

See inside for information on the upcoming retreat created for  
leaders of early childhood programs!

Refreshing  
Different  
Motivating  
Passionate  
Visionary  
Encouraging  
Inspirational



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*"The vision that you glorify in your  
mind, the ideal that you enthrone in  
your heart - this you will build your  
life by, this you will become."  
-James Allen*

nurture the early years

# Early Years Review

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Calling all directors, asst. directors, etc.

## MARK YOUR CALENDARS!!

January 20 - 21, 2006

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You are invited to join other leaders of  
early childhood programs for two days of  
inspiration, motivation, and innovation in  
Bremerton, Washington.

First, we will inspire you to connect with the passion that led  
you to childcare many years ago. Then, we will motivate you to  
develop a vision for your life's work. Rest assured; the content  
is useful and relevant. It even meets your ten hours of STARS  
training requirements.

In order to maintain the highest level of quality for participants,  
we are offering a limited number of spaces for participation in  
this unique event. More information is available on our website  
and inside this newsletter, but time is running out.

**RESERVE YOUR SPACE TODAY!**

We look forward to inspiring you.

Sincerely,

Amber Havens and Educational Training Partners

Leaders who value their work and seek to  
reconnect with their passion and learn to  
create a vision should attend

see "Retreat details" inside

## Question from the field

Question:

I have just finished re-licensing and passed  
with flying colors. My staff is relatively  
constant and the program quality is good.  
However, it seems we have hit a plateau.  
As Director I have ideas and goals for this  
program. I see where we can go next, but  
how do we get there? Do you have any ideas  
that will help me get my staff on board with  
a new vision?

Answer:

This is an exciting, yet scary place to be. Things  
are progressing and you don't want to slow the  
momentum, but you see the potential of creating  
an even better program. Your fear probably lies  
in the unknown. Though, if you do not move for-  
ward you risk boredom and burn out. Change is  
good if entered into with thought and strategy.

First, write down your vision. Where do you see  
your program in six months, one year, and five  
years? Next, ask your staff and families where they  
would like to see the program in six months, one  
year and five years. If they have difficulty know-  
ing ways in which the program can grow, offer  
them very general ideas. Be careful not to lead  
them. This step is meant to generate lots of ideas.  
They may think of things you never dreamed of.

Then set a meeting to talk about the opinions.  
Share all of the ideas with your staff and parent  
board. Have an open discussion about the pros  
and cons of staying where you are. Ask them to  
choose a goal they would like to pursue as a team.  
Give them time to process the ideas and meet  
again in a week to discuss additional thoughts.

Lastly, agree on a journey. Once you have decided  
on the goals of your program, create a specific  
plan of action. Include a time line and celebrate  
successes along the way!

If you have a question for ETP, send us an e-mail  
or write a letter. We may select it for publication!

### CONTACT US

info@educationaltrainingpartners.org  
253-853-3499  
P.O. Box 1973, Gig Harbor, WA 98335

## Support, networking, and STARS credit training

STARS scholarships are accepted. Please have STARS ID number available at time of registration.

### Child Development Associates (CDA)

Federal Way; Jan. 4 - Mar 29; Wednesdays 6-9 PM  
Olympia; Jan 4 - Mar 29; Tuesdays and Thursdays 6-9 PM  
Tacoma; Jan 4 - Mar 29; Tuesdays 6-9 PM

### Online Class: Heads Up Reading

Our collaboration class with Puget Sound Educational Service District was such a success we are offering it again! If you wanted to join us in the fall and couldn't, here is another chance! This class meets the requirements for your CDA renewal too! The enrollment for this self-paced model is on-going through February. So join us for a few weeks to explore the world of language and literacy in a fun and supportive online environment! To register or to find out more go to <http://earlyliteracy.psesd.org/> Click on classes and workshops.

Cost: \$240 clock hours and college credit available

### Director's Forum

We have a wonderful consortium of directors and assistant directors who gather monthly to discuss issues relevant to their work. If you would like to attend the one in Tacoma give us a call. If you would like to set one up in your area we would be happy to help.

Fourth Tuesday of every month 12:30-1:30 PM – free  
University Place Latchkey (Tacoma)  
RSVP: 253-853-3499

### Community Based Workshops

These workshops are held in the community and everyone is welcome. To register visit [educationaltrainingpartners.org](http://educationaltrainingpartners.org) to fill out a registration form. Simply mail it to us with your tuition. If you are interested in hosting a training, contact us for more information.

### Get Rid of the Behavior Not the Child

When: January 31, 6-9 PM

Where: Tacoma

Cost: \$30

### Photograph Make and Take

Join us for an evening of fun and creativity. Bring your photos (double prints are recommended) and we will show you ways to delight children of all ages by creating games and toys out of their photos.

When: February 23, 6-9 PM

Where: Gig Harbor

Cost: \$30

### You Want Me To Do What?

Sometimes families request things of us we can not do or do not want to do. As thoughtful providers we are caught in the middle. We will explore ways to talk with families so that both sides are heard. Negotiation, active listening and cooperation skills will be covered.

When: March 11, 9 AM -12 NOON

Where: Bremerton

Cost: \$30

## Program Full - Your Guide to Successful Childcare Marketing

*This new book, written specifically for our industry, is now available. Developed by a marketer who works with WAEYC, ETP, Childhood Matters, and other early learning groups, you will find useful guidelines and unique ideas.*

*Visit [saltwaterzapf.com](http://saltwaterzapf.com) to read an excerpt and to purchase your copy.*

[saltwaterzapf.com](http://saltwaterzapf.com)

Here are a few resources to help you discover your passion and develop your vision. Some are industry specific; others are not. Professionals who have found their passion and try to live it everyday recommend each one of them!

Rules of the Red Rubber Ball: Find and sustain your life's work by Kevin Carroll ISBN: 1933060026

The Visionary Director by Margie Carter and Deb Curtis ISBN: 0757301959

The Tiny Warrior by D.J. Eagle Bear Vanas ISBN: 0740733885

7 Habits of Highly Effective People by Stephen R. Covey ISBN: 0743269519

From Burned Out to Fired Up: A Woman's Guide to Rekindling the Passion and Meaning in the World and Life ISBN: 0757301959

[educationaltrainingpartners.org](http://educationaltrainingpartners.org); [natediscovery.com](http://natediscovery.com); [cherylrichardson.com](http://cherylrichardson.com); [ecetrainers.com](http://ecetrainers.com)

## Retreat details

LOCATION - The retreat will be held at the new Kitsap Conference Center in Bremerton, WA. We are booking your overnight hotel rooms at the Hampton Inn and Suites across the promenade from the Conference Center. Visit our website for more details on the location.

TOPICS - We have created this retreat specifically for Directors, Assistant Directors, and other leaders in childcare who are ready to take the next step in their professional development. Leaders who value their work and seek to reconnect with their passion and learn to create a vision should attend.

You are going to participate in a refreshing variety of discussions, lectures, and workshops on the topics of finding your passion, motivating yourself and others, professionalism in the workplace, the benefits of technology in management, leadership, advocacy and many others. This is not just another conference.

SCHEDULE - We start bright and early on Friday morning with several breaks throughout the day for meals and snacks. The evening ends with a heart-warming surprise. Saturday is another early morning, but starting early means you get to leave around lunchtime. Details of your daily activities and times will be available upon registration.

### COST

\$200.00 - Includes registration fee, hotel room, and two meals. This option requires two people to register together and share a hotel room. (*Total due is \$400.00 for two participants.*)

\$250.00 - Includes registration fee, hotel room, and two meals. This option is for individual registrants who prefer to share a room (*instead of paying more for their own room*) with another participant of the same sex.

\$300.00 - Includes registration fee, hotel room, and two meals. This option is for anyone who prefers their own hotel room.

REGISTRATION DEADLINE - We will accept registrations until we have filled all spaces. Please contact us if you are interested in attending.

[educationaltrainingpartners.org](http://educationaltrainingpartners.org)

Special pricing on STARS on the GO!

10% off

Get 10% off your next STARS on the GO! packet when you mention this newsletter. Visit [educationaltrainingpartners.org](http://educationaltrainingpartners.org) for details on STARS on the Go!

Valid only until February 14, 2006

## Find your passion

Some of us find our passion at an early age; others find it after some searching. How exactly does one find their passion and drive in this busy world? According to Sean Lynden, a motivational writer, there are five easy steps:

1. Identify what gets you excited. Take some time to notice how you feel when certain topics are mentioned or television shows are on. Make a list of these times and see if you can identify a common thread that runs through them.

2. Go back to your childhood. Children are born with passion and delight in many things. Take a trip down memory lane and try to remember what you delighted in. Can you rediscover it as an adult?

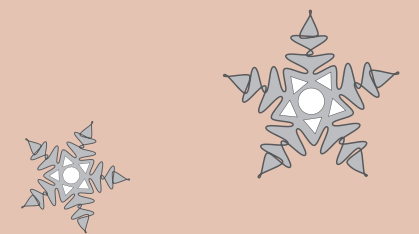
3. What are your talents? Make a list of what you are good at. Maybe organization skills are your forte or maybe you have wonderful communication skills. Make a list of all the things that people have said you are good at and those you know for yourself. Continuously add to it.

4. Shop on the job. If you work in an organization that has various tasks, explore them. You may find new skills you enjoy and possibly new passions.

5. Look at the big picture. How does your passion fit in to the world? Can you do something with it? How can it grow?

Finding Your Passion by Sean M Lynden  
[HomeOfficeMag.com](http://HomeOfficeMag.com)-March 2001

<http://www.entrepreneur.com/article/0,4621,287335,00.html>



See you in Bremerton on  
January 20-21!

