



Module 3E: Outline & Manual

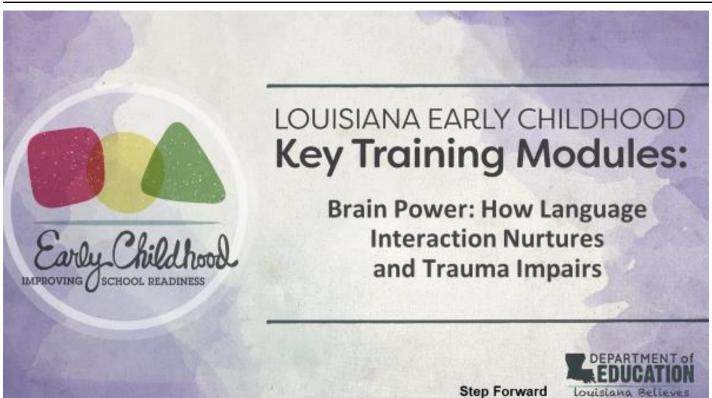
Brain Power: How Language Nurtures and Trauma Impairs

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Module Description

This training module will focus on early brain development and the effects that trauma can cause on the brain in early childhood. Participants will explore steps in the back and forth interactions between children and adults, and both executive function activities and self-regulation skills with children of all ages.

Pre-Work

- Review 5 Steps for Brain-Building Serve and Return
- Review Understanding Adverse Child

Materials

- Chart paper and markers
- Copy paper
- Pencils or pens for participants
 - Materials for the Brain Architecture Game (*there is a \$99 fee for Life Experience Cards)
- Handouts
 - o 5 Steps for Brain-Building Serve and Return
 - o Enhancing and Practicing Executive Function Skills and Children from Infancy to Adolescence
 - Brain Architecture Game Instructions
 - o Understanding Adverse Childhood Experiences
 - Pre- and Post- Assessments





Learning Outcomes

Candidates who actively participate in this session will be able to ...

- Understand that a young child's brain is still rapidly growing and developing
- Understand the elements needed for optimal brain development including a language-rich environment, caring and responsive relationships, developmentally appropriate limits to learn self-regulation and buffering from toxic stress
- Discuss adverse childhood experiences and toxic stress
- Understand how toxic stress impedes healthy brain development and leads to maladaptive behavior
- Practice strategies to promote language development within the context of caring
- Practice strategies to buffer young children from toxic stress

Training Agenda

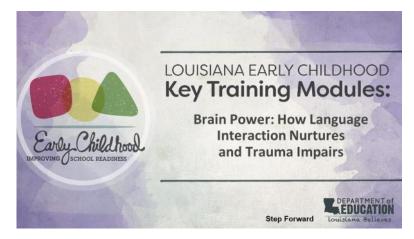
Total Content Time: 2.0 hours Total Session Time: 3.0 hours

Item	Time/Duration
Registration/Sign-In	30 minutes prior to course start
	(not included in total course time)
Welcome, Session & Group Introductions	20 minutes
A Healthy Environment Stimulates Brain Development in Young Children	15 minutes
The Importance of a Language-Rich Environment	15 minutes
The Lifetime Effects of Childhood Trauma and Toxic Stress	15 minutes
The Role of Informed Early Care and Education Programs	45 minutes
	(*add one hour if including Brain
	Architecture Game)
Session Closing & Post-Assessment	15 minutes
	(not included in total course time)
Individualized Q&A	15 minutes following course
	completion
	(not included in total course time)





Training Manual



Distribute the Pre-Assessment Evaluation as participants enter the training.

- Ask them to complete the Pre-Assessment Evaluation and return to you
- Briefly review the forms to identify the group's needs
- Emphasize the learning objective(s) identified by the group as needing support
- Modify the session to spend more time on knowledge, skills, and abilities needed by the group



Good morning/afternoon. This is a presentation of the Louisiana Early Childhood Key Training Modules. I am (insert name) and I will be your trainer today.

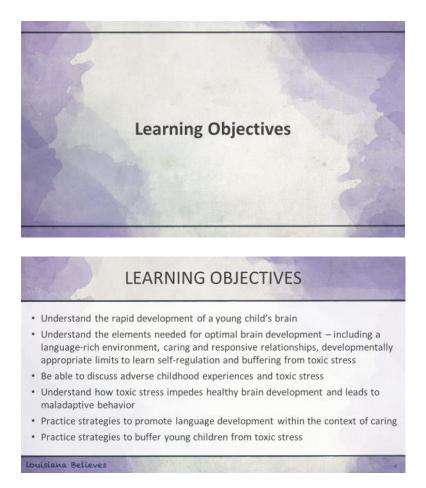
This morning/afternoon, we will begin by getting to know a little bit about one another, and also review what you will be learning today.

First, I want to welcome and thank you for taking the time to join us today. I/we appreciate your dedication to young children in Louisiana. Your efforts to grow will help them grow, so thank you.

Today we will learn about the power and potential of our brains before age five.







Read each learning objective aloud.

- Understand the rapid development of a young child's brain
- Understand the elements needed for optimal brain development including a language-rich environment, caring and responsive relationships, developmentally appropriate limits to learn self-regulation and buffering from toxic stress
- Be able to discuss adverse childhood experiences and toxic stress
- Understand how toxic stress impedes healthy brain development and leads to maladaptive behavior
- Practice strategies to promote language development within the context of caring
- Practice strategies to buffer young children from toxic stress

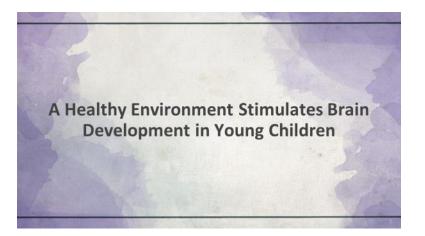
Are there any additional points we should add to our list of objectives for today?

Record responses on chart paper.

In summation, we will learn both what boosts, and what blocks, early brain development.







We are going to begin by talking about the ideal conditions for early brain development. What is the essential nutrition for the developing brain?



- Proper nutrition starting in pregnancy
- · Exposure to toxins or infections
- The child's experiences with other people and the world

How well a brain develops depends on many factors in addition to genes. Brain development begins before birth, but does not stop there. A child's brain continues to grow rapidly for the first five years of life – often called the period of neuroplasticity. Many factors can affect this growth, including environmental toxins, infections, and life experiences.

LIFELONG EFFECTS OF	DIAIN DEVELOT MENT
 Positive Experiences: Nurturing Language interactions Responsive care for the child's body and mind Negative Experiences: Adverse Childhood Experiences (ACEs) Toxic stress Poverty 	EVPENIENCE Protective and Persual Ivs. Insecure and Impersual Ivs. Insecure and Impersual Interview of the Interview of Interview Brann DEVELOPMENT Alterations in the Way the Structure and Function Structure and Function Brann Development Structure and Function Brann Development Brann Development Br

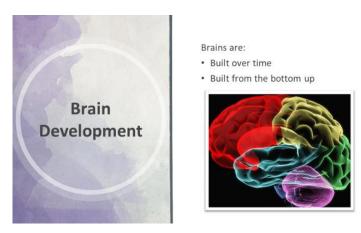
Positive experiences enhance brain development. These are essential nutrients for building a strong brain.





Negative experiences can delay or damage brain development. Although family income itself does not limit a child's potential, factors related to poverty, such as food insecurity, may directly impact this development.

The flow chart illustrates how both positive and negative experiences have the potential to impact brain development, including the ability to process and respond to new experiences. Experiences (positive or negative) have a cumulative effect – each experience builds on the one before.



Due to rapid neural growth, the brain is highly responsive to learning, and it is also easily impacted by negative experiences.

Brains are built over time:

- Continuous process from before birth through adolescence
- Rapid growth of connections of neurons during first year
- Infant brain is exquisitely sensitive to early experiences particularly relationships

Brains are built from the bottom up:

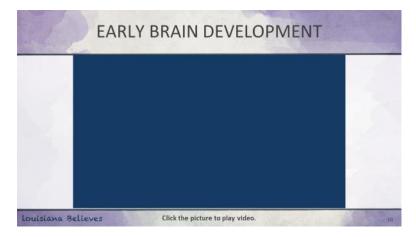
- Experiences and activities influence development
- Early connections of neurons become more complex pathways and behaviors
- A solid foundation is required for future skills, health, and success







Brain development is integrated. Areas are connected and rely upon each other. The capacity to change, or plasticity, decreases significantly by age four.



Click the picture on the slide to play the video. (Duration: 1:00)

THE FIRST 100	0 DAYS O	FLIFE	
 The first two and a half years are critical for early brain and child development: Improve readiness for school and ultimately school success Nurture foundational skills as they emerge Improve resiliency, emotions, and behavior Provide a healthy start for lifelong productivity 			
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The first two and a half years are critical for early brain and child development.

- Improve readiness for school and ultimately school success
- Nurture foundational skills as they emerge
- Improve resiliency, emotions, and behavior
- Provide a healthy start for lifelong productivity





EXPERIENCE IN BRAIN DEVELOPMENT

- All sensory information is received in the brain
- These experiences mold the neuronal circuits
- A significant amount of molding occurs within the first four years of life



All sensory information is received in the brain.

- Information is "transduced" by the nervous system into changes in nerve cells
- Repetitive sensory input allows the child to learn about the world which surrounds him or her also known as Piaget's "sensorimotor period" from birth to age two when young children are learning through their sense

These experiences mold the neuronal circuits.

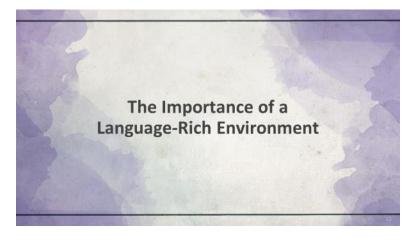
• Patterns define how neurons connect with each other

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• How many connections form

A significant amount of molding occurs within the first four years of life.

Less molding can occur as children get older









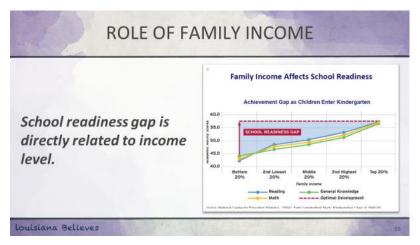
There was a **study of children seven through 36 months of age** – three groups of family income levels were represented: **professional, working class**, and **impoverished families**.

Major finding was that in higher income families, young children heard an average of 30 million more words than did low-income families. The result of hearing fewer words was the children in lower-income families had smaller vocabularies (500 compared to 1100 spoken words).

A two-year-old's vocabulary is a predictor school readiness – a predictor of reading proficiency by third grade – a predictor of high school graduation. What happens in early childhood matters for a lifetime.

Other findings from the 30 Million Word Gap study:

- Two types of talk:
 - "Business talk" get things done, ex. "stop," "come here," "put on your shoes," does not predict IQ and language
 - o "Non-business talk" extra conversation, praise, restatements, active listening, reciprocal
 - Talkative families had 5-6 times more "praise" and "chats" than "prohibitions"
- Quiet families had more "prohibitions" than "praise"



What are some reasons that families in poverty may spend less time conversing with children? *Encourage participants to discuss with a partner and make a list of some of the potential reasons. After about five minutes, participants will share with the larger group.*

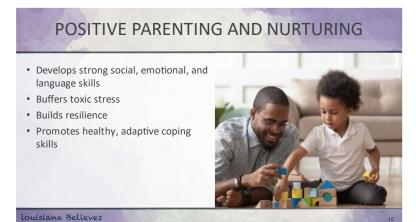




Potential answers include:

- Overwhelmed by many stressors
- Single parent
- Working nontraditional hours or more than one job
- Energy spent on survival tasks

Is it possible to change this outcome for children in low-income households? How? *Encourage participants to discuss* with their partner. After about five minutes, participants will share with the larger group.



Positive parenting and nurturing:

- Develops strong social, emotional, and language skills,
- Buffers toxic stress,
- Builds resilience, and
- Promotes healthy, adaptive coping skills.



- 1. Read together, every day
- 2. Rhyme play and cuddle every day
- Routines have routines around meals, sleep, and family fun, children know what to expect
- Reward praise for everyday successes, builds self-esteem, and promotes positive behavior
- Relationships strong and nurturing relationships are the foundation for healthy child development

What are some of your favorite books for young children?

Potential answers include:

- Brown Bear, Brown Bear
- Goodnight Moon





- Pat the Bunny
- Other examples

What songs or rhymes did you like as a child?

Potential answers include:

- Down by the Bay
- If You're Happy and You Know It
- Other examples

What songs or rhymes did you like as a child?

Potential answers include:

- Reach to be picked up when distressed
- Bring a blanket to be held when they are tired
- Other examples

How do young children respond to praise?

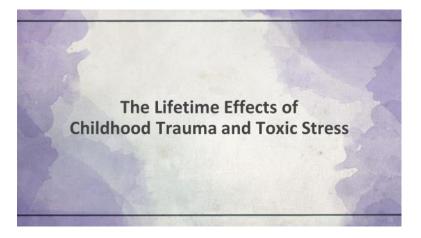
Potential answers include:

- Smile
- Do more of the behavior that is praised

Who do the children in your care go to when upset? Where do they seek comfort?

Potential answers include:

- Adults they know
- Adults who have offered comfort

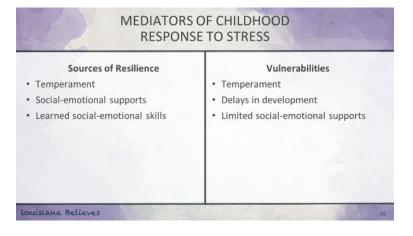






FEATURE		EFFECT O	N CHILD
Stress response	Positive	Tolerable	Toxic
Duration	Brief	Sustained	Sustained
Severity	Mild/moderate	Moderate/severe	Severe
Social-emotional buffering	Sufficient	Sufficient	Insufficient
Long-term effect on stress response system	Return to baseline	Return to baseline	Changes to baseline Epigenetic modifications Changes in brain structure and function Behavioral attempts to cope may be maladaptive

Stress is a normal part of life. All children will experience stress to some degree, and the vast majority will bounce back and resume functioning. However, if stress is long-lasting or severe, and if there is a lack of comfort from adults, this can result in damage to critical brain structure.



Sources of resilience to stress:

- Temperament
- Social-emotional supports
- Learned social-emotional skills

Vulnerabilities to stress:

- Temperament
- Delays in development
- Limited social-emotional supports





CHILDHOOD ADVERSITY AND TOXIC STRESS

Child/Individual

- · Physical, sexual, or emotional abuse Parental dysfunction
- Physical or emotional neglect Substance abuse Domestic violence
- · Chronic fear state
- · Other traumas Natural disasters
- · Accidents and illness
- Exposure to violence
- · Disabilities/chronic illness

 Mental illness · Parent separation or divorce/single parenting

Parental/Family

Incarceration

Poverty

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There are many types of traumatic experiences. A child's resilience determines the impact.



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тох	KIC STRESS	
 Disrupts the developing brain Has lifelong effects Learning Behavior 	CHILDHOO	Stress
• Health	Hyper-responsive stress response; calm/coping	Chronic "fight or flight;" cortisol / norepinephrine
		in Brain ecture
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All of us, including children, experience stress. Stress is a normal part of life and keeps us safe from danger.

Stress can become toxic when it is unrelenting (constant) or when there is insufficient support. For young children, support must include both comfort and protection from danger.





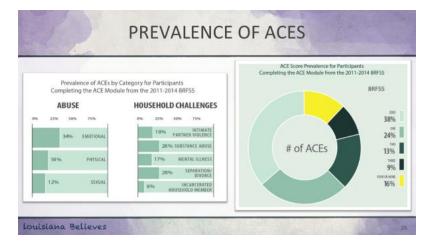
Toxic stress can result in damage to the young child's sensitive, developing brain. This can impact the child's ability to learn, concentrate, and get along with other.

LASTING EFFECTS ADVERSE CHILDHOOD EX	
Increased risk for:	A
Alcoholism/alcohol abuse	Doubh Otherse
Unsafe sex, STIs	Disability, 6 Social Problems
 Unintended pregnancy 	Adoption of HeadTit Black Behavior
 Depression, anxiety, PTSD 	Social, Emotional, & Cognitive Impairment
Suicide attempts	Disrupted Neurodevelopment
Intimate partner violence	Adverse Childhood Experiences
Obesity diabetes, heart disease	Bocial Conditions / Local Context Generational Embodiment / Historical Trauma
 Poor academic achievement leading to decreased educational, occupational opportunities 	Mechanism by which Adverse Childhood Experiences Influence Health and Well-being Throughout the Ufesnan

The number of adverse events in childhood is related to an **increased risk** for chronic health conditions, including:

- Alcoholism/alcohol abuse,
- Unsafe sex, STIs,
- Unintended pregnancy,
- Depression, anxiety, PTSD,
- Suicide attempts,
- Intimate partner violence,
- Obesity, diabetes, heart disease, and
- Poor academic achievement leading to decreased educational, occupational, opportunities.

However, resilient factors can provide protection.

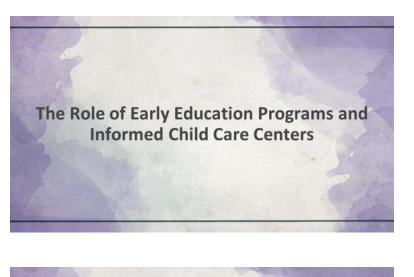


These findings, supplementing the original ACE study, indicate that most children (62%) have experienced one or more Adverse Childhood Experiences.

As the number of ACEs increases, so does the risk for many chronic mental health and physical health problems.







WHAT YOU CAN DO

- Increase classroom/center interactions and experiences that help children
 develop language and learn new skills
- Include activities that encourage analysis and reasoning
- Increase back-and-forth engagement and feedback loops necessary to encourage connections between concepts and ideas
- Provide trauma-informed care
- Family engagement

What can you do?

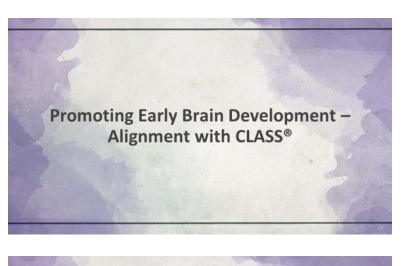
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- Provide trauma-informed care
- Family engagement







ALIGNMENT WITH CLASS® - INFANTS

Infants

- Teachers describe their own and infants' actions during activities and routines. They comment on events happening. Their language often includes descriptive and variable words spoken in complete sentences.
- Teachers encourage infants to verbalize by initiating sounds and words with infants or imitating sounds expressed by infants.
- Teachers extend infants' communication attempts by adding words to actions and sounds. They engage in back-and-forth verbal exchanges with infants, using pauses and eye contact to encourage turn taking.

The following is how teachers foster language development for infants:

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- Teachers describe their own and infants' actions during activities and routines. They comment on events happening. Their language often includes descriptive and variable words spoken in complete sentences.
- Teachers encourage infants to verbalize by initiating sounds and words with infants or imitating sounds expressed by infants.
- Teachers extend infants' communication attempts by adding words to actions and sounds. They engage in back-and-forth verbal exchanges with infants, using pauses and eye contact to encourage turn taking.

Encourage participants to give examples of these standards. Potential answers include:

- "Now we are about to eat a snack. We are going to have some goldfish crackers. I love to eat goldfish."
- Teacher imitates babies making cooing sounds.
- When babies make verbalization babbling sounds, the teacher responds with words to praise the baby or describe what is happening as if they are having a conversation.
 - "You are really talking a lot."
 - "We are going outside for a walk."

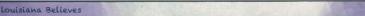




ALIGNMENT WITH CLASS[®] – TODDLERS

Toddlers

- The teacher uses conversational language and provides opportunities for children to use language through conversations and questioning.
- The teacher repeats and extends children's communication attempts and language.
- Teachers describe and narrate their actions or children's actions using self- and parallel talk.
- The teacher uses a variety of words and provides words and language for children to use, labeling objects and concepts with language.
- · The teacher describes unfamiliar words to children.

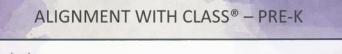


The following is how teachers foster language development for toddlers:

- The teacher uses conversational language and provides opportunities for children to use language through conversations and questioning.
- The teacher repeats and extends children's communication attempts and language.
- Teachers described and narrate their actions or children's actions using self- and parallel talk.
- The teacher uses a variety of words and provides words and language for children to use, labeling objects and concepts with language.
- The teacher describes unfamiliar words to children.

Encourage participants to give examples of these standards. Potential answers include:

- "You said ball. Let me give you the ball. The ball is round and bouncy."
- "This long block is called a rectangle."



Preschoolers

- There are frequent conversations taking place in the classroom.
- · Teachers ask many open-ended questions.
- Teachers often repeat or extends the children's responses.
- Teacher maps their own actions and the children's actions through language and description.
- Teachers often use advanced language with children.

The following is how teachers foster language development for **preschoolers**:

- There are frequent conversations taking place in the classroom.
- Teachers ask many open-ended questions.
- Teachers often repeat or extend the children's responses.

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- Teacher maps their own actions and the children's actions through language and description.
- Teachers often use advanced language with children.





Encourage participants to give examples of these standards. Potential answers include:

- "What do you think will happen?"
- "We are walking down the sidewalk. We are going to the playground. When we get there, we will run and make noise."
- "You said you are feeling happy. Are you happy to see your friends?"



Serve and return means responding back and forth – the adult responds to the child's verbal or nonverbal interaction by repeating, praising, or responding positively to encourage continuation of the child's effort to communicate. The adult continues this back and forth response as long as the child is engaged.

What are some ways that young children communicate without words?

Potential answers include:

- Gestures
- Facial expressions

How can adults respond to nonverbal children to promote language?

Potential answers include:

- Describe what the child is looking at
- Respond to the child's facial expression "You look sad. Are you sad that it is time to clean up?"





ALIGNMENT WITH CLASS® – INFANTS

Infants

- Teachers consistently display positive behaviors with infants by being physically close, being on eye level, sharing attention, and providing affection and contact to the infants in their care.
- There are frequently episodes of smiles and laughter by teachers and infants.
- · Teachers and infants generally appear happy in the classroom
- Teachers use a calm tone, respectful language, and gentle touch when moving or holding infants. They verbally prepare infants for what is about to happen and use respectful language, referring to infants by their names.

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The following is how teachers foster emotional well-being for infants:

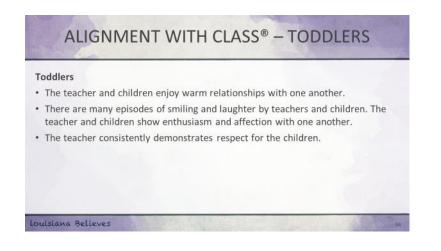
- Teachers consistently display positive behaviors with infants by being physically close, being on eye level, sharing attention, and providing affection and contact to the infants in their care.
- There are frequently episodes of smiles and laughter by teachers and infants.
- Teachers and infants generally appear happy in the classroom.
- Teachers use a calm tone, respectful language, and gentle touch when moving or holding infants. They
 verbally prepare infants for what is about to happen and use respectful language, referring to infants by their
 names.

Why is a happy, affectionate environment important for children?

What can you do to create a happy environment?

Potential answers include:

- Music
- Keeping expectations for children age-appropriate
- Understand that negative behaviors are normal, and create an opportunity to learn
- Manage your own emotions and stress through self-care
 - What does self-care look like for you?







The following is how teachers foster emotional well-being for **toddlers**:

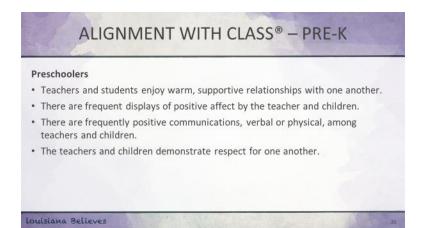
- The teacher and children enjoy warm relationships with one another.
- There are many episodes of smiling and laughter by teachers and children. The teacher and children show enthusiasm and affection with one another.
- The teacher consistently demonstrates respect for the children.

Give an example of a time when creating a happy classroom environment was a challenge because of a child's behavior.

- A child that bites other children
- A child that wants to be held constantly

Brainstorm how a teacher might create a happy, affectionate environment even when children act out.

- Respond with a soothing voice
- Identify and validate negative feelings like sadness or anger "I can see you are angry but we have to keep our friends safe."



The following is how teachers foster emotional well-being for **preschoolers**:

- Teachers and students enjoy warm, supportive relationships with one another.
- There are frequent displays of positive affect by the teacher and children.
- There are frequently positive communications, verbal or physical, among teachers and children.
- The teachers and children demonstrate respect for one another.

What does a warm, supportive, and respectful preschool classroom look like?

- Adults are responsive
- Adults are patient
- Adults gently remove children from the group when they need time to manage emotions

What would a teacher be doing in this classroom?

- Smiling
- Singing
- Reassuring by describing what is happening or about to happen

What are the challenges to having a warm, supportive, and respectful classroom?

• A child is hungry, tired, or otherwise distressed

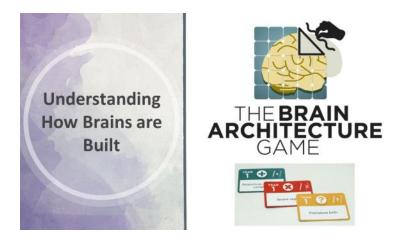




- A child behaves aggressively
- A teacher is stressed for personal reasons
- A teacher feels unappreciated



Click the picture on the slide to play the video. (Duration: 6:06)



The **Brain Architecture Game** is a tabletop game experience that builds understanding of the powerful role of experiences on early brain development – what promotes it, what derails it, with what consequences for society.



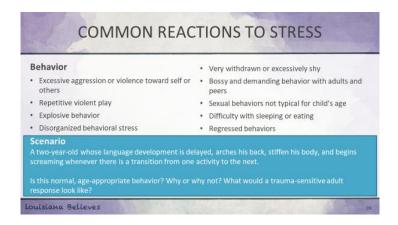


Since 2009, thousands of people in groups around the world have played the Brain Architecture Game, gaining a memorable, compelling perspective on the lifelong impact of early childhood experiences.

The game is a 75-90 minute experience optimized for groups of 4-6 people per table. It can be played in small workshops, conferences, and large events, with as few as eight people, or as many as 300 participants.

Life Experience Cards are available for purchase and are only \$99. All other game materials are available DIY.

<u>Trainer Note:</u> Link to the Brain Architecture Game is here – <u>https://dev.thebrainarchitecturegame.com</u>



Many of these behaviors may be occasionally exhibited by the normally developing young child as they learn to manage emotions and interact with others.

However, if these behaviors indicate sudden changes or regression from previous milestones, the caregiver should note that the child may be experiencing undue stress.

Ask participants if they have any examples that they would like to share.

Now, we will look at a scenario of a behavioral reaction to stress in a young child.

Scenario: A two-year-old whose language development is delayed, arches his back, stiffens his body, and begins screaming whenever there is a transition from one activity to the next.

Is this normal, age appropriate behavior? Why or why not? Allow participants time to respond.

This is likely normal behavior for this age. Given that the child's language skills are not well-developed, frustration is likely to be exhibited behaviorally.

What would a trauma-sensitive adult response look like? Allow participants time to respond.

The caregiver should get down on the child's level, use a quiet voice and describe how the child is feeling about the transition. Introduce the child to something that might distract and engage him. "I can see you were really having fun playing outside. You must feel sad that outside playtime is over. I am glad that we will get to play outside again tomorrow. Would you like to come with me and choose your favorite book for story time?"





COMMON REACTIONS TO STRESS
Emotions Chronic sadness Very flat affect or withdrawn behavior Quick, explosive anger
Scenario A three-year-old girl with well-developed language skills exhibits detachment and a lack of interest in social interaction or engaging play activities. This is new behavior for her. Is this normal, age-appropriate behavior? Why or why not? What would a trauma-sensitive adult response look like?
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Emotion responses to stress include:

- Chronic sadness
- Very flat affect or withdrawn behavior
- Quick, explosive anger

Ask participants if they have any examples that they would like to share.

Now, we will look at a scenario of an emotional response to stress in a young child.

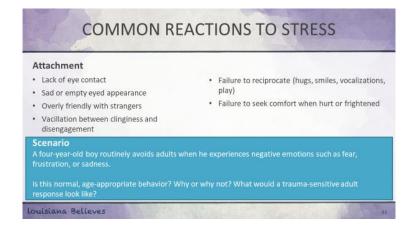
Scenario: A three-year-old girl with well-developed language skills exhibits detachment and a lack of interest in social interaction or engaging play activities. This is new behavior for her.

Is this normal, age-appropriate behavior? Why or why not? Allow participants time to respond.

Given that this seems to be regressive behavior, rather than a shy personality, the caregiver should be concerned.

What would a trauma-sensitive adult response look like? Allow participants time to respond.

The caregiver can label the child's feelings by asking, "Are you feeling sad?" The caregiver may also provide comfort and security by sitting by the child and inviting her to participate in a soothing play activity, such as sand or water play.







Attachment responses to stress include:

- Lack of eye contact
- Sad or empty eyed appearance
- Overly friendly with strangers
- Vacillation between clinginess and disengagement
- Failure to reciprocate (hugs, smiles, vocalizations, play)
- Failure to seek comfort when hurt or frightened

Ask participants if they have any examples that they would like to share.

Now, we will look at a scenario of an attachment response to stress in a young child.

Scenario: A four-year-old boy routinely avoids adults when he experiences negative emotions such as fear, frustration, or sadness.

Is this normal, age-appropriate behavior? Why or why not? Allow participants time to respond.

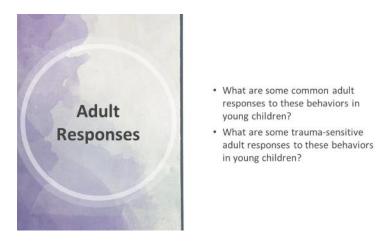
A normal response to distress in a young child is to seek comfort or intervention from a trusted adult. However, a child who has experienced unresponsive caregivers may not trust adults to meet his needs and may have insecure attachments.

What would a trauma-sensitive adult response look like? Allow participants time to respond.

The caregiver should be observant of these negative responses, and routinely offer (but never force) support and encouragement to the child.







What are some common adult responses to these behaviors in young children?

Encourage participants to talk about examples of unhelpful adult responses and why these may be unhelpful, for example ignoring, anger, frustration, or lack of acceptance or invalidating feelings (i.e. "big boys don't cry").

What are some trauma-sensitive adults responses to these behaviors in young children?

Encourage participants to give examples of trauma-sensitive adult responses. Refer to CLASS® standards for prompts.







REVIEW LEARNING OBJECTIVES

- · Understand the rapid development of a young child's brain
- Understand the elements needed for optimal brain development including a language-rich environment, caring and responsive relationships, developmentally appropriate limits to learn self-regulation and buffering from toxic stress
- · Be able to discuss adverse childhood experiences and toxic stress
- Understand how toxic stress impedes healthy brain development and leads to maladaptive behavior
- Practice strategies to promote language development within the context of caring

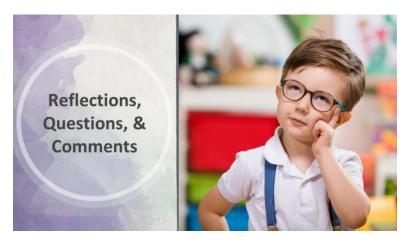
· Practice strategies to buffer young children from toxic stress

Louisiana Believes

Explain that for each statement, they will show a "thumbs up" if they think we covered the objective, a "thumbs down" if we did not cover the objective, and a "sideways thumb" if we partially covered the objective.

Review Learning Objectives.

- Understand the rapid development of a young child's brain
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- Be able to discuss adverse childhood experiences and toxic stress
- Understand how toxic stress impedes healthy brain development and leads to maladaptive behavior
- Practice strategies to promote language development within the context of caring
- Practice strategies to buffer young children from toxic stress



Open the floor for participants' comments and questions.







That brings us to the end of our time. Thank you so much for your attention and hard work today. Before you go, please complete the Post-Assessment Evaluation.

Distribute the Post-Assessment Evaluation.

When you have completed the evaluation, please fold it and leave it in the center of your table before you leave. I hope this has been valuable! If you have any additional questions, I will be available to talk further.

Thank you.

Post-Assessment Evaluation Guidance

- *Review the forms to identify the group's responses*
- Compare the results and identify the areas in which participants expressed greatest growth and the areas in which participants might still need support
- Share results with Louisiana DOE representative to inform local continuing professional development efforts