

Gateways to Opportunity Registry Stages of Training

	Continuum of Training ¹						
	Introductory	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Advanced
Stages ²	Developing basic knowledge	Expanding knowledge Focuses on early childhood or school-age/ youth standards	Deepening knowledge and skills	Mastering skills Refinement of knowledge and skills	Strengthening and adapting skills for more effective application		
Content Guidelines							
Trainer Focus ³	Core content and related learner needs	Core content, standards and related learner needs	Core content, standards, and performance	Core content, standards, performance and leadership	Core content, standards, performance and leadership		
Training Focus ⁴	Basic concepts and vocabulary	Essential concepts: theory, philosophy of ECE/school-age/youth Expanded vocabulary	Related concepts, theories and philosophies Expanded vocabulary	Deepening of knowledge and the effective application of concepts, theories and philosophies. Training includes basic research	Creative application of mastered skills Problem solving Advanced research		
Process Guidelines							
Demonstration of Knowledge and Skills ⁵	Able to describe concepts	Able to define concepts and skills. Demonstrates the basic use of increased knowledge	Able to discuss concepts and skills Demonstrates interpersonal communication skills related to content Demonstrates use of increased knowledge, giving examples and details	Able to effectively apply and explain concepts, knowledge, skills and vocabulary to content Demonstrates effective use of interpersonal communication skills Shows broad use of skills	Reflective thinking Shows consistent, extensive, effective application of skills		
Evaluation ⁶	Evaluation will show at least one measurable skill or intent to apply knowledge	Evaluation will show measurable skills and increased knowledge	Evaluation will show measurable skills and increased knowledge, including interpersonal communication skills	Evaluation includes demonstrating skills and new knowledge. May include ongoing self-study, and/or modification of a professional development plan	Evaluation includes synthesis of knowledge and skills. May include continued modification of a professional development plan		
Recommended Participant Experience ⁷	No to very little experience with this topic	Basic knowledge and experience with this topic	A working knowledge and experience with this topic	In-depth knowledge and experience with this topic	In depth knowledge of and experience in the application and evaluation of this topic Leadership skills		

Footnotes and Explanations

- 1. Continuum of Training** – Training is offered on a continuum of knowledge and skill levels or stages. The higher the Stage number, the more rigorous the training content and the evaluation of knowledge and skill. That is, training offered at Stages 1 and 2 provide an introductory look at the topic while trainings at Stages 3 and 4 are designed for the individual with experience with the topic. Stage 5 trainings offer an advanced level of training, for the most experienced practitioners.
- 2. Stages** – This row provides a name for each stage of training and represents the breadth and depth of the training's content.
- 3. Trainer Focus** – As trainers develop their trainings at each stage, they must address at least one of the objectives for that stage.
- 4. Training Focus** – This row represents what the trainings at each stage focus.
- 5. Demonstration of Knowledge and Skills** – This represents the way(s) in which a participant should be able to demonstrate what they learned at trainings in the various stages.
- 6. Evaluation** – This row represents what an evaluation of the participant will show after attending a training.
- 7. Participant Experience** – These are suggested levels of knowledge and experience possessed by participants taking training at each stage. These criteria are meant as a guide to help trainers plan training for a specific level of participant knowledge and skill.