

Services Guide



Child Development
&
Behaviour Specialists

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1. About

Child Development and Behaviour Specialists' core belief is that most challenging behaviours can be modified. For behaviour modification to occur, more emphasis should be focused on identifying and understanding the function of behaviour, influencing controllable factors, and implementing consistent, practical, and positive practices, instead of focusing on the nature of the behaviour itself.



Child Development and Behaviour Specialists focus on evidence-based practices to build educators' capacity, skills, knowledge, and practices in behaviour and development, to improve a child's behaviour, environment, and overall wellbeing of all involved.

Capacity building occurs through presenting workshops, face-to-face consultations, building behaviour policies and procedures, training, and online support. Kelly is able to increase educators' understanding regarding concepts of behaviour, provide strategies when dealing with challenging behaviours, and assist with environmental factors to provide sustainable practices and environmental changes to foster positive behaviours and relationships.

To support positive behavioural changes, Kelly can implement individualised and organisational behaviour strategies, plans, and procedures. These are established through observations, assessments of functional behaviour, and consultation with individuals within the organisation to provide a consistent approach for educators to assist with the development of children, including those with disabilities, trauma, learning challenges, and complex environmental factors.

2. Our Workshops

Workshops support educators in capacity-building specific skills in various areas relating to child development, behaviour support and educator growth and development.

The workshops presented provide educators with the theory and depth of understanding to implement evidence-based strategies to support children's growth and address barriers to development and learning.

Workshops are delivered outside of business hours and take approximately 2 hours to complete. This time includes a Q&A session, allowing individuals to ask questions relevant to their working or home environment.

All participants receive a booklet and a certificate of completion.



Workshops and Fees

- Identifying Function of Behaviour and 5 Step Behaviour Modification
- Understanding the Reason Behind Your Child's Behaviour
- Supporting Escalation and De-Escalation
- Reducing Behaviour Through Meaningful Interactions
- Positive Behaviour Support
- Visual Supports
- Protective Behaviours
- Play, Explore, Grow
- Understanding Adverse Childhood Experiences (ACE's) and Childhood Trauma
- Educator Informed Practices to support children with Adverse Childhood Experiences (ACE's)
- Autism Training for Educators
- Positive Leadership
- Positive Wellbeing for Educators and Children
- Supporting Educators Growth and Development

Workshop Fees

\$550 inc. GST - Under 25 participants

\$605 inc. GST - 25 to 40 participants

Please contact for over 40 participants

Please note travel and accommodation charges may apply depending upon location.



Identifying Function of Behaviour and 5 Step Behaviour Modification

A comprehensive guide to identifying and understanding the functions of behaviour.

- Builds a knowledge of each function of behaviour e.g. sensory, escape or avoidance, attention and tangible.
- Use of flow charts to ascertain stages of behaviour.
- Provides a clear guide to a 5 Step Behaviour Modification Process.
- Implements effective data collection tools and methods to identify the function of behaviour.
- Explores a range of consistent and predictable intervention and behaviour support strategies to implement.
- This workshop builds educators' knowledge and confidence on how to confidently separate the behaviour from the function and effectively look for patterns in behaviour, then implement appropriate intervention strategies to reduce or cease challenging behaviours.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Parents, Caregivers and Educators

Understanding the Reason Behind Your Child's Behaviour

This workshop provides an overview and explanation of the function of behaviour and why it is important to establish the function of behaviour and the role adults play to focus on the function of behaviour.

- A comprehensive guide to understanding the four functions of behaviour - sensory, escape/avoidance, attention, tangibles/activities and why the behaviour occurs and how to respond.
- How to break down the behaviour and analyse.
- Steps to implement and ways to sustain new behaviours.
- Compares positive reinforcement to a negative punishment.
- Explores a first/then behaviour strategy to increase a child's motivation to complete tasks first then followed by a more preferred activity.
- Why consistency for children is the key.
- Explains how short-term relief to behaviours can result into long term challenges.
- Provides options for how to respond to negative attention seeking behaviours.
- Gives caregivers the tools to provide routines and examples of the importance of routines.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Parents, Caregivers and Educators

Supporting Escalation and De-Escalation

This workshop highlights the role educators have in identifying triggers and understanding how to reduce the likelihood of an escalation.

- Uses evidence-based positive behaviour support practices to provide proactive strategies for educators.
- An understanding of behaviour escalation stages and preventative escalation strategies.
- Provides strategies to implement to minimise risk.
- A comprehensive guide how to communicate to an individual and engage in validating conversations to support de-escalation.
- Effective de-escalation strategies.
- Clear and easy to follow escalation profiles, behaviour tracking, risk assessments and management plans.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators and Caregivers

Reducing Behaviour Through Meaningful Interactions

This workshop provides educators the tools to be able to provide and develop meaningful interaction with the children.

- Support educators in building strong relationships which will support the child experience at the centres and support behaviour management.
- Focusing on educators building confidence, skills and consistent practices when supporting all children especially those demonstrating challenging and often at-risk behaviours.
- Provide the children the ability to understand, learn and predict expectations and routines.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators



Positive Behaviour Support

This workshop provides an overview to help assist educators using positive behaviour support skills to support all children including children with challenging behaviours.

- Will outline fundamental concepts including the Positive Behaviour Process, First & Then and Operant Conditioning.
- Will support educators in understanding the role of positive body language and the use of positive verbal language, to minimise negative attention seeking behaviours.
- The workshop will support educator's practices to the children and other educators.
- Discuss the benefits of daily practices including mindfulness and skill development around waiting, turning taking and sharing.
- Explain how emotional intelligence, self-regulation and resilience support Positive Behaviour.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators

Visual Supports

This workshop emphasises the importance of visuals in a learning environment and how they can assist educators, caregivers and children.

- Develops an understanding of the effectiveness of visuals and the various areas of development.
- Encourages a child's independence.
- Assists in reinforcing routines and reducing challenging behaviours.
- Gain an understanding to increase language development.
- Helps overcome transition issues.
- Proven to be a very effective tool to improve communication for non-verbal.
- Provides support to overstimulated and at-risk behaviours.
- Clear understanding of positive and negative body signals
- How to set up and implement visuals effectively in an education and child care setting.
- Valuable visual guides to reduce over stimulation and escalation.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators and Caregivers

Protective Behaviours

This workshop provides carers and educators the tools to teach preventative protective procedures rather than having a possible incident or investigation.

- Establish the expectation that all children have the right to be safe at all times, give skills to identify unsafe situations and take actions to reduce abuse.
- Discusses types of abuse and statistics.
- Supports educators on how to look for early warning signs.
- Explains the sequence of safety.
- Defines public and private body parts and correct anatomical terminology.
- Teaches the difference between a child's safe and unsafe secrets.
- Ensures environmental safety is a priority for educators.
- Provides online safety guides and statistics of predators abusing online.
- Ideas for preventative rather than reactive measures.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators and Caregivers

Play, Explore, Grow

This workshop highlights how vital play is and how essential it is for child development.

- An in-depth explanation of the importance of play when teaching children social skills, emotions, and resilience and to use their imagination.
- Defines Multisensory Learning and how it connects multiple neuron pathways.
- Provides examples of unstructured play and how adults can engage in unstructured play.
- Supports adults to be role models and participate in structured play with suggestions.
- Explains the six stages of play and ages and observations.
- A snapshot of the recommendations for a child's play with the 24-hour movement guidelines, for 0-5 and 5-17 years.
- Physical, social and emotional development benefits of play.
- Gives a clear link of play and positive behaviour management.
- Recommendations for multiple ways to encourage play.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators and Caregivers

Understanding Adverse Childhood Experiences (ACE's) and Childhood Trauma

This workshop is the first of two workshops focusing on the understanding of Adverse Childhood Experiences, Complex Childhood Trauma and Post Traumatic Stress Disorder.

- Provides an in-depth outline of what defines Childhood Trauma and how it can affect the brains executive functioning to fight/flight responses.
- Comprehensive guide to the 3 stressors and how prolonged exposure to high stressors can change neural pathways.
- Discusses attachment styles and how brain development impacts a child's behaviour and miscommunication of needs, in turn leads to adults misreading the behaviour.
- Explanation of behaviours and possible reasons for behaviour associated with ACE'S and Trauma.
- Provides clear visuals of examples of trauma response of the brain.
- Educators will gain an understanding the complexity surrounding Childhood Trauma and Adverse Childhood Experiences.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators and Caregivers

Educator Informed Practices to support children with Adverse Childhood Experiences (ACE's)

This is the second workshop relating to Childhood Trauma and Adverse Childhood Experiences with a focus on positive and effective practices which supports both the educator and child in any learning environment.

- Why building a relationship with the child is upmost important first step to support any child who has experienced childhood trauma.
- How we interpret our environment and formulate responses determines how we act.
- An in-depth understanding of the attachment theory and internal working models and ensures they can assess their own interactions with children to provide the best possible environment for children.
- Focus on external factors impacting child behaviour and possible risks factors and ways to support.
- Builds educators knowledge of the PACE model – Playfulness, Acceptance, Curiosity, Empathy
- Breaks down the vital steps required to support children with trauma in any learning environment.

Prerequisite: Prior completion of the Understanding Adverse Childhood Experiences (ACE's) and Childhood Trauma workshop.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators

Autism Training for Educators

This workshop provides a concise explanation of Autism the Neurodevelopmental condition that impacts how an individual experiences the world around them.

- Breaks down terminology and the level of functioning and capabilities.
- Provides a consistent day to day guide for educators to practice.
- Explains the value of support through communication and ways to approach.
- Tools to identify triggering factors for escalated behaviour and being able to manage controllable factors to eliminate heightened or escalated behaviour.
- Implements effective strategies for educators to be proactive at investigating possible triggers of risk behaviours and providing an environment to support de-escalation.
- Options for providing positive social interactions.
- Step by step guide to build a meaningful positive relationship and engagement with the child.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators and Caregivers

Positive Leadership

This workshop highlights the importance of a growth mindset and how mindset is a contributing factor to the type of leader or team player you are.

- Provide practical skills and strategies to implement into everyday practices within the childcare setting.
- Encourages an active listening approach – to avoid misunderstanding, build relationships, improve leadership qualities, improve productivity and support team work to create a respectful culture.
- Explores the difference between perception versus attitude.
- Effective tools to improve the efficiency and effective delegation for supervisors.
- How to make observations and implement communication practices before concerns are raised.
- Teaches leaders how to lead with a lead through strength approach.
- Clear examples of behaviour conflict and behaviour outcomes and conflict resolution.
- A 5-step guide to creating a culture where diverse strengths are valued within the workplace.
- Emphasises the importance of positive wellbeing and provides strategies to implement practices in the workplace.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Leaders, Educators, Government Agencies

Positive Wellbeing for Educators and Children

The workshop highlights the importance of a positive outlook, gratitude, mental health, self-regulation, and mindfulness.

- Educators will gain the skills, knowledge, and strategies to implement practices everyday within the childcare setting to improve both educators and the children wellbeing.
- A clear guide to mindfulness and the benefits of consistent mindfulness practices within a school environment.
- How to practice gratitude and the strong correlation of gratitude and effective conflict resolution skills.
- Gives resilience building skills to break out of negative cycles and look for upsides when faced with adversity.
- Identifies the importance self-regulation and how to teach it to children.
- Teaches daily rejuvenation activities to reduce workplace stress and burnout.

Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators

Supporting Educators Growth and Development

This workshop provides the tools, understanding and inspiration to improve oneself to reach your full potential.

- How to establish good habits, the art of active listening, understanding resilience and Emotional intelligence.
- Skills in the workplace; delegation, workplace relationships, active supervision, workplace barriers and critical reflection.
- How to grow your mindset and establish new habits.
- Provides tools to improve supervisors' efficiency and effectively delegate, giving examples effective delegation and poor delegation in the workplace.
- Discusses active supervision and how it can be implemented with the childcare setting.
- Highlights the awareness of educator barriers in the childcare setting and focus on critical reflection to learn from events and examine from a different approach.

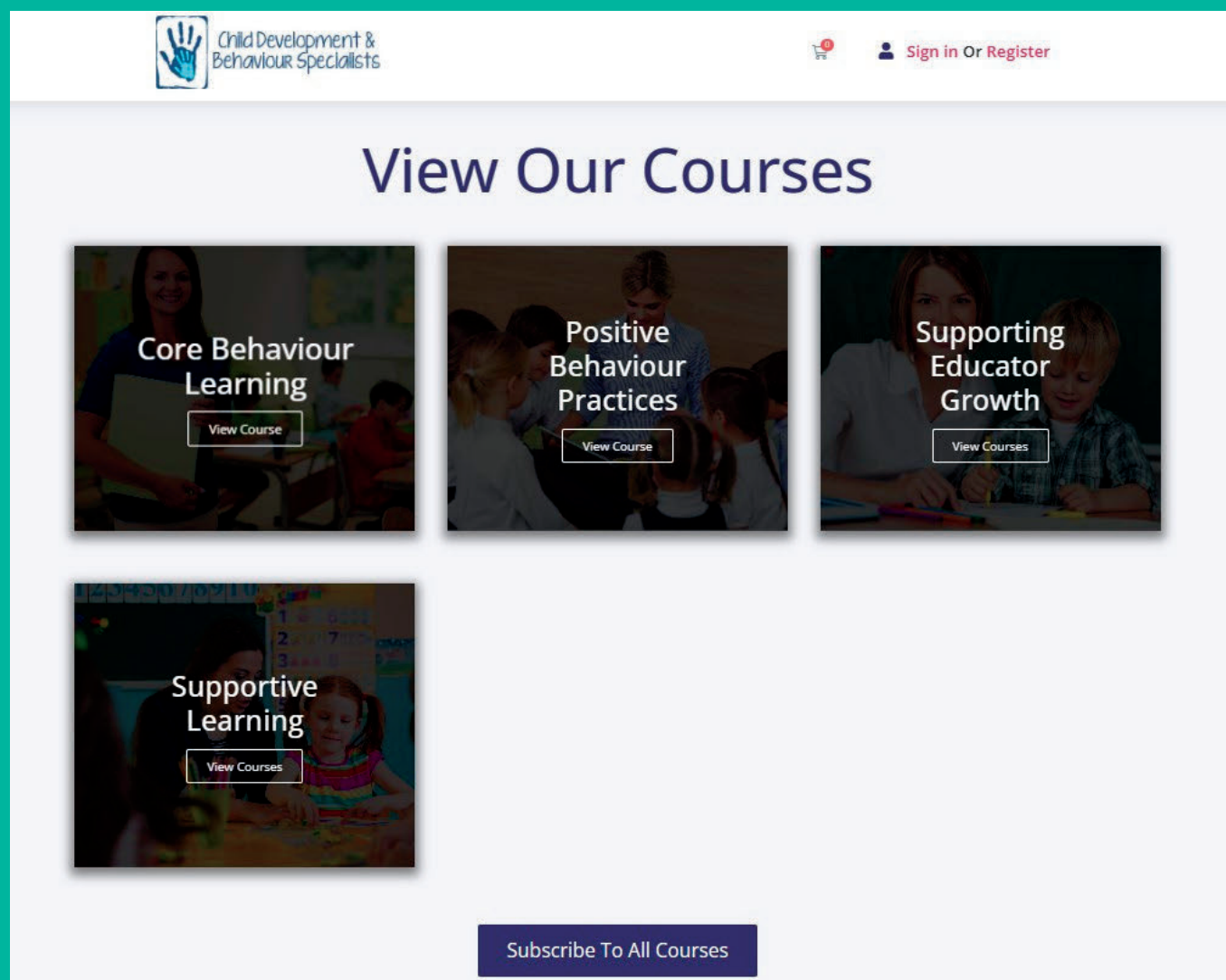
Duration: Approximately 2 hours including 30 minutes question time

Suitable for: Educators

3. Our Online Learning

Online professional development learning modules providing education, theories and strategies to support understanding of a wide range of behaviour and development areas.

Online support is available to all educators within the program, providing a touchpoint with CDB Specialists via video chat, audio call or email. This provides an avenue to ask questions, critically reflect, seek clarification, and address any new barriers which come to light.



The screenshot shows a webpage for 'Child Development & Behaviour Specialists'. At the top left is the organization's logo, a hand with fingers spread. To the right of the logo is the text 'Child Development & Behaviour Specialists'. Further right is a notification bell icon and a 'Sign in Or Register' button with a user icon. The main heading is 'View Our Courses'. Below this are four course cards, each with a background image of an educator and children, the course title, and a 'View Course' button. The courses are: 'Core Behaviour Learning', 'Positive Behaviour Practices', 'Supporting Educator Growth', and 'Supportive Learning'. At the bottom center is a dark blue button labeled 'Subscribe To All Courses'.

Child Development & Behaviour Specialists

Sign in Or Register

View Our Courses

Core Behaviour Learning
View Course

Positive Behaviour Practices
View Course

Supporting Educator Growth
View Courses

Supportive Learning
View Courses

Subscribe To All Courses

Online Courses and Fees

All Courses

Includes All 7 Modules
12Months Subscription
\$279.00 inc. GST

Individual Courses

Pick and Choose
6 Months Subscription
Prices as listed below

Group Subscriptions

Manage multiple subscriptions for organisations
Pick and Choose Variable Subscriptions
Please contact for quote

Each module takes an estimated 1.5 hours to 2.0 hours to complete.

Course	Module	Individual Price inc. GST
Core Behaviour	Fundamental Elements to Behaviour Support	\$40
	The Four Functions of Behaviour	\$60
	Five Step Behaviour Modification Process	\$60
	Escalation and De-escalation	\$60
Supporting Educator Growth	Emotional Intelligence	\$30
Positive Behaviour Practices	Positive Behaviour Support	\$30
Supportive Learning	Early Years Development	\$30

Core Behaviour

- Fundamental Elements to Behaviour Support
 - The unit outlines fundamental elements to support behaviour processes in all environments.
 - These elements are educator focused by strengthening your skill set, in order to establish a solid foundation of behaviour management processes.
- The Four Functions of Behaviour
 - Throughout the course of this unit the four key functions of behaviour will be addressed and explained. It is important to be able to identify and understand these four areas as this will assist in the modification of undesirable or inappropriate behaviours.
 - Each function will be outlined and explained with examples for each area to ensure depth of understanding.
- Five Step Behaviour Modification Process
 - The behaviour modification process outlines the necessary steps required to alter an undesirable or inappropriate behaviour.
 - This unit will identify and explain these five steps at length and display the required skills and strategies needed to adjust or change unacceptable behaviours.
- Escalation and De-escalation
 - The escalation process occurs when there are unresolved internal or external conflicts for a child. Behaviours during escalation can be challenging, disruptive and risky. These behaviours can cause considerable disruption and risk to people within the environment and damage to property.



Supporting Educator Growth

- Emotional Intelligence
 - This unit will explore emotional intelligence and the skills that can be strengthened to develop EQ. While some people have a naturally high EQ, it can be learned through the development of skills such as understanding fixed versus growth mindsets, learning to create positive habits, addressing personal barriers, resilience training, and self-regulation strategies.

Positive Behaviour

- Positive Behaviour Support
 - Positive behaviour support is a person-centred evidence-based approach that provides a framework for long term support for children as well as people with learning disabilities, behaviour disorders and other diagnoses.

Supportive Learning

- Early Years Development
 - The unit outlines fundamental elements to support behaviour processes in all environments.
 - These elements are educator focused by strengthening your skill set, in order to establish a solid foundation of behaviour management processes.



4. Our Resource Toolkit

CDBS provides organisations with relevant resources and templates needed to address barriers and implement effective behaviour support strategies.

The toolkit includes self-help schedules (toileting & washing hands), daily visual routines cards, emotions signage, mat manners visual, first/then signage and a lanyard set of cue cards. These can be used in both a short and long-term capacity.

Visual supports will be provided as a tool to support educators and assist children with daily routines and transitions. These visual resources and templates can be accessed after training has ceased providing opportunities for continued adaptation and reflection.

Resource packs

\$220 inc. GST per set - Visual Support Pack Templates (Download)

\$330 inc. GST per set - Laminated Visual support Set



5. Our Face to Face Visits

Face-to-face visits to observe, identify and address barriers unique to the learning environment. The consultant will act as a role model for and support educators in implementing strategies to address concerns.

During face-to-face visits, the focus is to observe and address barriers in an environment. The consultant will role model, role play, observe and support educators, and address barriers within the environment.

The aim of face-to-face visits is to gain a holistic perspective of the day-to-day running of both indoor and outdoor environments. This includes environmental elements such as visual support, physical layout and learning/play resources.

On-site visits allow for comprehensive insight to identify and address environment-specific barriers, facilitating broader skills development implementation.

Hourly and day rates apply.

Please contact for more information.

Please note travel and accommodation charges may apply depending upon location.



"Behaviour is how one acts, not the way one feels, thinks or hurts." - Kelly Oldfield

We acknowledge the Traditional Owners of the land where we work and live. We pay our respects to Elders past, present and emerging. We celebrate the stories, culture and traditions of Aboriginal and Torres Strait Islander Elders of all communities who also work and live on this land.



For all enquiries and information please contact Kelly.

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