

Services Guide



Child Development
&
Behaviour Specialists

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. 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.

All workshops last approximately 2 hours, including a Q&A session for addressing individual queries and all participants receive a certificate of attendance.

Workshops can be presented in many setting including schools, childcare centres, parent groups and online.

CDDBS deliver workshops across metropolitan, regional, rural and remote locations.



Workshops

- 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
- Introduction to Positive Behaviour Support
- Effective Visual Supports
- Protective Behaviours in a Learning Environment
- Play, Explore, Grow
- Understanding Adverse Childhood Experiences and Childhood Trauma
- Educator Practices to Support Children with Adverse Childhood Experiences
- Autism Training for Educators
- Positive Leadership
- Positive Wellbeing for Educators and Children
- Supporting Educators Development and Growth

Please contact for more information.



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.
- 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



Introduction to 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

Effective 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 in a Learning Environment

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 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 Practices to Support Children with Adverse Childhood Experiences

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 the 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 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.
- 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 Development and Growth

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

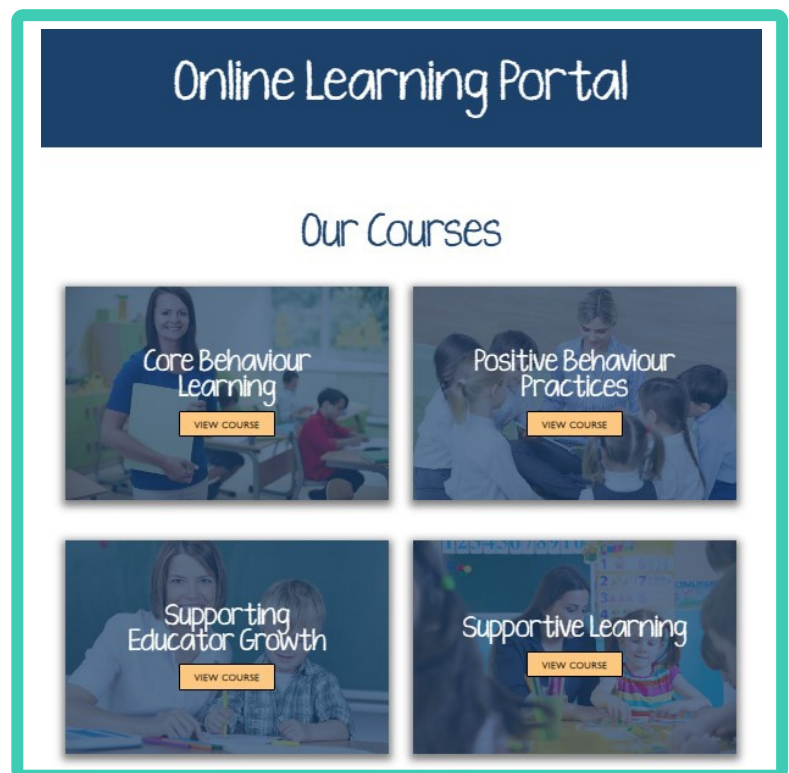
3. Online Learning

Child Development and Behaviour Specialists Online Learning portal offers courses providing education, theories and strategies to support understanding of a wide range of behaviour and development areas.

Each course includes scenarios, terminology, up to date knowledge and research-based strategies to equip participants with an understanding of how to effectively apply these strategies within their environment.

Online Behaviour Courses include:

- Core Behaviour Learning
- Supporting Educator Growth
- Positive Behaviour Practices
- Supportive Learning
- Specialised Areas (coming soon)



The courses are suitable for educators, support staff and individuals who work with or care for children, including those with diagnosed conditions, development or learning concerns and challenging at-risk behaviours.

Certificates are awarded on completion of each self-paced course.



Online Course Fees



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Complete CDBS Behaviour Bundle

Includes All Courses

\$279 inc. GST (Save \$51)

12 Month Subscription

Course	Module	Price inc. GST
Core Behaviour Learning	Fundamental Elements to Behaviour Support	\$198
	The Four Functions of Behaviour	
	Five Step Behaviour Modification Process	
	Escalation and De-Escalation	
Supporting Educator Growth	Emotional Intelligence	\$30
Positive Behaviour Practices	Positive Behaviour Support	\$30
Supportive Learning	Early Years Development	\$30

Group Subscriptions Available

Manage multiple subscriptions for organisations.

Please contact for a quote.



Core Behaviour Learning Course

Core Behaviour Learning Course includes the following modules:

- Fundamental Elements to Behaviour Support
 - The module 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 this module 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 module 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 Course

- Emotional Intelligence
 - This module explores emotional intelligence, also known as EQ, 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 Course

- 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.
 - This framework is built to help improve behaviours and social communication by using encouragement and rewards to decrease challenging behaviours.

Supportive Learning Course

- Early Years Development
 - The module 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. Visual & Behaviour Resources

CDBS provides organisations and families with the relevant picture visuals, resources and templates needed to address barriers, encourage communication, improve social skills, and implement effective behaviour support strategies.

Each visual pack has a set of visuals to suit the environment which include self-help skills, daily visual routines, emotions signage, behaviour strategies including first/then and a visual communication in a lanyard style.

The behaviour templates allow data and observations to be collected and analysed in a format which is easy to document and analyse when completed.

Both the visuals and behaviour templates can be used in both a short and long-term capacity.

Visual supports are essential tool to support children in schools, childcare centres and home environment. The templates can be downloaded, or packs can be made ready for immediate use.

Scan QR Code for more information.

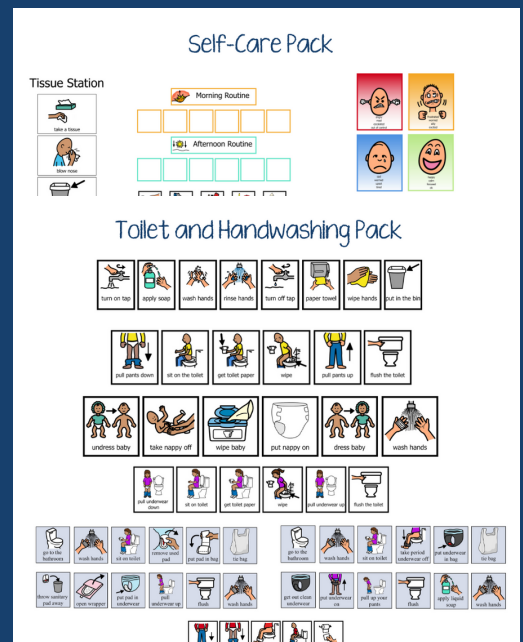
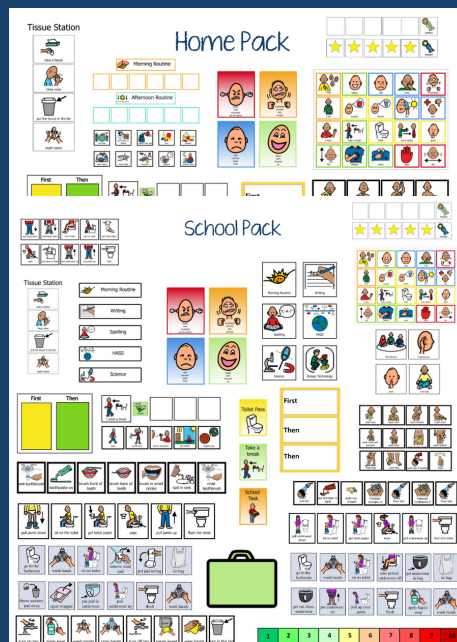
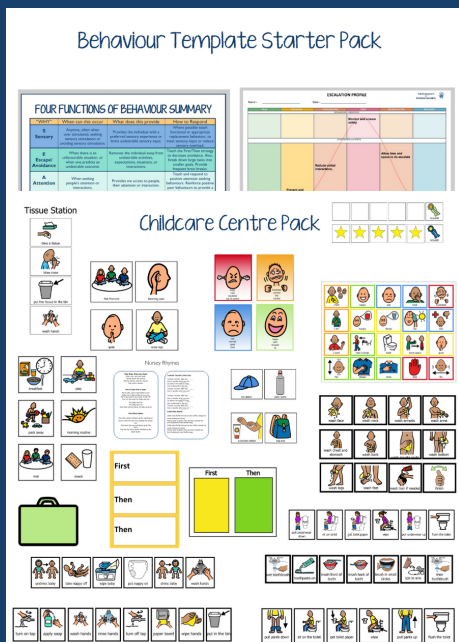


Visual and Behaviour Resources

The templates can be downloaded, or packs can be made ready for immediate use.

CDBS Visual and Behaviour Resources	Digital Download inc. GST	Ready-Made inc. GST *
Behaviour Template Starter Pack	\$30	N/A
Childcare Centre Pack	\$195	\$315
Home Pack	\$140	\$300
Make Your Own Pack	\$10 - \$30	\$15 - \$50
School Pack	\$255	\$440
Self-Care Pack	\$100	\$185
Toilet and Handwashing Pack	\$55	\$93

* Prices exclude postage and handling.



5. Face to Face Consultation

Face-to-face visits offer comprehensive insight for identifying and addressing barriers unique to the learning environment, facilitating broader skills development.

Through face-to-face consultations, we can achieve a holistic perspective on both indoor and outdoor environments, including visual support, layout, and resources. We observe and address environment-specific barriers, supporting educators through role modelling, role play, and observations.

Face-to-face visits allow for greater collaborative partnerships and communication among administration, room leaders, and support staff.

At CDBS, we can act as a role model for educators as we support the team in implementing strategies to address concerns.

One-off consultations with caregiver and child by request.

Please contact for more information.



6. Keynote Speaking

Kelly Oldfield is an experienced keynote and guest speaker, presenting at conferences and public workshops throughout Australia. She is an engaging, honest, relatable and straightforward speaker.

Kelly wholeheartedly believes that children are more than their behaviours. She will not just resonate with her audience at the event, but far beyond. Kelly's extensive experience and knowledge in her profession will inspire understanding and positive change towards children who demonstrate challenging behaviours and/or children who require additional support. By providing her audience with an alternative perspective and deeper understanding to behaviours, development and support strategies.

Available to speak on a range of topics for example; Functions of Behaviour, Fundamental Elements to Behaviour Support, Behaviour Modification processes and more.

Please contact for more information.



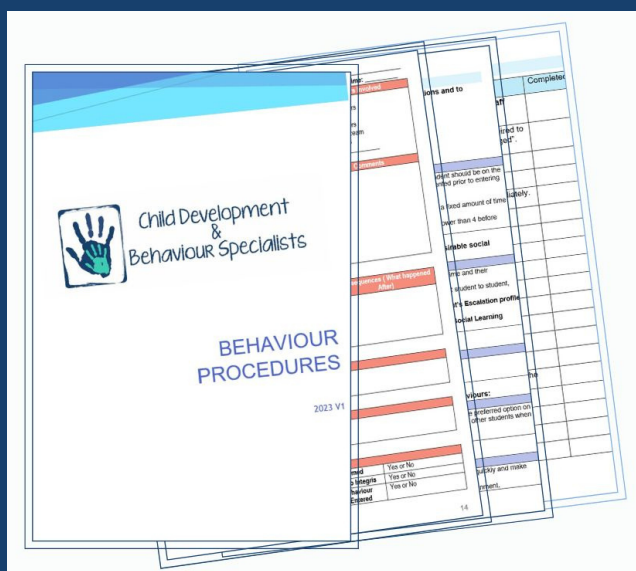
7. Behaviour Policies & Procedures

CDBS provide consultation and development of policies, procedures, behaviour support plans and risk management plans for schools, childcare centres, learning environments and homes.

CDBS can develop and implement individualised and organisational behaviour strategies, plans and procedures to support positive behavioural change and case management. Individualised policies and documentation is crafted through observation, assessment of functional behaviour, and consultation with individuals within the organisation.

Behaviour support and risk management plans are individualised to cater for each child's needs and abilities and are inclusive of children with additional needs, identified conditions, learning challenges and complex home environments. All policies and procedures are developed alongside school and centre guidelines and in collaboration with all individuals involved.

Please contact for more information.



8. Professional Development

CDBS can develop and deliver individualised Professional Development for whole school learning, private and government organisations, and childcare centres.

We provide education, theories and strategies to support understanding of a wide range of behaviour and development areas.

Throughout our training and support, our focus is on building a positive environment for everyone involved.

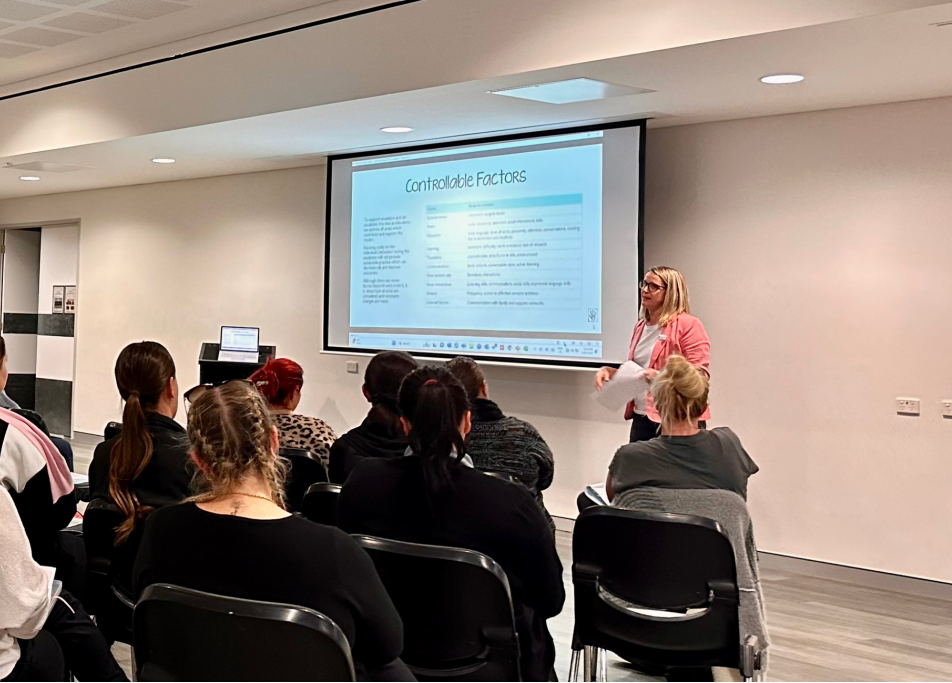
Half and Full Day Professional Development learning is available.



Please contact for more information.

9. Behaviour Masterclass

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Please contact for more information.

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For all enquiries and information please contact Kelly.

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