



A message from the TARSS team

Why do so many of us fail to keep our New Year's resolutions? [The reasons are varied](#), but they can have to do with choosing goals that are not [S.M.A.R.T.](#) (specific, measurable, achievable, realistic and time-bound) enough. So what about when pick a good goal, but we still don't follow through? Maybe it's like this old joke:

Q: How many psychiatrists does it take to change a lightbulb?

A: Only one, but the lightbulb has to want to change.

Sometimes we think we know what we "should" do, but we don't have a good reason to do it—at least not a reason that's truly meaningful to us. For example, many of us make resolutions related to physical health. But what do we want to get fit *for*? We are more likely to work towards goals when we put a solid rationale behind them: *I will work out because I want to hike the Superior Hiking Trail* or *because I want to play pickleball with my friend* or *because I want to teach my children to ski*.

And finally, if and when we do fail, is that truly a problem? [Many people achieve partial success](#) with their New Year's resolutions. That's worth a lot. Maybe more of us should resolve to embrace imperfection.

New translations of Minnesota's Knowledge and Competency Framework for trainers

Minnesota's Knowledge and Competency Framework (KCF) for trainers is a comprehensive description of trainer competencies on which to base training of trainers, trainer observation, or trainer evaluation. The framework is designed to support the work of trainers who train Minnesota's early childhood and school age care practitioners. The KCF for trainers is now available in English, Somali, and Spanish.

[Download the trainer KCF](#)

SAVE THE DATE!
2024 TRAINER AND
RBPD SYMPOSIUM
APRIL 25-27 at
RUTTGER'S BAY
LAKE LODGE

Center for Early Education
and Development

UNIVERSITY OF MINNESOTA



Watch this space for more Symposium information coming soon, and start practicing those vocal warm-ups because karaoke is back again this year!

- Enjoy a great lineup of speakers and sessions

- Network with other trainers and RBPB professionals
- Registration opens in March!



New RBPB Credential cohorts launching in 2024

The [RBPB Credential](#) is a 45-hour Develop-approved training program for coaches, consultants, and mentors partnering with early childhood professionals.

Participants gain the knowledge and skills necessary to put Relationship-Based Professional Development (RBPB) into practice.

Take a look at our [new FAQ](#) to find out if the RBPB Credential is right for you, or reach out to tarss@umn.edu to learn more.

Trainer Observation and Coaching Program

TARSS' Trainer Observation and Coaching program is intended to ensure a consistent, high-quality training experience for Minnesota's early care and education workforce by observing trainers in the field during training sessions. **Trainers will receive strengths-based feedback from qualified observers who will use a rubric to determine effectiveness. This is a free program for approved trainers completing training in Minnesota.**

We encourage trainers at any stage of their training career to request an observation. The Trainer Observation and Coaching Program is meant to provide trainers with an objective look at their training practices, using a tool designed with the indicators and competencies available in the Minnesota Knowledge and Competency Framework for Trainers.

You may choose to use the resulting feedback privately to support reflection and professional growth, or you may choose to request coaching following your observation for additional support in goal setting, skill building, and reflection. This program is entirely focused on personal reflection and professional development and will not impact hiring or trainer approval practices.

[Request an observation today!](#)



Introduction to Trainer Competencies and Observation

Cost: free
2 clock hours, self-paced online

This free course is for early childhood professionals who wish to become trainers or for trainers who are renewing their membership. Participants will learn about Minnesota's Knowledge and Competency Framework for Trainers. They will discover the benefits of self-assessment as well as observation and improvement tools. The course will also explore the links between competencies and observation items.

[Learn more and register](#)

Course Writer Membership required courses

[Minnesota Course Writer Orientation Module](#)

Cost: Free

This free course is for early education professionals with a Career Lattice Step 9d or higher who would like to become course writers. Course writers write approved trainings in the early education field.

[Register](#)

[Course Writer: Design Skills](#)

Cost: \$100

This 3-hour course is a live online event. It is required for Course Writer Membership.

[Learn more and register](#)

[Course Writer: Crafting and Drafting a Course](#)

Cost: \$100

This three-hour course is a live online event. It is required for Course Writer Membership.

[Learn more and register](#)

Did you know we also offer a combined, in-person version of Course Writer: Design Skills AND Crafting and Drafting a Course? Follow the link to either of the individual courses above and scroll down to find upcoming dates.

Trainer Orientations

[Minnesota Trainer Orientation Module 1](#) and [Module 2](#)

Cost: Free

2 clock hours, self-paced online, no prerequisites

These free, on-demand courses are for individuals who would like to become an approved trainer in Minnesota and for those who are renewing their Trainer Membership.

[Learn more and register for Module 1](#)

[Learn more and register for Module 2](#)

Adult Learning Modules

Adult Learning Modules 1 and 2 help trainers meet the 12 hours of training about adult learning required for trainer approval in Minnesota. You must complete both modules to meet this requirement.

[Adult Learning Module 1: Delivery Skills](#) and [Module 2: Design Skills](#)

- Offered in person or online with live Zoom sessions
- 6 hours Develop-approved in person (8 hours online)
- Cost: Live or work in Minnesota: \$100. Professionals outside of Minnesota: \$200

[Learn more and register for Module 1](#)

[Learn more and register for Module 2](#)

Resource refresh

The Center for Applied Research and Educational Improvement at the University of Minnesota [released a report and a guide](#) discussing evaluating students' skills beyond their academic achievements. ***Beyond the Basics: Lessons from Innovative Schools on Evaluating Student Learning*** shares case studies from schools and districts. ***Evaluating Student Learning "Beyond the Basics"*** is a guide for PreK-12 leaders interested in exploring alternative approaches to

What we're reading

- [Stop Serving the Compliment Sandwich](#) (Adam Grant)
- [Theory of Change of Early Care and Education Leadership for Quality Improvement](#) (Office of Planning, Research and Evaluation)
- [A Happier New Year in Five Minutes a Day](#) (Techno Sapiens)

evaluating student learning.

Get in touch! Email us at tarss@umn.edu or call 612-624-5708.

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