



The Skills School

Get Smart!

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Superlative training solutions for educators, professionals, and parents

www.thehangoutspotllc.com/thekillschool

About Us

The Skills School is The Hangout Spot's newly launched training service that creates pathways to client success by delivering best-in-class expertise and instruction for educators, professionals and parents.

Our team of expert facilitators has a proven track record of developing and presenting innovative and integrated solutions that will help you better understand and overcome your most pressing challenges whether they be in the classroom, boardroom or family room!

Our Vision

We facilitate the acquisition of actionable knowledge and learning that closes gaps and addresses our clients' most crucial challenges

All our offerings are germane, accessible and understandable, accounting for diverse learning styles and approaches

Those completing our programs will gain documented valuable, easily implementable results-focused solutions that close gaps and enhance outcomes

Our Programming

The Skills School offers training solutions to a wide range of clients



Educators: We provide the tools and training to help educators and administrators improve outcomes for their K-12 communities and staff. Our team has unmatched, hands-on, real-life experience understanding and solving the challenges that school systems face and the necessary insight on how to move the needle



Professionals: We provide professionals with the knowledge and skills they need to perform at peak levels. Companies that invest in training increase employee performance, productivity, motivation, and retention. Whether you are implementing a new training program or are improving your existing training, we can help you meet and exceed your goals



Parents: We provide the understanding and empathetic training that allows parents to better connect with their children and go from exasperation and confusion to a new place where they feel at ease, confident and fully equipped to parent with a positive and constructive approach that builds bridges



Custom Solutions: We will happily build and deliver a customized training program that fits your specific needs and challenges. Please contact us to get the conversation started





Educator Solutions

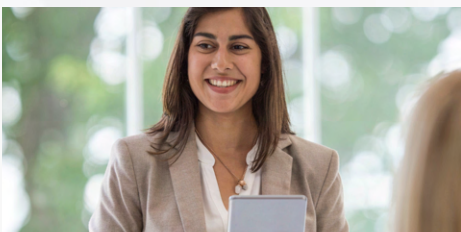
Training Modules

Administrators

- It Takes a Village - An Evidence Based Approach to Parent Training
- Supporting Students to Navigate Teasing and Bullying
- Proactive Systems to Prevent Bullying in Schools
- Supporting Trauma-Informed Care and Restorative Practices

Early Childhood Providers

- Purposeful Play and Why It's Important to Learning
- Teaching Flexibility
- Stick to the Schedule...But Not Too Much
- Using Shaping to Teach Young Children
- Supporting Pre-Verbal Learners with the Completion of Daily Routines
- Let's Play: Early Learning Done a Better Way
- How to Modify the Curriculum and Environment to Support Autistic Learners
- How to Harness the Power of Motivation for Successful Learning
- Let's Play Pretend
- The Importance of Play
- Creating Engaging and Inclusive Environments with Developmentally Appropriate Materials
- Creating a Supportive Environment: Understanding and Adapting to Each Child's Needs
- Effective Child Development Documentation and Curriculum Planning
- Facilitating Child Development through Supportive Learning Environments
- Cultivating Connections: Nurturing Positive Relationships with Children
- Building Bridges: Enhancing Team Chemistry in Early Childhood Education
- Navigating Difficult Conversations (1-hour)
- Making Meaningful Connections (1-hour)
- A Tear-Free Approach to Teach Tolerating "No"
- Teaching Flexibility in a Play Based Setting



[For full description of each of the training modules, click here](#)



Educator Solutions

Training Modules

Teens and Young Adult Providers

- Behavioral Skills Training
- Teen Mental Health
- Social Media
- Social-Emotional Learning
- Enhancing Peer Modeling and Social Supports

Behavior Management

- Prioritizing Cooperation Over Compliance
- The Do's and Don'ts of Delay Denial
- 5:1 Gets the Job Done
- Navigating and Responding to Challenging Behavior
- The Why Behind Behavior
- Quick Win Strategies for Overcoming Behavioral Barriers with Young Learners
- Setting Up the Environment for Successful Transitions
- Completing Functional Behavior Assessments
- Developing Effective Behavior Intervention Plans
- Training Staff to Effectively Implement Behavior Intervention Plans

Neurodiversity

- Autism 101
- Understanding and Supporting Special Interests
- Understanding Stereotypical Behaviors
- Collaborative Case Workshop: Solving Classroom Behavior Challenges with a BCBA Description

Parent/Provider Communications

- The How to Guide for Improving Parent-Provider Communication



[For full description of each of the training modules, click here](#)



Professional Solutions

Training Modules

Leadership Development

- From Boss to Leader
- Growth Mindset and Self-Reflection
- Retaining Top Talent: Strategies to Decrease Turnover in Early Childhood Education

Workforce Enrichment and Advancement

- Mentorship Training
 - Building a Relationship
 - Understanding the New Employee Experience
 - Taking Relationships to the Next Level
- Delivering Effective Feedback
- Navigating Challenges: Conflict Resolution and Crisis Management
- Data-Driven Performance Assessment
- Growing Confidence in Providing Corrective Feedback

Interpersonal Relationships

- Managing Conflict in the Workplace
- Building a Feedback-Friendly Workplace: Normalizing Giving and Receiving Feedback

Work-Life Balance

- Preventing Burnout

Socialization

- Navigating Difficult Conversations
- Building Bridges: Enhancing Team Chemistry



[For full description of each of the training modules, click here](#)



Parenting Solutions

Training Modules

Socialization

- Supporting Your Child in Scheduling a Successful Play Date or Hangout
- Preparing Your Child for a Socially Successful Holiday Season
- Teaching Kids How to Be Good Winners and Losers
- Let's Play Pretend
- The Importance of Play
- Cultivating Connections: Nurturing Positive Relationships with Children

Parenting Solutions - Teenagers

- Expanding Conversation Beyond Single-Word Responses
- The Art of Hanging Out

Transitions

- Preparing Your Child for a Successful Back-to-School Transition
- Supporting Post-Secondary Families Transitioning Out of Public School Programming

Parent/Provider Communications

- The How to Guide for Improving Parent-Provider Communication
- Quality Indicators of Effective Social Skills Instruction

Technology Addictions

- Less Emojis, More Emotions: Transitions from Technology Time to Social Time

Neurodiversity

- Understanding and Supporting Special Interests
- Understanding Stereotypical Behaviors

Behavior Management

- Prioritizing Cooperation Over Compliance
- The Do's and Don'ts of Delay Denial
- 5:1 Gets the Job Done
- Navigating and Responding to Challenging Behavior
- The Why Behind Behavior
- Quick Win Strategies for Overcoming Behavioral Barriers with Young Learners
- Setting Up the Environment for Successful Transitions



For full description of each of the training modules, [click here](#)

Custom Solutions

Training Modules

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and to get the conversation started

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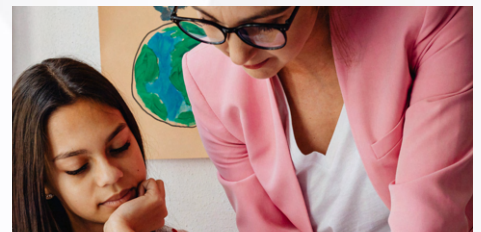


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Customer Success Stories

Testimonials from our amazing clients

Molly R.

Darien Nature Center

"My staff unanimously thought you and your presentation were amazing. I have gotten lots of positive feedback from the teachers. Your talk was loaded with great information, and I loved how it was also very specific in giving the language and strategies to not only manage behavior issues but also to diminish their occurrence."

Marta C.

CTAEYC

"Our providers have been attending these (Hangout Spot) workshops and express that they are of great benefit to them since they have helped them get a deeper understanding of the Autism spectrum and provided them with helpful resources to work with these children and their families."

Katie H.

CTAEYC

"We are delighted with the workshops and the attentiveness that we and our members receive from The Hangout Spot!"

Get to know our team of experts

The Skills School's team is comprised of industry experts who are passionate about their work, have excelled in their field, and have an extensive background in a wide variety of environments. Our team delivers a full range of skill sets and knowledge to meet your individual and complex needs, whether they be in the classroom, the boardroom or the family room.



Meghan Perazella

Co-Founder & CEO



Molly Yordon

Board Certified Behavior Analyst



Edward Sweeney

Board Certified Behavior Analyst



Audrey Cook

Registered Behavior Technician
& Autistic Advocate

[Click here to access our pricing models and fee structure](#)

Contact Us



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Educator Solutions

Administrators

- **It Takes a Village--An Evidence-Based Approach to Parent Training:** Raising children to be successful takes a team-based approach. Learning occurs across a variety of different settings, therefore the more in-sync environments become the more successful the outcomes. School-based providers play a critical role in providing resources and support for families to ensure that learning in school carries over to the home. In this training, participants will learn about the value of parent coaching, how to identify and overcome barriers to successful coaching, and how to use Behavior Skill Training as an effective coaching strategy.
- **Supporting Students to Navigate Teasing and Bullying:** In this workshop, participants will learn how to support students to navigate the nuances of bullying and teasing. First, participants will be empowered with strategies they can use to help students discriminate between playful and hurtful teasing, ultimately culminating in a more astute ability to identify when hurtful teasing crosses the line, becoming bullying. From there, participants will learn evidence-based strategies that they can teach students to effectively handle teasing, bullying, and other forms of social rejection.
- **Proactive Systems to Prevent Bullying in Schools:** In this workshop, participants will learn how to create systems that support a positive peer-to-peer culture in schools by reinforcing inclusivity, creating systems for improved communication and conflict resolution, educating students on bullying, and creating clubs and support systems for students navigating teasing/bullying challenges. Solutions will be focused on educating and remediating support as opposed to punitive efforts that make bullying harder to identify and more difficult to eradicate.
- **Supporting Trauma-Informed Care and Restorative Practices:** This workshop will support educators to acknowledge the prevalence of traumatic experiences in the students they serve, along with common risk factors, and recognize the impact these experiences may have on shaping behaviors that, in the past, may have served protective functions and now are hindering progress in the academic setting. Educators will explore actionable steps they can take to ensure that their practices are trauma-informed in nature and gain access to valuable resources that support the application of trauma-informed practice in the classroom. Educators will thereby be positioned to empower their students to achieve success in the school-based environment by remaining sensitive to their unique backgrounds and experiences and applying trauma-informed practice to their classrooms.

Early Childhood Providers

- **Purposeful Play and Why It's Important to Learning:** Play is often thought of as a break from learning, but for children, play is the work of childhood. In this workshop, participants will gain an understanding of the role of play in child development, gain strategies for connecting with learners in play, learn techniques for expanding play variations, identify methods of teaching through play, and learn about using the Behavior Skills Training framework to teach different types of play.
- **Teaching Flexibility:** Unexpected changes are a part of everyone's daily lives; thus, learning to go with the flow and be adaptable are skills essential to social success. In this training, participants will learn how to use Behavioral Skills Training (an ABA teaching methodology) to teach flexibility to their children. Participants will learn how to break down the components of flexibility into easy-to-learn units. Finally, participants will learn how to model and reinforce flexible thinking.
- **Stick to the Schedule... But Not Too Much:** Visual schedules can be immensely powerful tools to help establish routines and productive behaviors. However, overuse of visual schedules can unintentionally lead to inflexibility and prompt dependency. In this training, participants will learn how to set up visual schedules that students buy into, transfer autonomy of the schedule to the student and embed and teach the concept of flexibility into the visual schedule to facilitate student flexibility and responsiveness.
- **Using Shaping to Teach Young Children:** Change can be hard for our littlest friends as they transition into the educational setting. In this workshop, participants will learn how to use shaping, a strategy in which educators reinforce closer and closer approximations to a goal, gradually teaching new skills. Participants will gain hands-on experience shaping their colleagues' skills and explore ways that this strategy can be used to help young learners adjust to all kinds of new changes.





Educator Solutions

• **Supporting Pre-Verbal Learners with the Completion of Daily Routines:** In this training, participants will learn how to utilize a variety of different teaching strategies and techniques to promote the successful completion of daily routines with pre-verbal learners.

Participants will learn:

- How to simplify routines
- How to create structure
- How to break down and teach routines in small units
- How to utilize visual supports
- How to understand prompting and the best ways to use it

• **Let's Play: Early Learning Done a Better Way:** Academics are essential to growth, development, and future success. As a result, there is increased pressure to expose children to academics earlier and earlier, often at the expense of vital play and downtime, which are essential to growth, development, and academic pre-readiness. In this training, participants will learn how to harness the power of play as a motivation to inspire progress and set the pre-academic foundation for future learning.

• **How to Modify the Curriculum and Environment to Support Autistic Learners:** In this training, participants will learn how to tailor the curriculum and learning space to adapt to the specific needs of Autistic learners. Participants will gain hands-on experience through role-play practice to elevate instruction on key concepts.

Participants will learn:

- How to identify different stressors in a learner's environment
- How to incorporate motivation into learning
- How to use proactive supports to increase learner success
- How to adapt teaching to align with a learner's sensory needs

• **How to Harness the Power of Motivation for Successful Learning:** In this training, participants will learn how to understand and channel the power of learner motivation to support positive skill-building and behavior change. Participants will gain hands-on experience through modeling and role-play.

Participants will learn:

- How to identify motivators and reinforcers
- How to identify stressors that learners find difficult, unpleasant, or aversive
- How to leverage motivation to increase learning through reinforcement
- Pairing, which is the forging of strong relationships through ongoing bonding
- The Premack Principle, otherwise known as Grandma's Rule
- Positive praise and the power of the 5:1 ratio
- Token systems and how to use them

• **Let's Play Pretend:** Have you ever seen a child pick up a block and pretend it's a telephone? Or use a bowl to play the drums? Young children learn through imagination, exploring and understanding their world through the art of pretend play. In this workshop, participants will consider the critical role that pretend play has in a child's development, understand key developmental milestones children are expected to achieve related to dramatic play, and learn actionable processes they can use to teach pretend play skills in the early childhood setting.

• **The Importance of Play:** In this workshop participants will learn all about the importance of play and how its complexity develops and changes with age. Participants will also get hands on experience setting up activities to target different play milestones and gain an understanding about the importance of play in child development while debunking myths about play.

• **Creating Engaging and Inclusive Environments with Developmentally Appropriate Materials:** This training focuses on ensuring childcare settings are equipped with a diverse array of toys and materials suitable for children of different age groups. From infants to school-agers, participants will learn about suggested materials tailored to each developmental stage, including balls, stacking toys, climbing equipment, arts and crafts materials, and more. Emphasis is placed on storing materials in consistent places for easy access by children and maintaining a rotation to stimulate their interest and development. Additionally, the training underscores the importance of offering inclusive materials that reflect the diversity of children's lives and promote positive gender and age representation. Participants will also understand the significance of avoiding toys depicting violence, stereotypes, or other inappropriate content.





Educator Solutions

• **Creating a Supportive Environment: Understanding and Adapting to Each Child's Needs:**

This engaging training is designed to equip childcare providers with the tools to observe and understand children's behaviors effectively. Through recognizing verbal, non-verbal, and body language cues, providers can tailor activities, routines, and interactions to meet each child's unique needs with warmth and positivity. From bottle weaning to toilet learning and beyond, providers will learn to approach individual needs with empathy and flexibility. Moreover, the training empowers providers to identify signs of stress in children and respond with comforting activities, fostering a nurturing atmosphere where every child can thrive.

• **Effective Child Development Documentation and Curriculum Planning:** This training module emphasizes the importance of establishing a comprehensive system for gathering and documenting information about children's interests, behavior, development, and learning progress. Providers will learn how to analyze this information to set individualized goals that support each child's development. Additionally, the training covers understanding child growth and learning processes to design developmentally appropriate environments and learning experiences. Participants will discover strategies for planning flexible learning experiences based on children's needs and interests, including those with specific conditions outlined in individualized plans. Cultural sensitivity in curriculum planning is emphasized, along with promoting holistic development through integrated learning experiences.

• **Facilitating Child Development through Supportive Learning Environments:** This training focuses on creating environments that foster skill development across various developmental areas. Participants will learn strategies for providing support to children, scaffolding their learning experiences to ensure success and comfort in trying new activities. Techniques such as extending learning through descriptions and open-ended questions, breaking down complex tasks, and adjusting activity difficulty will be explored. Additionally, the training emphasizes seizing teachable moments in daily life and supporting children's interests by integrating specific skills and concepts into their learning. Participants will also learn to facilitate play without dominating it, through observation, offering materials, and gentle guidance. Moreover, interactive games suitable for different age groups, including infants and toddlers, will be introduced to enhance engagement and learning.

• **Cultivating Connections: Nurturing Positive Relationships with Children:** In this workshop, participants will learn rapport-building strategies by creating a warm, welcoming, and collaborative environment that fosters trust, communication, and emotional regulation.

Participants will learn:

1. How to use pairing to build relationships
2. How to use 5:1 praise-to-corrective feedback to support a positive learning environment
3. How to teach self-expression, coping skills, and emotional regulation

Participants will gain hands-on practice with each of the skills through a Behavior Skills Training framework that focuses on instruction, modeling, role-play, and feedback.

• **Building Bridges: Enhancing Team Chemistry in Early Childhood Education:** In the fast-paced and demanding world of early childhood education, a cohesive and harmonious team is essential for creating a positive environment for both educators and children. "Building Bridges: Enhancing Team Chemistry in Early Childhood Education" is a transformative workshop specifically designed for daycare and early childhood providers seeking to strengthen team dynamics and improve collaboration among staff members.

• **Navigating Difficult Conversations (1-hour):** This training is tailored for assistant directors in early childhood settings who are responsible for mentoring and guiding their teaching teams. Effective coaching requires a balance of support, feedback, and accountability, while handling challenging conversations with care and professionalism. This session will equip assistant directors with the tools they need to provide constructive feedback, foster growth in their teachers, and confidently navigate difficult conversations to promote a positive, high-quality learning environment.

• **Making Meaningful Connections (1-hour):** This professional development session is designed for early childhood providers who are passionate about creating strong, nurturing connections with young children. The goal is to help educators understand how these connections serve as the foundation for developing responsive and engaging programs for infants, toddlers, and preschoolers. By tuning into the needs, interests, and cues of the children in their care, providers will learn to craft programming that reflects and fosters each child's development, curiosity, and unique personality.



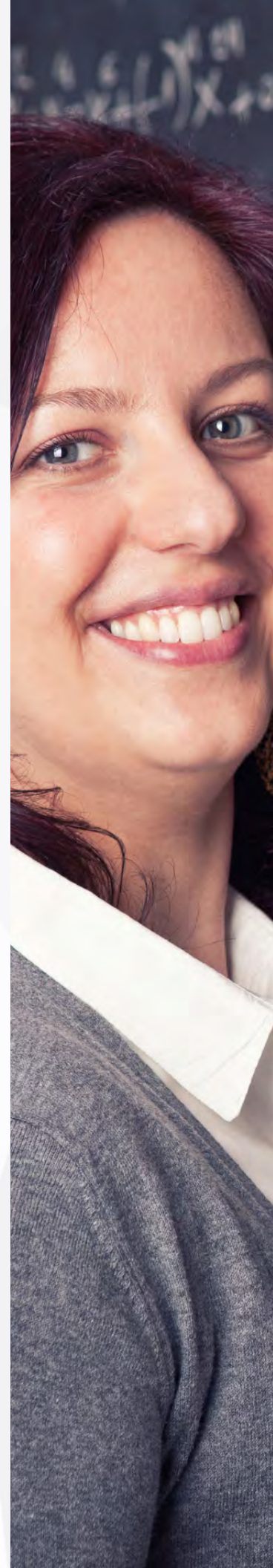


Educator Solutions

- **A Tear-Free Approach to Teach Tolerating “No”:** This advanced training equips experienced early childhood educators with practical, play-based strategies for teaching children to tolerate hearing “no” without tears or frustration. Participants will learn how to embed evidence-based delay/denial protocols into natural play routines. The training emphasizes maintaining a nurturing and emotionally supportive environment while fostering resilience and self-regulation in children. Through hands-on activities, role-playing, and real-world examples, teachers will gain the tools to address this critical skill in a way that supports children’s confidence and reduces classroom disruptions.
- **Teaching Flexibility in a Play Based Setting:** This training focuses on fostering cognitive and behavioral flexibility in young learners through play-based activities. Educators will learn strategies to help children adapt to changes, try new approaches, and accept unexpected outcomes during play. Participants will also explore ways to embed flexibility teaching into everyday routines, reducing resistance to change and enhancing adaptability in a supportive and engaging environment.

Teens and Young Adult Providers

- **Behavioral Skills Training:** Traditional teaching methods work for most learners; however, some learners need an expanded approach to grasp new concepts and learn new skills. In this training, participants will learn how to use Behavioral Skills Training, a research-backed, effective teaching methodology to systematically set up instruction for different skill levels. Participants will also get hands-on experience by creating a lesson plan to teach a skill of their choice employing this methodology.
- **Teen Mental Health:** The teen years are instrumental in the development of young responsible adults. Teens are exploring what it means to be independent while learning about the boundaries of their environment and trying to find their identity and how they fit in it. This is also a time when mental health is in its most fragile state as teens are transforming physiologically and psychologically and are highly susceptible to external influences. In this training, participants will learn the importance teen years play in longer-term development, the range of mental health risk factors and how they manifest, the importance of a behavior-based approach, and how to access socialization via community and healthy outlets.
- **Social Media:** Social media is a great way to connect with friends and family and a great way to find online communities around special interests. Making the decision to allow your child to start using social media can feel scary and overwhelming, especially if you are not familiar with the different types that exist and their benefits and dangers. Using social media platforms requires a nuanced understanding of social media etiquette and how to identify and avoid dangerous situations. In this training, participants will learn to diagnose the dangers and benefits of social media, strategies for using different platforms, boundary setting, and how to teach social media etiquette. You can choose any combination of the sections below that best fits your needs:
 - **New User (ages 10+)**
 - ABCs of social media usage and engagement
 - What sites are age-appropriate?
 - How to keep tabs on your students’ activity
 - **Tween and Teen (ages 11-16)**
 - Picking up on signs of bullying or other inappropriate behaviors
 - When is it too much?
 - How to set rules and guidelines on posting that your students will buy into
 - **Young Adult (ages 17-22)**
 - Connecting as an adult and how to be a savvy user
 - Using SM to network--add LinkedIn to the mix
 - Learning to discriminate between shareable vs. non-shareable information
- **Social-Emotional Learning:** Having a well-developed social-emotional repertoire directly correlates with positive student outcomes in the school-based setting and beyond. In this workshop, participants will explore ways to incorporate social-emotional learning activities into their daily practice to ensure that students are proactively learning skills like recognizing and managing emotions, controlling their impulses, communicating effectively with others during emotional moments, and developing coping strategies. Participants will also learn how to de-escalate students in crisis in a way that aligns with a social-emotional approach.





Educator Solutions

• **Enhancing Peer Modeling and Social Supports:** Leverage the power of peer relationships in this training on modeling and social facilitation. Teachers will learn to identify natural peer leaders and use them to encourage participation, collaboration, and learning among their classmates. The session also covers strategies for promoting positive peer interactions and addressing barriers to social engagement.

Behavior Management

• **Prioritizing Cooperation Over Compliance:** Rule-following and effective listening skills are foundational to learning, but why do people follow rules in the first place? In this training, participants will learn the difference between cooperation and compliance. Participants will learn about the risks and benefits of each and why it is so important to focus on teaching cooperation. Finally, participants will learn simple, actionable steps for teaching learners to engage in more cooperative behaviors in their day-to-day environments.

• **The Do's and Don'ts of Delay Denial:** Teaching children to tolerate hearing and handling “no” is an important skill. After all, we don't always get what we want. However, there are some important considerations to take into account and some prerequisites a learner should have under their belt before this is a skill targeted for instruction. In this training, participants will learn about the prerequisite skills needed for a learner to benefit from learning to tolerate “no”, what skills should be developed alongside this skill, and how to teach this skill in a gradual, tear-free way using a teaching strategy called shaping.

• **5:1 Gets the Job Done:** This workshop will provide participants with an overview of the 5:1 praise-to-error correction ratio and, using interactive activities, demonstrate the significant difference this strategy can make in diverse classroom environments. Participants will learn how to implement this strategy with learners and gain access to tools they can use to implement the 5:1 praise-to-error correction strategy in their own practice to improve problem behaviors and enhance the learning experience for teachers and children alike.

• **Navigating and Responding to Challenging Behavior:** During this training, participants will learn how to respond to problem behaviors in a calm, supportive, and trauma-informed manner. Participants will learn how to teach learners emotional regulation, self-advocacy, and functional self-expression.

Participants will learn these specific skills:

- How to identify learner motivation and needs
- How to identify missing skills
- How to make observational statements
- How to help learners understand their stressors
- How to empathize with the learner
- How to invite the learner to problem solve
- How to coach the learner to take a break
- How to teach the learner to express their emotions
- How to re-invite the learner back when they are ready
- How to use 5:1 praise to corrective feedback to teach and reinforce appropriate behaviors

• **The Why Behind Behavior:** In this program, participants will develop a deep understanding of the functions of challenging behaviors-attention, escape, access to tangible, and sensory stimulation. Participants will learn how to collect data that will support the development of informed hypotheses related to a particular child's problem behavior. From there, participants will explore how to identify and implement function-based strategies to decrease the likelihood of problem behaviors occurring in the future. Participants will gain hands-on experience workshoping cases from their own experiences throughout this program.

• **Quick Win Strategies for Overcoming Behavioral Barriers with Young Learners:** During this training, participants will learn how to observe and identify the underlying motivation behind behavior and use this information to help learners acquire replacement skills for commonly recurring problem behaviors in the classroom. Participants will learn simple, easily implementable, and effective classroom strategies, also referred to as “Quick Wins,” to impact class-wide behavior modification and reinforce a positive learning environment. A deep dive into two focus areas topics selected from the list below are also included in this training:





Educator Solutions

- Antecedent Strategies
- Natural Environment Teaching/Creating Learning Opportunities
- Modified Behavior Skills Training
- 5:1 Praise to Error Correction
- Setting up successful transitions
- De-escalation (Emotional Regulation and Challenging Behavior Coaching)

• **Setting Up the Environment for Successful Transitions:** During this training, participants will learn how to set up successful transitions, mitigate stressors and challenging behavior, and build foundational skills such as accepting “no,” tolerating waiting, and tolerating transitioning away from a preferred activity. Participants will gain hands-on experience setting up transitions in a range of conditions typically encountered in their practice.

Participants will learn:

- How to identify stressors
- Strategies to minimize distractions
- Strategies for supporting transitions
- Strategies to make transitions fun

• **Completing Functional Behavior Assessments:** This workshop will support educators to conduct Functional Behavior Assessments in a school-based setting. Participants will gain hands-on experience with “gold standard” evaluation procedures, learning how to objectively define target behaviors, use both direct and indirect assessment procedures, collect critical data on a student’s behavior, and analyze the full scope of the information collected to develop data-based hypotheses and recommendations. This workshop will define a pathway for understanding the hypothesized function of a student’s behavior, therefore empowering the educational team to develop an effective Behavior Intervention Plan as they move forward with the process.

• **Developing Effective Behavior Intervention Plans:** Participants will explore how to identify and implement function-based strategies to not only decrease the likelihood of behaviors occurring in the future but also teach students the skills they need to successfully thrive in the educational environment. Participants will deep-dive into antecedent, reinforcement, and behavior management strategies, developing a process by which team members can best support challenging behaviors in the school setting. Lastly, participants will learn how to define data collection and staff training procedures that will support the effective implementation of the Behavior Intervention Plan by staff who directly work with the student.

• **Training Staff to Effectively Implement Behavior Intervention Plans:** Participants will explore how to use Behavioral Skills Training to support paraprofessionals and other team members in maintaining treatment fidelity as they implement BIPs. Participants will gain hands-on experience providing staff training on individualized BIPs, using this empirically validated methodology.

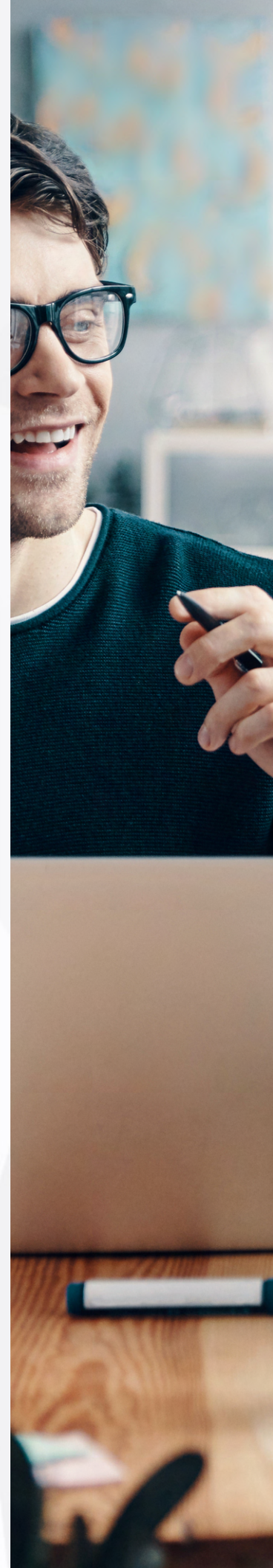
Neurodiversity

• **Autism 101:** In this training, participants will learn about Autism and neurodiversity and their manifestations. Participants will also gain exposure to a variety of freely available resources providing information related to screening, milestones, and continuing education for the Autistic community. Also included in this training are insights into the best ways of communicating observations and concerns to families while empowering them with related resources for support.

Topic areas to be covered include:

- Autism Statistics
- Autism Characteristics and Neuro-Divergence
- The Spectrum
- Sensory Profiles
- Treatments
- Educational Resources for Families and Providers

• **Understanding and Supporting Special Interests:** Participants will gain an understanding of the role special interests play in a child’s development and learning. Participants will learn how to develop special interests into social opportunities and how to harness the power of special interests to help your student branch out and explore novel experiences.





Educator Solutions

- **Understanding Stereotypical Behaviors:** Participants will gain an understanding of the role stereotypic behaviors play in self-regulation. Participants will learn how to teach coping strategies alongside stereotypic behaviors and how to replace stereotypic behaviors that pose a threat to the learner or others with safer alternatives.

- **Collaborative Case Workshop: Solving Classroom Behavior Challenges with a BCBA**
Description: This interactive professional development session offers educators the opportunity to collaborate with a Board Certified Behavior Analyst (BCBA) on addressing specific classroom behavior challenges. Teachers will bring real-world cases to the workshop, where the BCBA will guide them through analyzing the behaviors, identifying potential functions, and designing tailored intervention strategies. The session emphasizes a collaborative problem-solving approach, equipping educators with tools and strategies to address challenging behaviors while fostering a positive learning environment. Participants will leave with actionable plans they can immediately implement in their classrooms.

Parent/Provider Communications:

- **The How to Guide for Improving Parent-Provider Communication:** At times, parent-provider communication is challenging to navigate. Effective communication is key to developing strong relationships and improving a working relationship. In this training, participants will learn actionable steps they can take to build a strong rapport with parents, engage in clear effective communication, reduce stress and anxiety before important team meetings, and learn about the importance of positive feedback and post-meeting follow-ups.





Professional Solutions

Leadership Development

- **From Boss to Leader:** In this training, participants will learn simple and actionable strategies for effective leadership. Participants will learn how to build rapport with employees, create a welcoming environment, understand the why behind performance issues, and learn to deliver constructive corrective feedback.
- **Growth Mindset and Self-Reflection:** During this training, participants will learn about the importance of adopting a growth mindset and engaging in self-reflection to create a more cohesive and responsive team, leading by example. Participants will learn to identify stressors, look for patterns, set goals, and create action plans to alleviate stress within their teams.
- **Retaining Top Talent: Strategies to Decrease Turnover in Early Childhood Education:** High turnover rates can disrupt classroom environments, burden remaining staff, and impact program quality. This training provides leaders in early childhood education with actionable strategies to reduce turnover by fostering a supportive workplace culture, addressing staff needs, and promoting professional growth.

Participants will:

- Examine the root causes of turnover in early childhood education
- Learn how to build a positive workplace culture where staff feel valued, respected, and supported
- Explore techniques for improving communication and addressing concerns proactively
- Discover ways to enhance employee engagement

Workforce Enrichment and Advancement

- **Mentorship Training:** Gaining expertise in one's field is a developmental process that continues throughout your career. Engaging new team members in a guided process of professional growth during their initial time of employment can play a critical role in ensuring new team members' success. This training will empower mentors with the resources needed to provide ongoing support to mentees. Mentors will be given tools that they can seamlessly integrate into their mentoring practices to build a positive mentor-mentee relationship, gather information, problem-solve, reflect, and adjust approaches accordingly.
- **Part 1: Building a Relationship:** In this training, mentors will learn how to develop a positive mentor-mentee relationship that will serve as the foundation for all future mentorship experiences. Actionable steps will be provided to teach mentors how to accomplish the following:
 - Develop a positive mentor-mentee relationship
 - Develop a common vision of what support will look like and how it will evolve
 - Set shared and collaborative goals
 - Understand the mentee's learning style so that communication and interactions can be designed to optimize learning
 - Welcome the mentee into the workplace family
 - Q&A
- **Part 2: Understanding the New Employee Experience:** During this training, mentors will learn how to identify workplace barriers that the mentee has encountered, problem-solve, and celebrate successes along the way. Actionable steps will be provided to teach mentors how to accomplish the following:
 - Engage in active listening
 - Monitor for fatigue, disillusionment, and burnout- and provide support as needed
 - Provide constructive and actionable feedback to leadership on new employee experiences
 - Q&A
- **Part 3: Mentorship Training Taking the Relationship to the Next Level:** During this training, mentors will learn how to accomplish the following:
 - Frame/reframe questions to promote successful future problem-solving
 - Engage the mentee in reflective practices and provide feedback





Professional Solutions

- Celebrate successes and accomplishments
- Q&A

• **Delivering Effective Feedback:** In this workshop, participants will reflect upon their feedback preferences and participate in exercises designed to help team members develop a deep understanding of their own feedback styles'- and those of their colleagues. Then, teams will practice providing feedback in accordance with their colleagues' feedback profiles and gain valuable information, ultimately resulting in improved two-way feedback streams for their expanded teams

• **Navigating Challenges: Conflict Resolution and Crisis Management:** Conflict and crises are inevitable in any workplace, but in early childhood education settings, they can directly impact the well-being of children, staff, and families. This training equips leaders with the skills and confidence to resolve conflicts constructively and manage crises effectively, fostering a harmonious and resilient workplace.

Participants will:

- Identify common sources of conflict and crisis in early childhood education environments, including staff disagreements, parental concerns, and unexpected emergencies
 - Learn proven strategies for addressing and de-escalating conflicts with professionalism and empathy
 - Explore frameworks for crisis management, including preparation, immediate response, and post-crisis recovery
 - Practice communication techniques for fostering understanding, building consensus, and maintaining trust during challenging situations
 - Develop proactive plans for preventing conflicts and mitigating potential crises through clear policies, team collaboration, and ongoing training
- **Data-Driven Performance Assessment:** Assessing staff performance is crucial for maintaining high-quality standards and fostering professional growth. It is also a critical step leaders must take in order to effectively provide feedback to their team. This training introduces a data-driven model for evaluating staff performance, ensuring assessments are objective, actionable, and aligned with program goals.

Participants will:

- Understand the importance of a data-driven approach in reducing subjectivity when providing feedback to staff
 - Learn how to objectively define key performance indicators, such as classroom management, instructional quality, and prioritizing process over product
 - Explore methods for collecting performance data, including direct observation, checklists, and other tools
 - Practice analyzing data to identify trends, strengths, and areas for improvement
 - Develop strategies for using data to guide feedback conversations, set goals, and create individualized professional development plan
- **Growing Confidence in Providing Corrective Feedback:** Providing corrective feedback can be one of the most challenging responsibilities for leaders, yet it is essential for fostering growth, maintaining high-quality standards, and building a positive workplace culture. This training is designed to equip assistant directors with the confidence needed to deliver constructive feedback effectively and empathetically.

Participants will:

- Discuss common fears and barriers to giving corrective feedback, including concerns about damaging relationships or causing discomfort
- Explore their personal learning histories with giving and receiving feedback
- Learn strategies to reframe their mindset, viewing feedback as an opportunity for professional growth rather than criticism
- Develop strategies for managing emotional responses—both their own and their team members'—during feedback conversations
- Gain insights into how consistent, thoughtful feedback can improve team morale, reduce staff turnover, and enhance classroom quality





Professional Solutions

Interpersonal Relationships

- **Managing Conflict in the Workplace:** Conflict is inevitable in the workplace. Although “conflict” often has a negative connotation, it is a valuable opportunity for reflection, problem-solving, and improvement. In this workshop, participants will explore strategies for transforming conflict into a productive process and will be empowered with simple, actionable steps they can take when managing conflict and driving to positive outcomes in the workplace.

- **Building a Feedback-Friendly Workplace: Normalizing Giving and Receiving Feedback:** A workplace culture where feedback flows freely and constructively is key to fostering professional growth, collaboration, and trust among team members. This training empowers early childhood education leaders to cultivate an environment where giving and receiving feedback is a natural and valued part of daily operations.

Participants will:

- Discover the benefits of a feedback-friendly workplace
- Learn how to create a culture where feedback is not only normalized but also embraced as a vital tool for improvement, collaboration, and professional satisfaction

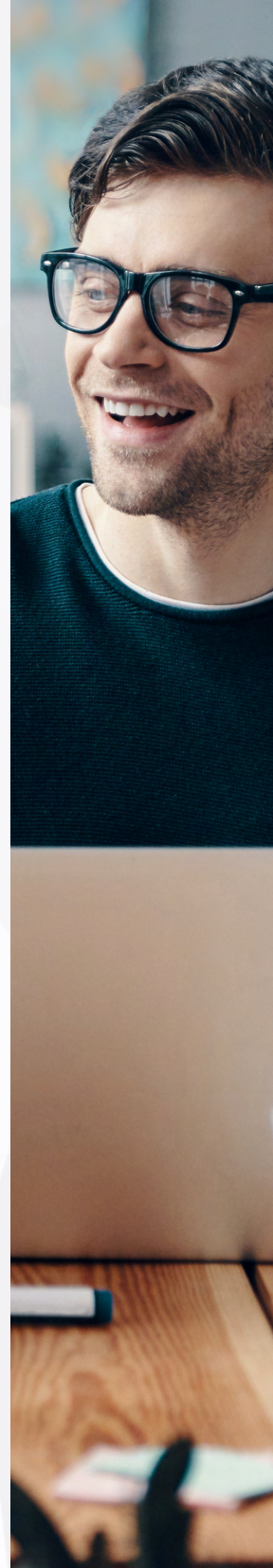
Work-Life Balance

- **Preventing Burnout:** Burnout is one of the leading causes of staff turnover for many industries. Too often, staff experience drift from their sense of purpose in the workplace, contributing to decreased productivity, morale, and efficacy. In this workshop, participants will discuss the impact of burnout on workplace culture and identify strategies leaders can implement to ensure that both they and their staff work hard and live well.

Socialization

- **Navigating Difficult Conversations:** This training is tailored for leaders who are responsible for mentoring and guiding their teams. Effective coaching requires a balance of support, feedback, and accountability, while handling challenging conversations with care and professionalism. This session will equip leaders with the tools they need to provide constructive feedback, foster growth in their supervisees, and confidently navigate difficult conversations to promote a positive, high-quality work environment.

- **Building Bridges: Enhancing Team Chemistry:** In the fast-paced and demanding workplace, a cohesive and harmonious team is essential for creating a positive environment for both teams and their clients alike. This is a transformative workshop specifically designed for organizations seeking to strengthen their team dynamics and improve collaboration among staff members.





Parenting Solutions

Socialization

- **Supporting Your Child in Scheduling a Successful Play Date or Hangout:** Setting up successful playdates/hangouts can feel overwhelming, especially when your child has limited experience and or limited success in past attempts. During this workshop, we will explore how to break down the steps needed for a successful playdate/hangout and review simple behavior analytic strategies for maximizing their success.
- **Preparing Your Child for a Socially Successful Holiday Season:** As the holidays approach, kids and parents alike are excited to participate in all the fun activities and events that are hosted at home and at school. While holiday celebrations can be a good thing, the reality is that all that hustle and bustle means schedules are out of whack, bedtimes get pushed back, and routines are disrupted. As a result, it's inevitable that our families feel some degree of holiday stress. For a child who regularly struggles with changes, the holidays can be particularly challenging. During this workshop, we will review behavior analytic strategies you can use to not only help your child survive the holiday season but also achieve true social success.
- **Teaching Kids How to Be Good Winners and Losers:** We all love sports, and it's easy to get caught up in a game and competing. However, there's so much more to be gained through the competitive experience than a winning record. In this workshop, participants will learn to identify the hallmark skills that constitute good sportsmanship and implement effective strategies to teach children how to be "good sports," regardless of the scoreboard or outcome.
- **Let's Play Pretend:** Have you ever seen a child pick up a block and pretend it's a telephone? Or use a bowl to play the drums? Young children learn through imagination, exploring and understanding their world through the art of pretend play. In this workshop, participants will consider the critical role that pretend play has in a child's development, understand key developmental milestones children are expected to achieve related to dramatic play, and learn actionable processes they can use to teach pretend play skills.
- **The Importance of Play:** In this workshop, participants will learn all about the importance of play and how its complexity develops and changes with age. Participants will also get hands on experience setting up activities to target different play milestones and will gain an understanding about the importance of play in child development while debunking myths about play.
- **Cultivating Connections: Nurturing Positive Relationships with Children:** In this workshop, participants will learn rapport-building strategies by creating a warm, welcoming, and collaborative environment that fosters trust, communication, and emotional regulation.

Participants will learn:

1. How to use pairing to build relationships
2. How to use 5:1 praise-to-corrective feedback to support a positive learning environment
3. How to teach self-expression, coping skills and emotional regulation

Participants will gain hands-on practice with each of the skills through a Behavior Skills Training framework that focuses on instruction, modeling, role-play, and feedback.

Parenting Solutions- Teenagers

- **Expanding Conversation Beyond Single-Word Responses:** Conversations are great ways of connecting with others, finding common interests, and building long-lasting relationships. However, sometimes a dialogue with a teenager can feel next to impossible, when oftentimes their responses take the form of sounds and single words that are quick to shut down any pathway to meaningful conversation. In this workshop, participants learn strategies for improving the quality of conversations with teens, increasing teen motivation to engage in conversation, and challenging teens to expand their conversations while learning valuable communications skills along the way.





Parenting Solutions

- **The Art of Hanging Out:** Get-togethers are fun ways for teens to connect, have a sense of community, and decompress from the stressors of everyday expectations. However, setting up a get-together is more challenging for some teens than others. In this workshop, participants will learn strategies for setting up a successful hangout. Participants will learn how to support teens in preparation for the hangout, the logistics of setting one up, how to provide support and coaching, and how to debrief once get-together is complete.

Transitions

- **Preparing Your Child for a Successful Back-to-School Transition:** Winding down from extended breaks can feel challenging due to the drastic change in schedule and routines. In this training, participants will learn a variety of strategies to ease back into a successful school transition while building healthy new routines to ease the stress of the daily normal.
- **Supporting Post-Secondary Families Transitioning Out of Public School Programming:** In this workshop, parents will be provided with resources they can access to support their students in transitioning out of the public school setting to adulthood. In addition, a focus will be placed on how to support young adults in achieving a sense of belonging in their larger community through the development of relationships with peers. Lastly, we will conclude with an overview of how parents of young adults can ensure that they themselves have a support system in place to help them navigate life post-school and the impending changes that arise.

Parent/Provider Communications

- **The How to Guide for Improving Parent-Provider Communication:** At times, parent-provider communication is challenging to navigate. Effective communication is key to developing strong relationships and improving the quality of your child's support. In this training, participants will learn actionable steps they can take to build a strong rapport with providers, engage in clear effective communication, reduce stress and anxiety before important team meetings, and learn about the importance of positive feedback and post-meeting follow-ups.
- **Quality Indicators of Effective Social Skills Instruction:** There are so many service offerings out there that finding the right fit and best service can feel like an impossible task. During this training, participants will learn to identify key indicators of quality social skills instruction and what to look for when exploring services for their child.

Technology Addictions

- **Less Emojis, More Emotions: Transitions from Technology Time to Social Time:** In this training, participants will learn effective strategies for setting boundaries around technology use. Participants will learn everything from how to use parental controls to their advantage, to how to make technology use more social in nature, and how to harness the power of technology to increase interest and engagement in non-technological play and games.

Neurodiversity

- **Understanding and Supporting Special Interests:** Participants will gain an understanding of the role special interests play in a child's development and learning. Participants will learn how to develop special interests into social opportunities and how to harness the power of special interests to help their children branch out and explore novel experiences.
- **Understanding Stereotypical Behaviors:** Participants will gain an understanding of the role stereotypical behaviors play in self-regulation. Participants will learn how to teach coping strategies alongside stereotypical behaviors, and how to replace stereotypical behaviors that pose a threat to the learner or others with safer alternatives.





Parenting Solutions

Behavior Management

• **Prioritizing Cooperation Over Compliance:** Rule-following and effective listening skills are foundational to learning, but why do people follow rules in the first place? In this training, participants will learn the difference between cooperation and compliance. Participants will learn about the risks and benefits of each and why it is so important to focus on teaching cooperation. Finally, participants will learn simple actionable steps for teaching their children to engage in more cooperative behaviors in their day-to-day environments.

• **The Do's and Don'ts of Delay Denial:** Teaching children to tolerate hearing and handling “no” is an important skill. After all, we don't always get what we want. However, there are some important considerations to take into account and some prerequisites a learner should have under their belt before this is a skill targeted for instruction. In this training, participants will learn about the prerequisite skills needed for a learner to benefit from learning to tolerate “no,” what skills should be developed alongside this skill, and how to teach this skill in a gradual tear-free way using a teaching strategy called shaping.

• **5:1 Gets the Job Done:** This workshop will provide participants with an overview of the 5:1 praise-to-error correction ratio and, using interactive activities, demonstrate the significant difference this strategy can make in the home setting. Participants will learn how to implement this strategy with their children and gain access to tools they can use to implement the 5:1 praise-to-error correction strategy to improve problem behaviors at home.

• **Navigating and Responding to Challenging Behavior:** During this training, participants will learn how to respond to problem behaviors in a calm, supportive, and trauma-informed manner. Participants will learn how to teach learners emotional regulation, self-advocacy, and functional self-expression.

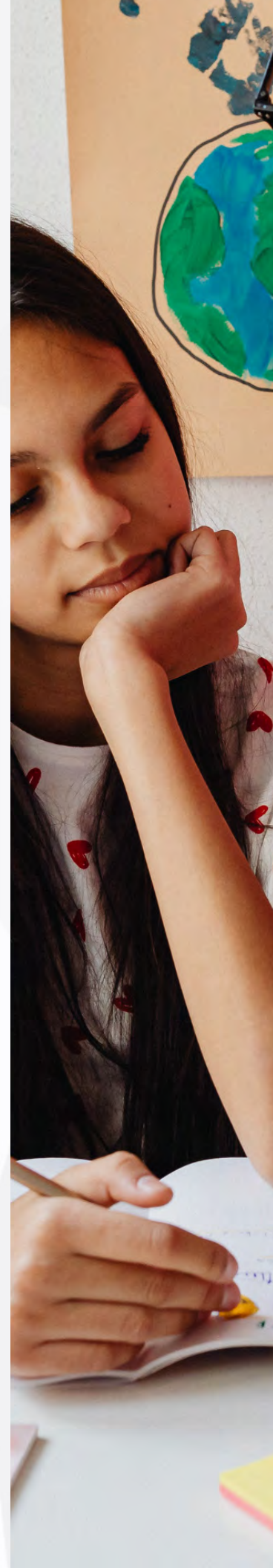
Participants will learn these specific skills:

- How to identify learner motivation and needs
- How to identify missing skills
- How to make observational statements
- How to help learners understand their stressors
- How to empathize with the learner
- How to invite the learner to problem solve
- How to coach the learner to take a break
- How to teach the learner to express their emotions
- How to re-invite the learner back when they are ready
- How to use 5:1 praise to corrective feedback to teach and reinforce appropriate behaviors

• **The Why Behind Behavior:** In this program, participants will develop a deep understanding of the functions of challenging behaviors-attention, escape, access to tangible, and sensory stimulation. Participants will learn how informed hypotheses relates to their child's problem behavior. From there, participants will explore how to identify and implement function-based strategies to decrease the likelihood of problem behaviors occurring in the future.

• **Quick Win Strategies for Overcoming Behavioral Barriers with Young Learners:** During this training, participants will learn how to observe and identify the underlying motivation behind behavior and use this information to help their children acquire replacement skills for commonly recurring problem behaviors. Participants will learn simple, easily implementable, and effective strategies, also referred to as “Quick Wins”, to support a child's behaviors and create a positive home environment. Deep dives into two focus area topics selected from the list below are also included in this training:

- Antecedent Strategies
- Natural Environment Teaching/Creating Learning Opportunities
- Modified Behavior Skills Training
- 5:1 Praise to Error Correction
- Setting up successful transitions
- De-escalation (Emotional Regulation and Challenging Behavior Coaching)





Parenting Solutions

• **Setting Up the Environment for Successful Transitions:** During this training, participants will learn how to set up successful transitions, mitigate stressors and challenging behavior, and build foundational skills such as accepting “no,” tolerating waiting, and tolerating transitioning away from a preferred activity. Participants will gain hands-on experience setting up transitions in a range of conditions typically encountered in their home setting.

Participants will learn:

- How to identify stressors
- Strategies to minimize distractions
- Strategies for supporting transitions
- Strategies to make transitions fun





Custom Solutions

- By assessing your unique needs and working directly with your team, we create customized training solutions tailored to maximize the precise outcome you desire. Once a custom training solution is in place, you'll soon realize the full potential of an empowered, well-equipped team, armed with the skills and knowledge required to power high performance.

- Email us at hello@thehangoutspotllc.com or call us at 203.354.9257 to get further information about how we can customize a training solution to help solve your most pressing challenges and support your most important objectives.

