

Welcome to the Texas Early Childhood Trainer Competency-Based Recognition Pathway!



In this introduction, trainers will review...

- An Overview of the Texas Early Childhood Trainer Competency-Based Pathway
- Benefits of participation
- Participation Guidelines
- Tips for Uploading Submissions
- How to receive support



TX Early Childhood Trainer Competency Pathway



Trainer Core Competency Area 1 :
Adult Learning Theory

Micro-Credential



Trainer Core Competency Area 2:
Training Delivery and Methodologies
that Facilitate Learning

Micro-Credential



Trainer Core Competency Area 3:
Transfer of Learning

Micro-Credential



Trainer Core Competency Area 4:
Training Content Development

Micro-Credential



Trainer Core Competency Area 5:
Monitoring and Evaluating Training
Effectiveness

Micro-Credential



Trainer Core Competency Area 6:
Characteristics of Effective Trainers

Micro-Credential

Overview

By participating in the Texas Early Childhood Trainer Competency-Based Pathway, you will receive **visual and digital recognition** of the competencies that a trainer demonstrates.

Once you demonstrate each competency in the pathway, you will receive a Trainer Credential, a digital certification indicating that the trainer has fulfilled all trainer competencies.

Trainer Micro-Credentials

Micro-credentials provide learners with professional development acknowledgment for competencies developed throughout their careers

- Competency-based
- Based on evidence/demonstration of practice
- Scored against a defined rubric
- Personalized and self-directed
- Research-backed



Trainer Action Badges

A trainer action badge is issued when a trainer demonstrates a specific trainer competency.



Trainer Micro-Credential Badge

When every trainer action badge is issued...



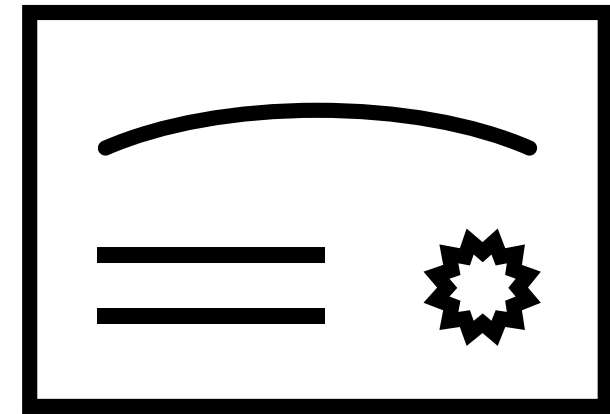
A Trainer Micro-Credential Badge is issued.



Trainer Micro-Credential

When every Trainer Micro-Credential Badge is issued...

A Trainer Credential is issued.

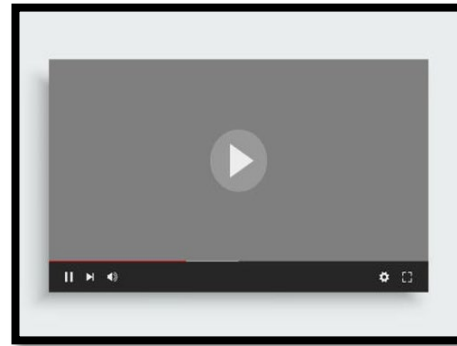


Trainer Submissions

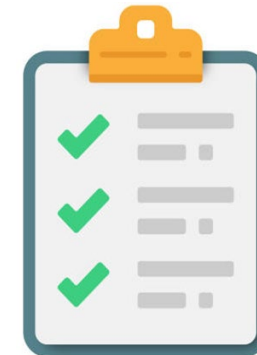
Trainers demonstrate trainer competencies by completing a knowledge exam and by uploading submissions. Submissions are documents and videos of what the trainer does to prepare, facilitate, and evaluate a specific training.



Knowledge exam



Video demonstrations



Documentation



TX Early Childhood Trainer Competency Pathway



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Trainer Core Competency Area 6:
Characteristics of Effective Trainers

Micro-Credential

Benefits of Participation

Professional Recognition

Trainers are encouraged to showcase Trainer Micro-Credential Badges in various formats to receive professional recognition.



Training
Certificates



LinkedIn
Profiles



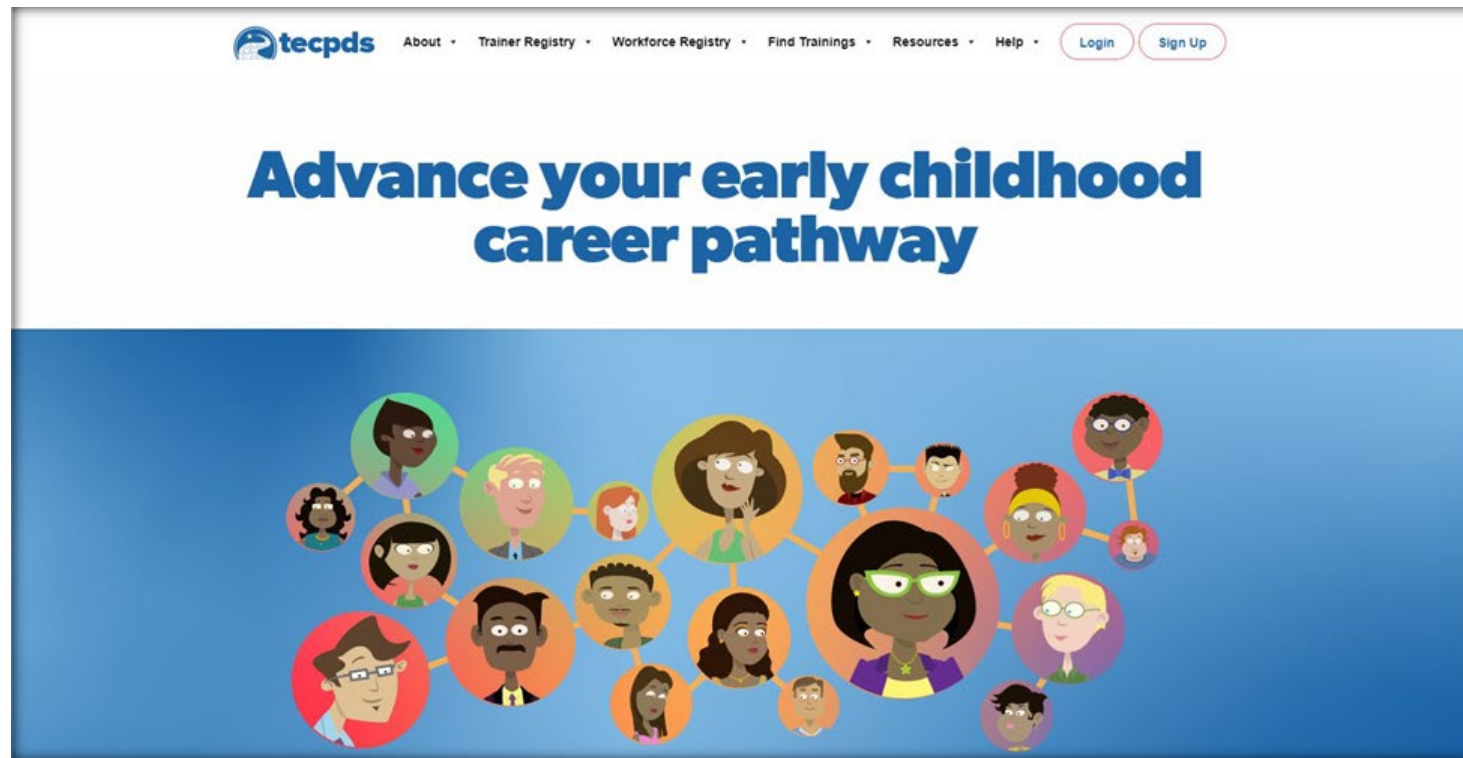
Email
Signatures



Resumes

Trainer Micro-Credential Badges and TECPDS

If you have a TECPDS account, any earned micro-credential badges will be linked to and displayed in your account.



Trainer Micro-Credentials



Trainer Micro-Credential badges will be one factor that will contribute to the Trainer Level.

- Adult Learning Theory
- Training Delivery and Methodologies
- Transfer of Learning
- Training Content Development
- Monitoring and Evaluating Training Effectiveness
- Characteristics of Effective Trainers

Trainer Progress Level



Texas Trainer Level Criteria

Please review this section to see how far you have progressed in meeting criteria for the different trainer levels. TECPDS staff will review your application. Green means you have completed the component. Orange means you have started, but not completed the components. For more information go to [Apply to Be a Registered Trainer](#)

	Trainer Level 1	Trainer Level 2	Trainer Level 3	Trainer Level 4
Adult Learning Theory	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Training Hours Provided	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Years of Field Experience	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Education Level	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Educational Concentration	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Competency Demonstration	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

 CLI Help Center

Trainer Progress Level

Trainer Level
1

Trainer Level
2

Trainer Level
3

Trainer Level
4

Badges and Competencies

Please review this section to see how far you have progressed in meeting criteria for the different badges and competencies. Upon completing the Texas Registered Trainer Application you will automatically receive your first 9 badges. For more information go to the [Core Competencies for Trainers](#).



Congratulations on receiving first 9 badges. [Click here](#) for more information on what this means. Go to [TECPDS Professional Development Profile Report](#) to see your trainer badges. Go to your [Registered Trainer Public Profile Page](#) to see what those seeking training will see about the badges.



Trainer CC1: Adult Learning Theory
Awarded 9 of 9 Badges



Trainer CC4: Training Content Development
Awarded 2 of 8 Badges



Trainer CC2: Training Delivery and Methodologies that Facilitate Learning
Awarded 8 of 34 Badges



Trainer CC6: Characteristics of Effective Trainers
Awarded 0 of 12 Badges



Trainer CC3: Transfer of Learning
Awarded 0 of 6 Badges



Trainer CC5: Monitoring and Evaluating Training Effectiveness
Awarded 0 of 7 Badges

Trainer Progress Level

To support competencies, the trainer progress levels are also mapped to submissions that the trainer will complete at each Trainer Level.

Trainer Level
1

Trainer Level
2

Trainer Level
3

Trainer Level
4

Artifacts

Please use this section to upload artifacts needed to complete criteria for the different badges and competencies. Multiple badges may be awarded based on one artifact or you may upload an artifact multiple times to be awarded a badge. A checkmark shows that you have completed all you need to for an artifact. For more information go to [CLI Micro-Credential Program for Trainer Overview](#).



PPT
slides/ script/ outline
(if not use PPT)



[Knowledge Exam](#)



[Needs
Analysis and
Synthesis](#)



[Reflection
Questions](#)



Handouts/
Workbooks



[Annotated Training
Plan](#)



[Video](#)



Training Plan
(Basic Level)



[Evaluation
and
Synthesis](#)

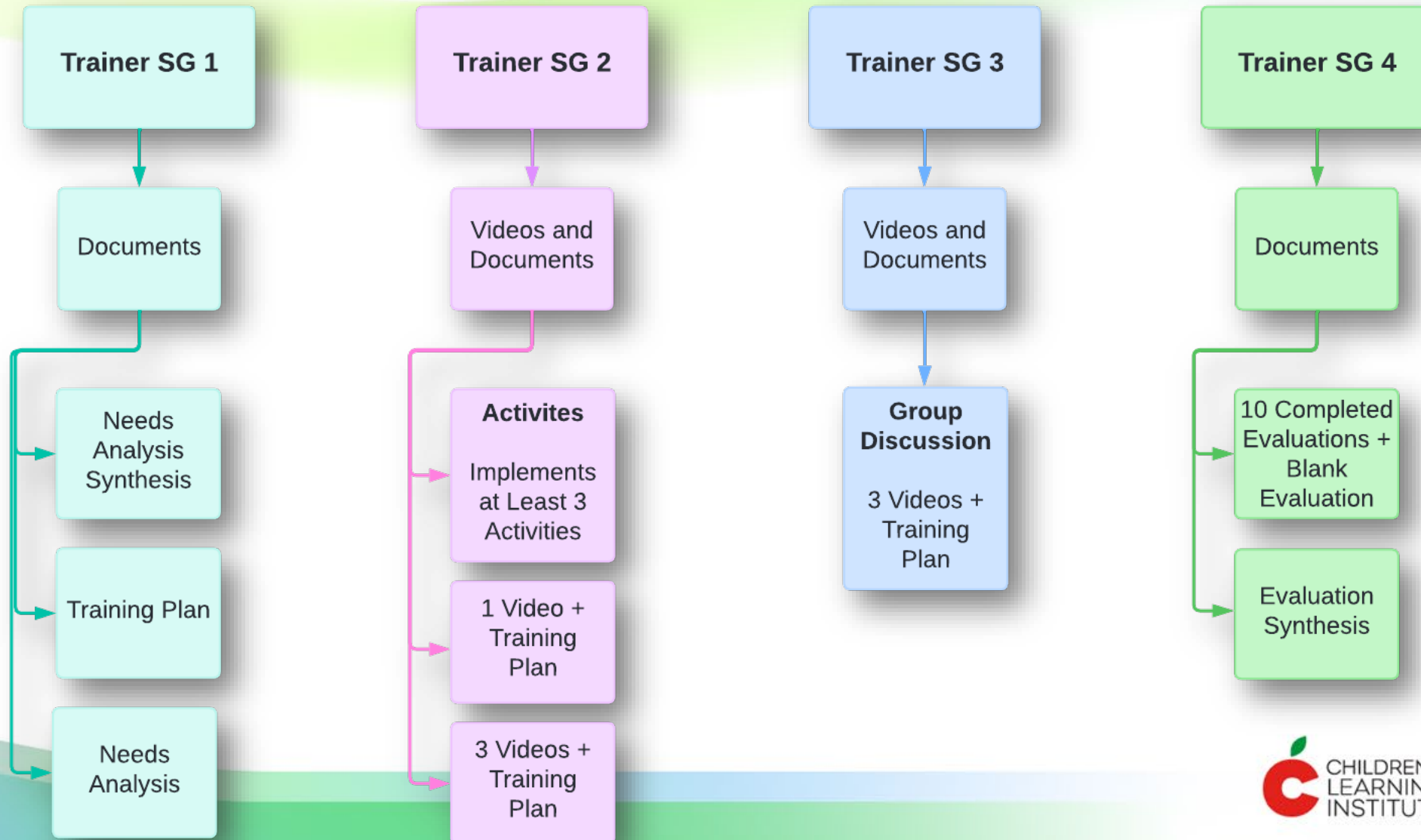
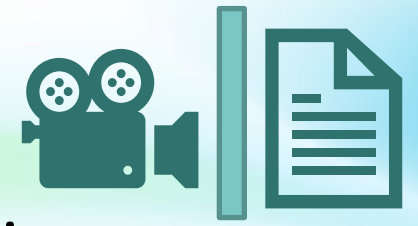
Participation Guidelines

Demonstrating Competencies

- Trainers can complete the “Trainer Exams” course at any time. Passing the exam will issue the Trainer CC1: Adult Learning Theory Micro-Credential Badge.
- Once a month, trainers can also upload the documents and videos they use to prepare, facilitate, and evaluate a single training. These documents will be uploaded to the Trainer Submission Guideline courses in Engage.

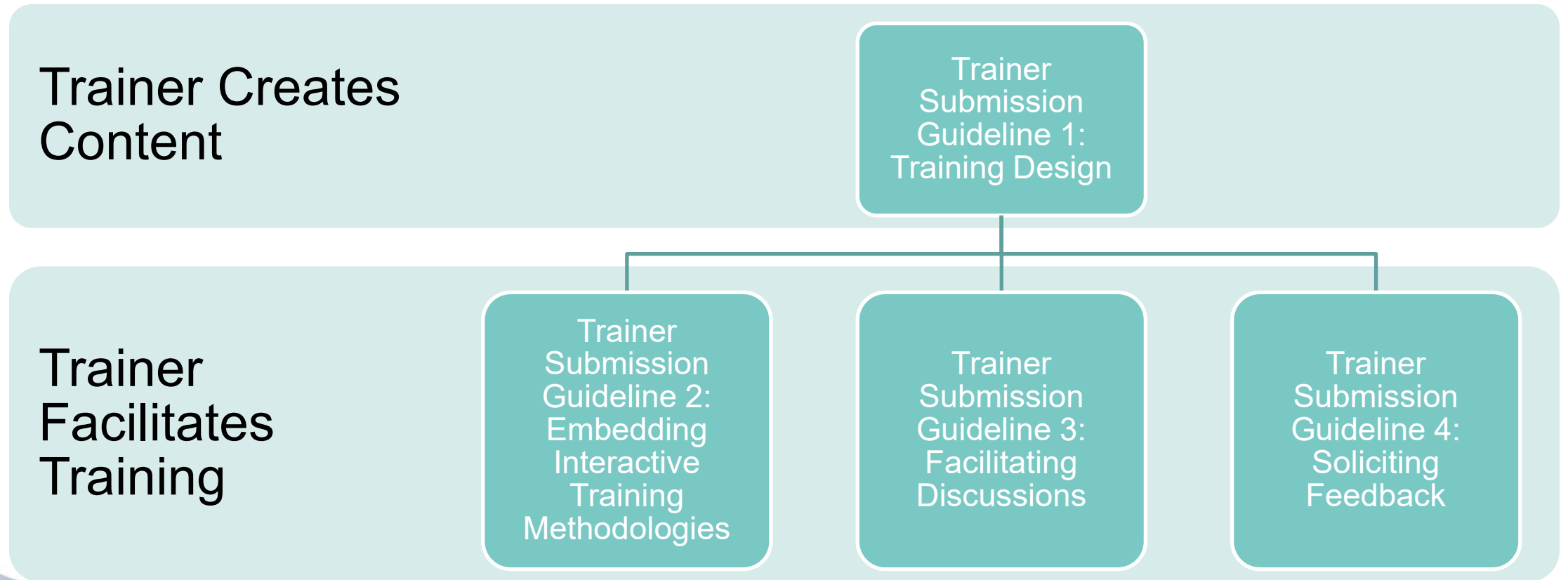
Trainer Submission Guideline (SG) Courses

Trainers can upload 1 submission to Trainer SG course each month.

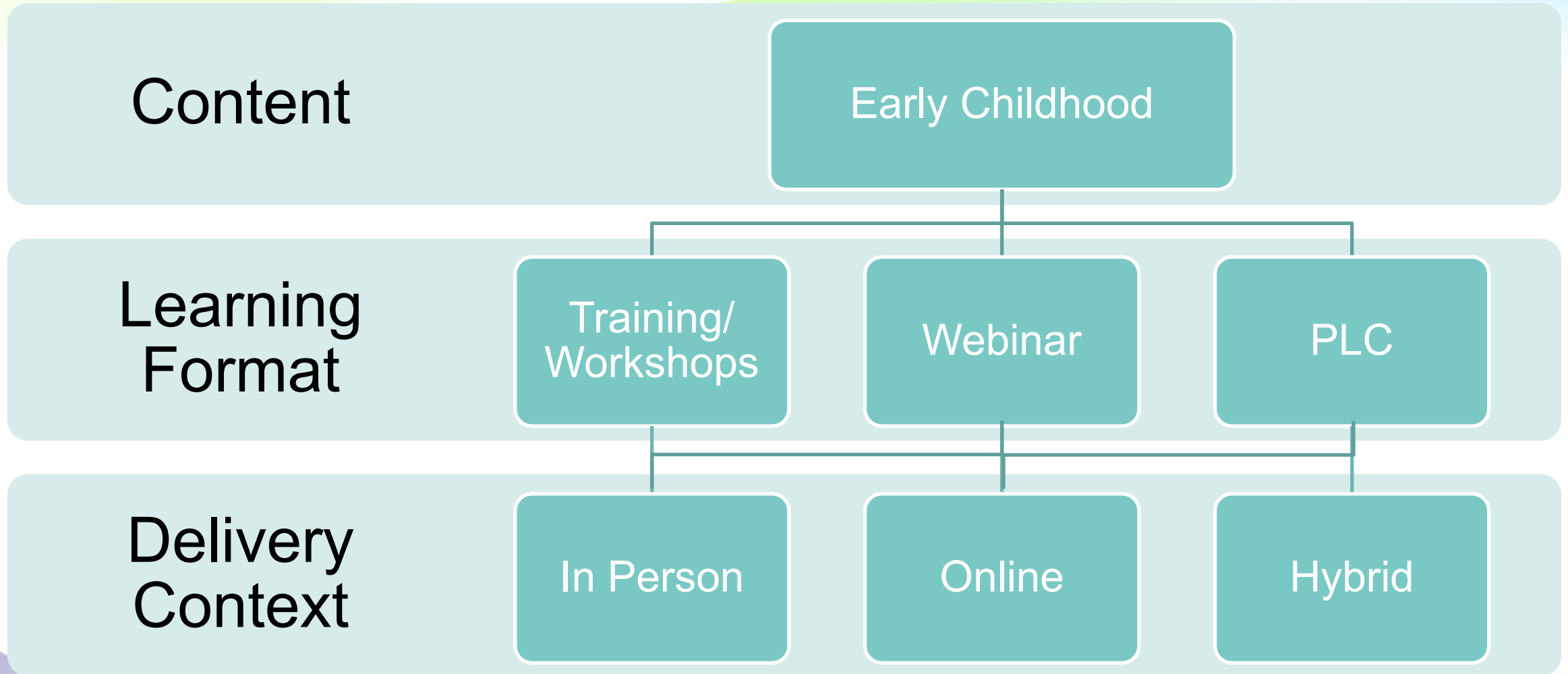


Types of Trainers

Trainers will upload submissions based on whether they create the training content and/or facilitate the training as well.



Types of Trainings



For each submission guideline, the Trainer will...

1

Review the submission guideline document to review what is required for the submission assignment.

2

Prepare the submission. Create or gather the documents and/or record the training.

3

Select the learning format of the training, and the delivery context. You can also select any competencies you believe were demonstrated.

4

Upload video and/or document files to the Trainer Submission Guideline that applies.

Submission Reviewer Process

A submission reviewer will anonymously grade the submission and provide feedback within eight business weeks. The trainer will receive an email when the rubric is screened and for each issued badge.

Screens for Good
Training Practices

Rubric

Issued for Demonstrated
Trainer Competencies

Badges

Best Practices

Filming and Demonstrating Competencies

Best Practices: Filming

Before Filming- set up the camera in a way where the following is visible and audible:

- Trainer
- Training Attendees
- Materials



Best Practices: Filming

During Filming-

- Trains as you would normally. Pretend that the camera is not there.
- Avoid touching or bringing attention to the camera.
- Film submission for 30 minutes or shorter to demonstrate a range of training competencies.

Best Practices: Filming

After Filming-

- Thank the training attendees
- Upload the video to a computer
- Use the video for your submission

Tips For Demonstrating Competencies

01

Become a
Registered
Trainer.

02

Complete
Adult Learning
Theory Quiz.

03

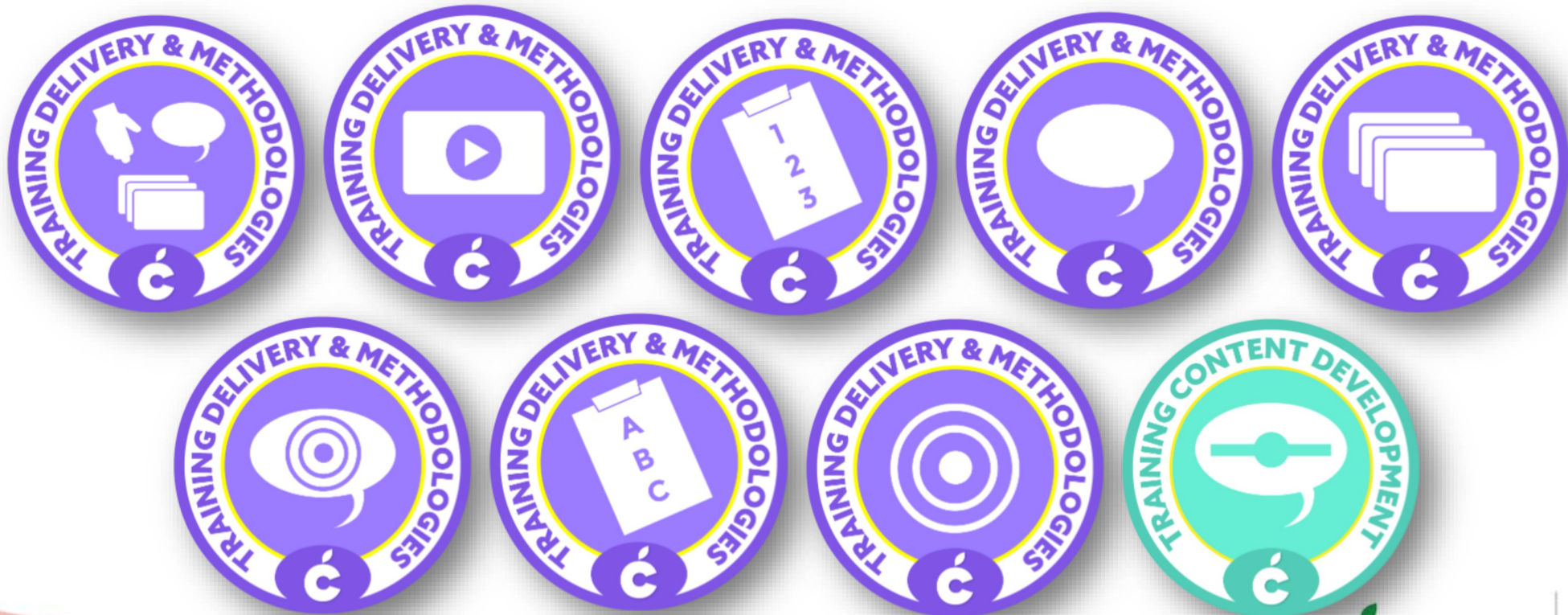
Follow
the Continuous
Improvement
Process.

04

Create an
organization
system to track
training
submissions.

Tip 1: Become a Registered Trainer

The initial nine badges will be issued after you are an approved registered trainer. This meets the badge and competency criteria for a Trainer Level 1.

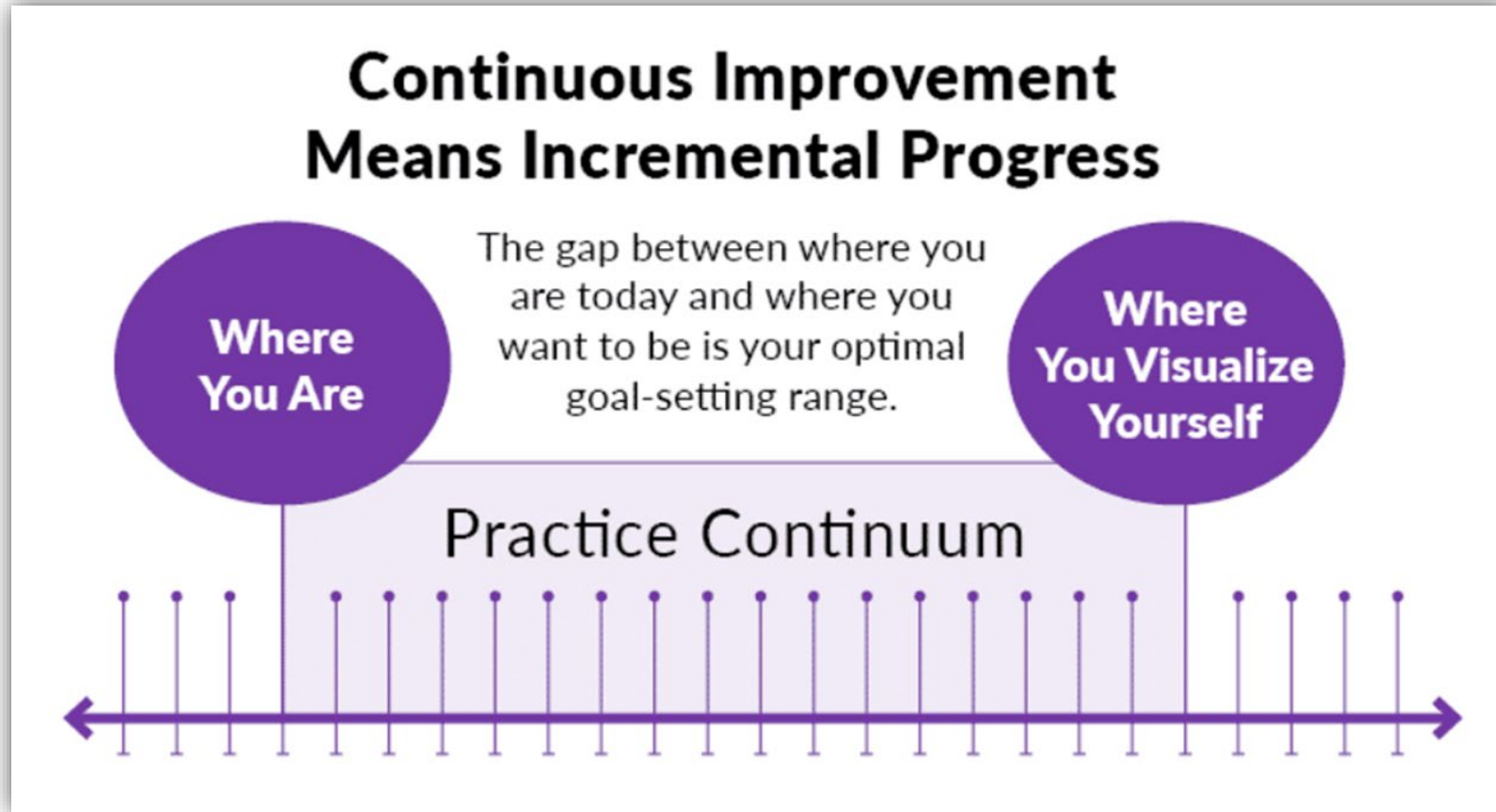


Tip 2: Complete the Adult Learning Theory Quiz

- Complete the Adult Learning Theory Quiz
 - Multiple Choice, Automatically Graded
 - When the quiz is passed, the following badges will be issued
 - 9 Trainer CC1: Adult Learning Theory Action Badges
 - Trainer CC1: Adult Learning Theory Micro-Credential



Tip 3: Follow the Continuous Improvement Process



Tip 3: Follow the Continuous Improvement Process

Badges are only issued once. In alignment with the continuous improvement process, expect for more badges to be issued in the first submissions. Fewer badges will be issued in later submissions as they will target more challenging trainer skills.



My Micro-Credential Progress

- View the My Micro-Credential Progress to view the approval status of every competency in the entire Texas Early Childhood Trainer Competency-Based Pathway.
- A link to the My Micro-Credential Progress will appear above every submission guideline.

My Progress

This page shows the list of ALL the micro-credentials and badges that we offer across all the Submission Guideline courses.

Micro-credentials are earned when ALL the badges for that Core Competency Area have been earned. A Rating of Approved for the Core Competency Area means you have earned that Micro-credential.

Badges are earned when the Submission has been approved by a Submission Reviewer. A Rating of Approved for a Competency Statement means you have earned that badge.

Status:
Active

Micro-credential plan template
My Progress

Progress:
16 out of 139 competencies are proficient

Click the [edit link](#) in the Actions column to find submission courses that offer badges you have not earned yet.

Name	Rating	Proficient	Status	Actions
Core Competency Area 1: Adult Learning Theory 1.1 Path: Core Competencies for Coaches/	Approved	Yes	-	Edit
Core Competency Area 2: Characteristics of Effective Specialists (Trainers/Coaches) 1.2 Path: Core Competencies for Coaches/	-	No	-	Edit
Respect to all learners: in class: either skill development OR classroom management 1.2.2.1 Path: Core Competencies for Coaches/ 1.2/ 1.2.2	-	No	-	Edit
Respect to all learners: 1:1: either skill development OR classroom management 1.2.2.2 Path: Core Competencies for Coaches/ 1.2/ 1.2.2	-	No	-	Edit
Verbal/nonverbal language: in class: either skill development OR classroom management 1.2.12.1 Path: Core Competencies for Coaches/ 1.2/ 1.2.12	-	No	-	Edit
Verbal/nonverbal language: 1:1: either skill development OR classroom management 1.2.12.2 Path: Core Competencies for Coaches/ 1.2/ 1.2.12	-	No	-	Edit
Refrains from promising answers: in class: either skill development OR classroom management 1.2.9.1 Path: Core Competencies for Coaches/ 1.2/ 1.2.9	-	No	-	Edit

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Before each training,



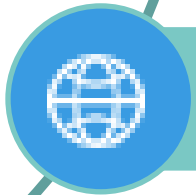
Review your My Micro-Credential Progress to review your demonstrated competencies.



Identify which competencies remain in progress. Determine which submission guidelines will allow the opportunity to demonstrate the competencies.



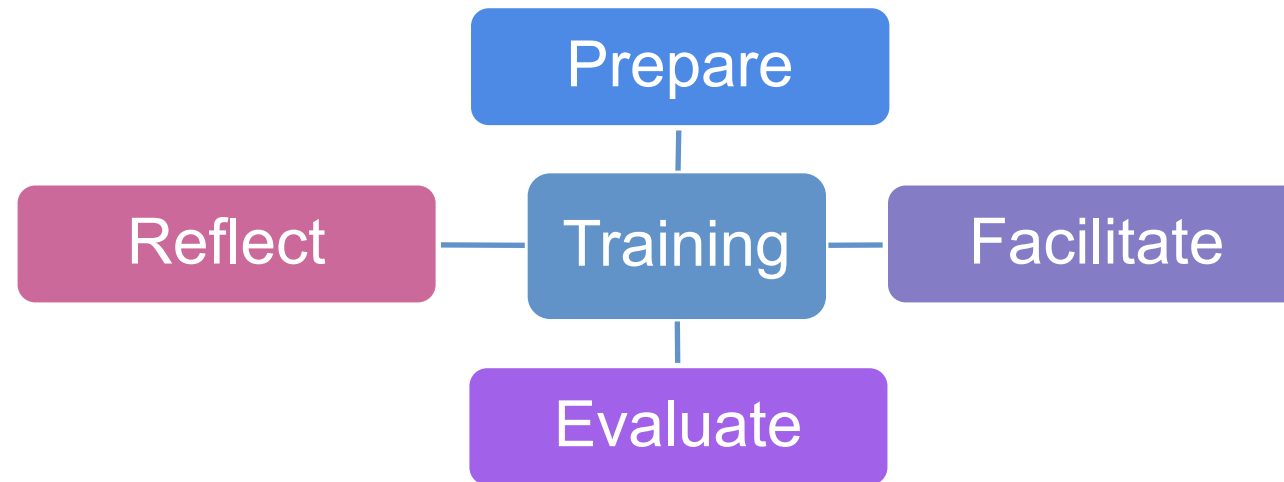
Review Submission Guideline Documents to prepare more targeted submissions.



Submit your artifacts for review.

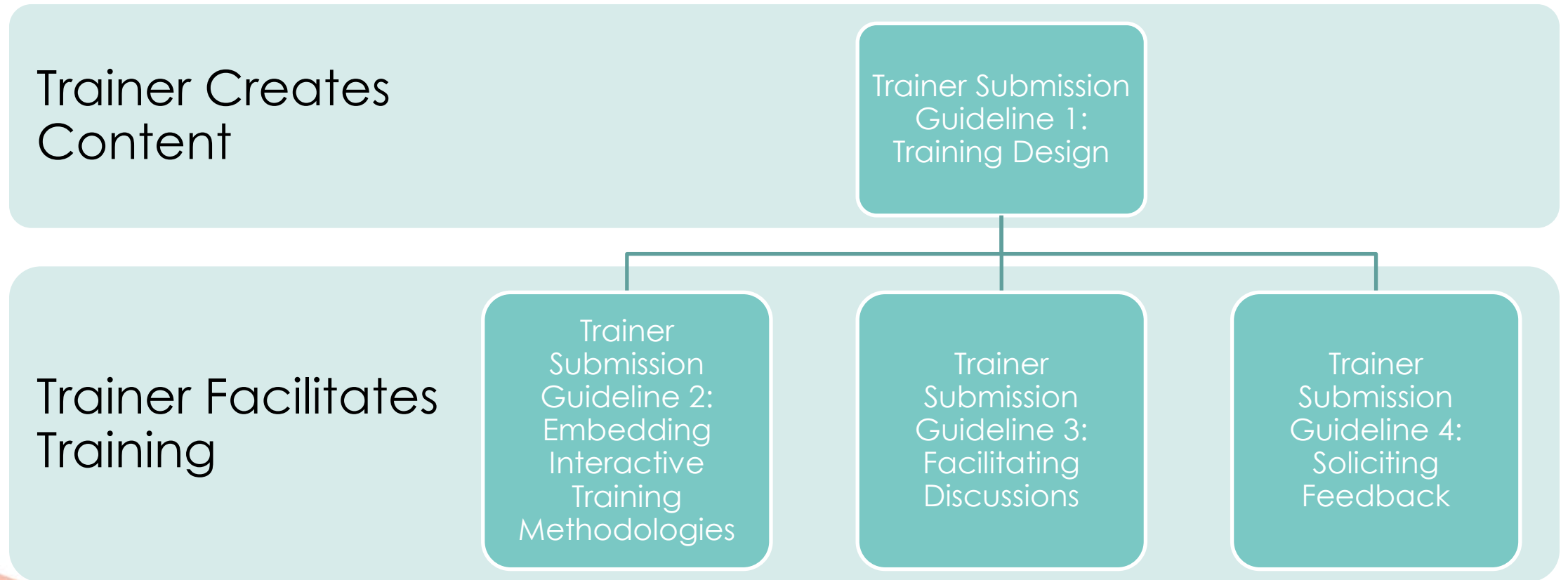
Tip 4: Create an organization system to track training submissions.

For every training that you do, plan to demonstrate competencies in each phase of the training and create an organization system. It will make it easier to upload files.



Types of Trainers

Trainers will upload submissions based on whether they create the training content and/or facilitate the training as well.



Tip 4: Create an organization system to track training submissions.

- Keep track of the document and video file dates.
- Submission Guidelines should be as **recent** as possible.
- Submissions older than six months will not be reviewed.

Receiving Support

Do you need help?

Help Tickets

Complete a help ticket whenever you have difficulty:

- Uploading submissions
- Navigating the Trainer Submission Guideline courses in CLI Engage



Hours of Operation

Monday - Friday

8 AM - 5 PM



The background of the slide is a white surface covered with numerous small, colorful confetti pieces in shades of red, orange, yellow, green, blue, and purple.

We're excited that
you will participate!