Frequently Asked Questions
Potential Trainer Candidates

The goal of Pyramid Plus: The CO Center for Social Emotional Competence and Inclusion is to increase the use of evidence-based, early childhood social emotional and inclusive practices in early care and education settings, to improve the social, emotional and behavioral outcomes of all young children, and to support early childhood professionals.

The Pyramid Plus Center has been in existence for nearly 10 years and to date has certified 78 trainers. The Center is dedicated to supporting state, regional, and local Certified Trainers in the Pyramid Plus Approach. We invite you to join us in the high fidelity implementation of training. Below are frequently asked questions regarding the Trainer Certification process.

What does the certification fee cover?
This fee covers the costs involved in the certification process. This process consists of a 4 day Certification Institute with breakfast, lunch, and materials. In addition, the certification process includes direct individualized support to you from your Certification Reviewer, the creation of an individualized professional development plan, and videotape review of your training sessions focused on the training skills using the Pyramid Plus 12 Essential Training Skills rubric. The certification fee allows access to online materials and resources. Upon completion of all requirements, Pyramid Plus certification is valid for three (3) years.

How long is the certification process?
The certification process is one year. Certification activities begin with the Certification Institute in July and all certification requirements must be completed and submitted by June of the following year.

How much time will I need to devote to complete certification?
On average certification will take 20% FTE which equates to one day per week for one year to complete.

Is there any Colorado funding available that might help support Pyramid Plus Trainer Certification?
Some early childhood councils have been awarded grants to support local Pyramid Plus implementation. Should The Pyramid Plus Center become aware of available resources, those resources will be posted on the Pyramid Plus website. Please remember, as a Certified Pyramid
Plus Trainer, your name will be placed on the Pyramid Plus website which is an excellent marketing tool since programs and communities looking for a Certified Trainer access our website when seeking a Certified Trainer.

**Will the certification process improve my training practices?**
Yes. Pyramid Plus staff provides you with all necessary presentation materials, activities, and organizational and delivery strategies. These resources and supports ensure that your trainings are effective and well received, and align with the Pyramid Plus Center’s goal for sharing or expanding fidelity information associated with the Pyramid Plus Approach in Colorado. A rubric, 12 Essential Training Skills, is used for the training skills review.

**What are the major benefits of becoming a Certified Trainer?**
- Direct (on-site and/or off-site) supports are provided to Trainer Candidates participating in the certification process.
- Professional growth related to all aspects of training is explored and fostered; certification can be seen as part of a career ladder in early childhood and is recognized in the Colorado Professional Development Information System (PDIS).
- Individualized Training Plans are created with Trainer Candidates
- Video and on-site observations are used to give Trainer Candidates personalized feedback.
- Access to the Pyramid Plus Approach (PPA) materials is available to inform training the PPA content for high fidelity implementation.
- Programs and/or communities report that Certified Trainers are an asset in the implementation of the Pyramid Plus Approach.
- Relationship Based Professional Development (RBPD) and Reflective Supervision are embedded into the process.
- Pyramid Plus Trainer Certification meets the Adult Education requirement for Qualistar/Colorado Department of Education Professional Development Team Trainer Approval.
- Pyramid Plus Certified Trainers are able to post their information on the Pyramid Plus website with geographic listings to contract with programs and communities seeking PPA “Certified” trainings.

**What are the expectations / requirements for the Trainer Certification process?**
- Complete an online application; submit all requested qualification documents and information including: a program administrator/supervisor support letter, resume, and brief statement on the potential candidate’s ability to complete self-directed tasks. The cost of Coach Certification must be paid online with a credit card and accompanies the application. Application deadline is mid-May.
- Attend a “certified” 45 hour Pyramid Plus Approach training (trained by a Certified Trainer or Pyramid Plus staff member). The Pyramid Plus Approach includes 18 training sessions and embeds evidence-based inclusion practices into the Pyramid Model.
framework for promoting social emotional competence and addressing challenging behavior; content based on the birth to five developmental continuum.

- Participate in the 4 day Certification Institute.
- Participate in quarterly Pyramid Plus Coach Technical Assistance (TA) calls.
- Have easy access to and comfort working with a video camera (technology support is also suggested).
- Be observed/video recorded during specific training sessions and provide videotape to your Pyramid Plus Certification Reviewer for all specified training skills.
- Utilize the “12 Essential Training Skills” for self-reflection.
- Develop and monitor a Pyramid Plus Professional Development Plan (a training skill development plan) with your Certification Reviewer.
- Develop a Training Flyer and Plan to submit to your Certification Reviewer.
- Submit data for each required PPA Session including training evaluations, sign in/out sheets, and self-scored 12 Essential Skills.
- Collaborate with Early Childhood Council, Child Care Resource and Referral Agency and/or Leadership Team to provide at least one Introduction to the Pyramid Plus Center presentation to your community.

Can a Trainer Candidate claim professional development contact hours for participating in the certification process?
The Pyramid Plus Center aligns as much as possible with the new state Professional Development Information System (PDIS).

What if I need to end the certification process? Can I get a refund?
A refund will be given if the Pyramid Plus Center is notified in writing by September 1st of the year you apply. The Certification Institute fee plus a 10% administration fee will be deducted from the certification fee. If you cancel before attending the Certification Institute, a full refund minus a 10% administrative fee will be given.

More questions about the application process?
For more information please contact: Geneva Hallett, Director PPC at geneva.hallett@ucdenver.edu