *Joy Belongs Where You Are: A Reset for Purpose, Energy, and Alignment* | 9:30 - 11:30 AM

Tuesday, January 26 | Supervisor Community of Practice 2 | 9:30 - 11:30 AM

February 2027

Tuesday, February 2 | Cohort 1 Community of Practice | 9:30 - 11:30 AM

Thursday, February 4 | Cohort 2 Community of Practice | 9:30 - 11:30 AM

Tuesday, February 9 | Cohort 3 Community of Practice | 9:30 - 11:30 AM

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

Friday, February 12 | Cohort 5 Community of Practice | 9:30 - 11:30 AM

Thursday, February 18 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

March 2027

Tuesday, March 9 | *The Power of Repair: Restoring Trust Through Courageous Communication* | 9:30 - 11:30 AM

Thursday, March 11 | *Communication Across Generations* | 9:30 - 11:30 AM

Thursday, March 18 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

Friday, March 19 | *Professional Image and Etiquette: Communicating More Efficiently and Effectively with Colleagues and Clients* | 9:30 - 11:30 AM

Tuesday, March 23 | Supervisor Community of Practice 3 | 9:30 - 11:30 AM

April 2027

Tuesday, April 6 | Cohort 1 Community of Practice | 9:30 - 11:30 AM

Thursday, April 8 | Cohort 2 Community of Practice | 9:30 - 11:30 AM

Friday, April 9 | Cohort 3 Community of Practice | 9:30 - 11:30 AM

Tuesday, April 13 | Cohort 4 Community of Practice | 9:30 - 11:30 AM

Thursday, April 15 | Cohort 5 Community of Practice | 9:30 - 11:30 AM

Thursday, April 22 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

May 2027

Thursday, May 13 | *Promoting Informed Child Care Choices* (New Staff) | 9:00 – 11:30 AM

Tuesday, May 18 | Supervisor Community of Practice 4 | 9:30 - 11:30 AM

Friday, May 21 | Makeup Day