



Colorado Charter Schools Annual Conference

February 25-27, 2026
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Elevating Early Childhood Careers: Training, Quality, and Growth

Dr. Julio Alas, Professional Learning and Design Unit Manager
Colorado Department of Early Childhood

Iris
February 26, 2026 | 8:30 a.m.-9:30 a.m.
Quality: School Models



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We make it our priority to **advocate** for high-quality public charter schools across Colorado.



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Elevating Early Childhood Careers: Training, Quality, and Growth

Dr. Julio Alas

February 26, 2026



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Department of Early Childhood

CDEC Accessibility Statement

The Colorado Department of Early Childhood (CDEC) is committed to providing all Coloradans with equitable access to our services. CDEC is committed to providing timely responses to reports of inaccessible information or technology, or requests for a reasonable accommodation or modification. Such a report or request can be made to CDEC_ADA@state.co.us or by calling (720) 947-5020.

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For more information regarding web accessibility and/or available accessibility resources please visit cdec.colorado.gov/ADA.

Welcome!

Reflect on the following question:

- What do you already know about the Colorado Shines Professional Development Information System?
- What professional development needs do you or your early childhood staff currently have?





Objectives

1. Learn about available Training and Technical Assistance (T/TA) options at CDEC.
2. Gain a deeper understanding of recent workforce updates and opportunities.
3. Review new self-paced and instructor-led programs.
4. Discover career pathways through various professional credentials.

Division of Early Childhood Workforce (DECW) Units

- Focuses on recruiting, retaining, and growing a diverse early childhood education workforce.
- Supports initiatives for continuous growth and development of the early childhood workforce.
- Comprised of three units: Registry & Career Pathways, Strategy & System Leadership, and Professional Learning & Design.





Professional Learning & Design

- Provides leadership to ensure the workforce can access required training and growth opportunities.
- Designs and delivers various embedded learning supports for professionals.
- Focuses on competency and standards-based approaches for early childhood systems.
- Partners with interest holders to understand professional learning needs.

A photograph of various wooden toys on a light-colored wooden table. In the foreground, there are several colorful blocks (green, red, blue, yellow) and a wooden structure with a green block on top. In the background, there are more toys, including a green block with a white triangle and a red block. The scene is brightly lit, suggesting a sunny day.

Professional Development Information System (PDIS) Overview



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What is the PDIS?

- PDIS is a one-stop online resource for early care and learning training.
- It offers a broad array of e-learning courses on child development.
- Courses cover health and safety, along with quality instruction.
- PDIS supports early childhood professionals at all levels of experience.

Scan the QR code or go to www.coloradoshinespdis.com





Benefits of the PDIS (1 of 2)

- Completely free and available online 24/7
- Self-paced, self-directed learning environment
- High-quality courses created by a local instructional design team
- Opportunity to earn professional credentials for career advancement
- Customized learning based on current skills and professional goals



Benefits of the PDIS (2 of 2)

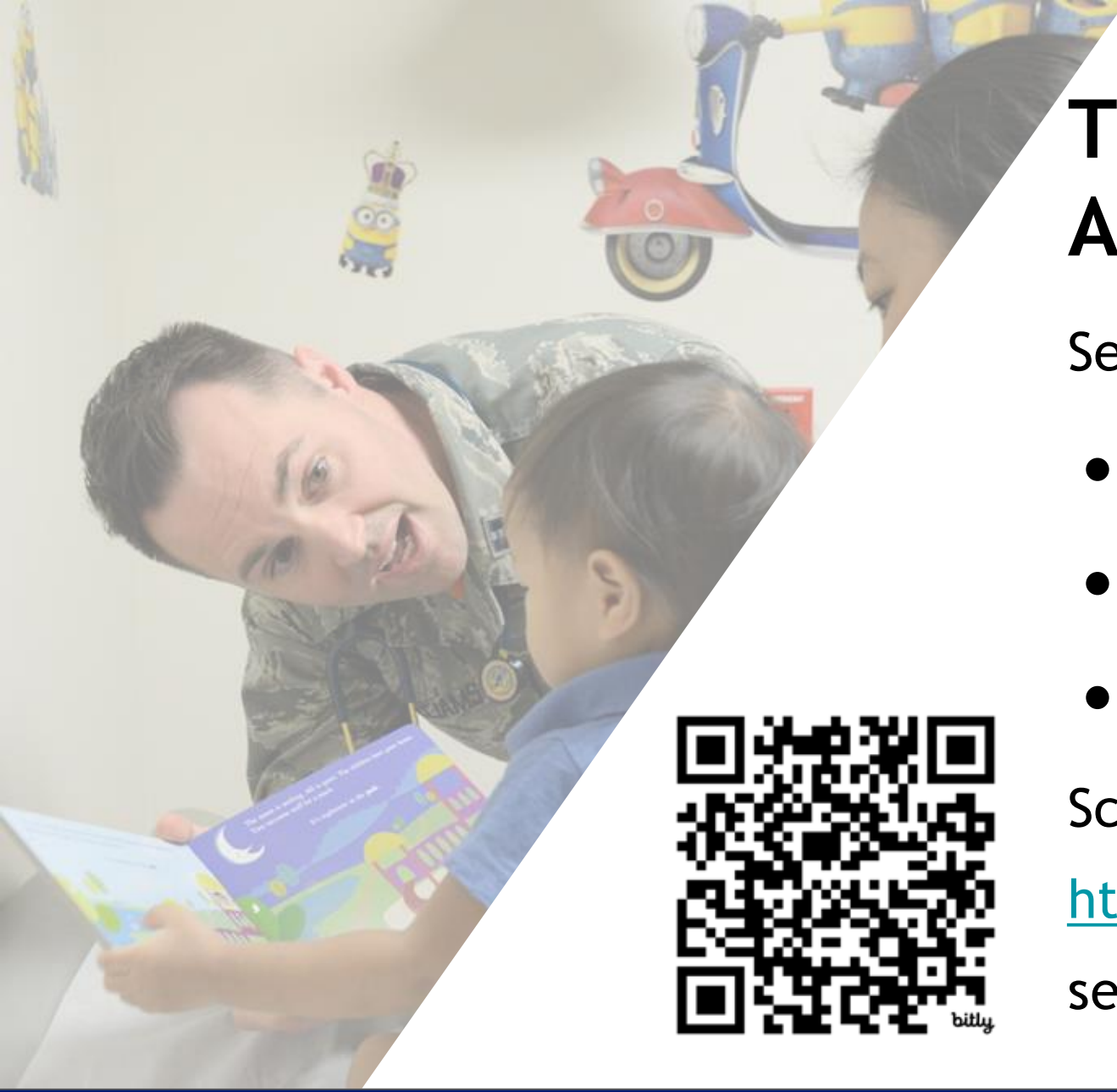
- Permanent account to maintain and document your professional qualifications and training
- PDIS is accessible in English, Spanish, and Arabic.
- Petey (Live PDIS Chatbot)
- Help Desk Live Support Sessions



Professional Development



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Training and Technical Assistance (T/TA)

Self-paced Online Courses:

- Over 100 courses in English
- Over 55 courses in Spanish
- Over 10 courses in Arabic



Scan the QR Code or visit

<https://bit.ly/4bXdF6M> for a full list of PDIS self-paced online courses.



Instructor-Led Training

- Expanding Quality in Infant and Toddler Care (EQIT) - 48 hours
 - *Available in Spanish and Arabic*
- Pre-Licensing Training for Family Child Care Homes -15 hours
 - *Available in Spanish and Arabic*
- *First Aid and CPR*
 - *Available in Spanish*
- Peer Mentorship Training - 15 hours
 - *Available in Spanish*

Training Alignment Process

- Clock hours earned through TAP-recognized training are automatically calculated toward a participant's Early Childhood Professional Credential (ECPC) and annual training required by Licensing and Universal Preschool rules.
- Trainings that address social-emotional competencies are marked as such and tallied on a professional's PDIS dashboard and in reports for Licensing.
- Training certificates are issued through PDIS and kept in each participant's PDIS completed transcript. Your training is advertised to all of Colorado's 80,000+ early childhood professionals.
- Your training is recognized as meeting quality and adult learning standards.



Scan the QR Code or visit <https://bit.ly/3Mv5xQA> for a full list of TAP training.



Licensing Training Requirements Checklist

- State licensing rules require staff to complete specific training courses.
- Most required courses are available for free on Colorado Shines PDIS.
- The Department of Early Childhood also approves required training vendors.
- Consult the following charts for detailed training requirements and completion steps.
- Scan the QR Code or visit

<https://bit.ly/4rrYvLA> to access the full checklist:



Training Requirements for Child Care Centers and Preschools

Staff working in child care centers and preschools are required by State licensing rules to complete specific required courses. Please use the charts on the following pages to learn more about the specific training requirements and how to complete them.

Colorado Shines PDIS and Approved Training Vendors

Most required training is available for free on the Colorado Shines PDIS at www.coloradoshinespdis.com. The Department of Early Childhood also approves trainers who offer the required courses. Approved training vendors can be found at <https://cdec.colorado.gov/training>.

Training for All Staff Who Care for and Supervise Children

Course	Licensing Rule	Where to Find the Training	Frequency	Who Needs to Take It	PDIS Course Hours
Complete Prior to Caring for Children					
Building and Physical Premises Safety/ Storage of Hazardous Materials and Bio-Contaminants	2.213.A	Directors should develop a plan and train all staff	One time, update as needed	All staff responsible for the care and supervision of children	Not applicable
CPR and First Aid Certification*	2.213.E 2.216.B.1.e 2.216.C.1.3 2.220.F 2.227.C.2	Available through approved vendors	Listed on certificate	All staff required by rule to be certified in First Aid & CPR	Not applicable
Emergency and Disaster Preparedness for Child Care Providers	2.133.A	Available on the PDIS or through FEMA website (IS-36). Directors must also develop and train staff on an emergency plan.	One time*	All staff responsible for the care and supervision of children	1.5 hours
Standard Precautions	2.213.B	Available online on the Colorado Shines PDIS or through approved training vendors	Annually	All staff responsible for the care and supervision of children	1.5 hours
Complete within 30 Calendar Days of Employment					
Introduction to First Aid and CPR*	2.213.F	Available on the Colorado Shines PDIS	Every 2 years	All staff NOT required by rule to be certified in First Aid and CPR	1 hour
Preventing and Responding to Child Abuse and Neglect	2.213.G	Available on the Colorado Shines PDIS and through County Department of Human Services	Annually	All staff responsible for the care and supervision of children	2.5 hours

* Does not count toward annual training requirements
+ Previous course completions satisfy this requirement

Updated September 2025



Credentials and Career Pathways (1 of 2)

- Early Childhood Professional Credential (ECPC)
 - Honors the knowledge and experience early childhood professionals contribute to Colorado's youngest residents.
- Trainer Credential
 - Honors a trainer's knowledge and expertise related to the Colorado Competencies for Early Childhood Educators and Professionals and a trainer's knowledge and expertise in adult learning and training design.
- Coach Credential
 - Provides statewide recognition to early childhood professionals who have the foundational skills and dispositions necessary for effective coaching in the early childhood profession.



Credentials and Career Pathways (2 of 2)

Infant Toddler Specialist Credential

- Provides statewide recognition for specialists working with infants and toddlers.
- Aligned with Colorado Competencies for effective training and coaching.
- Specialists must complete approved training and ongoing development with a reflective

PDIS Help Desk

- Email: cdec_pdishelp@state.co.us
- Phone: 1-844-447-4441 Option 2
 - 8 a.m.-5 p.m. MST, Monday-Friday
- [Sign up for a Help Session](#) by visiting <https://bit.ly/4qIU3a5>





Demonstration

Navigating the PDIS



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A woman with long brown hair, wearing a purple shirt and a necklace, is sitting at a table and reading a large, colorful book to a group of young children. The children are sitting around the table, looking at the book. The background shows a classroom setting with shelves of books and a clock on the wall. The entire image has a blue tint.

Thank you!

Questions?



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**“
Your
feedback
helps us all
move forward
together**



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