

## early childhood environment rating scale ecers 3

Early Childhood Environment Rating Scale Ecers 3 Understanding the Early Childhood Environment Rating Scale (ECERS-3) Early childhood environment rating scale ecers 3 is a comprehensive assessment tool designed to evaluate the quality of educational environments. Developed to support the development of high-quality early learning settings, ECERS-3 (Early Childhood Environment Rating Scale, Third Edition) offers educators, administrators, and policymakers a structured framework to measure and improve the quality of care and education provided to young children. As the third edition of a widely recognized assessment scale, ECERS-3 reflects current research and best practices in early childhood education, emphasizing children's developmental needs, learning environments, and staff-child interactions. In this article, we will explore the purpose of ECERS-3, its key components, how it is used in practice, and the benefits it provides for early childhood programs.

**The Purpose and Importance of ECERS-3**

**Why is ECERS-3 Essential for Early Childhood Settings?**

The primary goal of ECERS-3 is to ensure that young children experience a safe, engaging, and nurturing environment conducive to learning and development. It serves several critical functions:

- **Quality Assurance:** Provides a standardized method for measuring the quality of early childhood programs.
- **Guidance for Improvement:** Offers actionable insights for educators and administrators to enhance classroom environments.
- **Professional Development:** Acts as a tool for staff training and professional growth.
- **Policy and Funding Decisions:** Assists policymakers and funding bodies in making informed decisions about resource allocation and program standards.

By systematically assessing various aspects of the learning environment, ECERS-3 helps to promote best practices that support children's social, emotional, cognitive, and physical development.

**Structure and Core Components of ECERS-3**

**Overview of the Scale**

ECERS-3 is structured around several key domains that collectively describe the quality of an early childhood environment. Each domain contains specific items or subscales that are observed and rated during assessment visits. The main domains include:

1. Space and Furnishings
2. Personal Care Routines
3. Language and Literacy
4. Learning Activities
5. Interaction
6. Program Structure
7. Parents and Staff

Each domain is designed to capture critical elements that influence children's experiences and development. Key

Domains in Detail Space and Furnishings – Adequacy and accessibility of indoor and outdoor space – Availability of age-appropriate furniture – Organization of space to promote independence and exploration Personal Care Routines – Hygiene practices (handwashing, diapering) – Meal and snack procedures – Rest and nap routines Language and Literacy – Availability of books and literacy materials – Opportunities for children to engage in conversations – Use of print-rich environments to promote literacy skills Learning Activities – Variety and appropriateness of activities – Opportunities for active play, creative expression, and problem-solving – Use of developmentally appropriate teaching strategies Interaction – Quality of staff-child interactions – Responsiveness and warmth of caregivers – Opportunities for peer interactions Program Structure – Daily schedule and routines – Balance of different types of activities – Flexibility to accommodate children's interests and needs Parents and Staff – Parental involvement and communication – Staff qualifications and ongoing professional development – Team collaboration and program administration

**How ECERS-3 Is Used in Practice**

**Assessment Process** The ECERS-3 assessment typically involves trained observers visiting a classroom or program for a specified period. During the visit, they systematically observe and record evidence related to each item on the scale, rating the environment on a scale from 1 (inadequate) to 7 (excellent). The process includes:

- Preparation: Review of program policies and previous assessments.
- Observation: Direct observation of children, staff, and the environment.
- Interaction: Engaging with staff and, occasionally, children to gather insights.
- Documentation: Recording notes, ratings, and evidence to support evaluations.

After the assessment, a comprehensive report is generated, highlighting strengths, areas for improvement, and specific recommendations.

**Using the Results for Improvement** The findings from ECERS-3 assessments serve as a foundation for developing targeted action plans. Programs can:

- Identify priority areas for staff training.
- Adjust classroom layouts and resources.
- Enhance routines and activities to promote development.
- Foster stronger family engagement efforts.
- Monitor progress over time through follow-up assessments.

Many programs incorporate ECERS-3 into their continuous quality improvement initiatives, aligning practices with national or state standards.

**Benefits of Implementing ECERS-3**

**For Children** – Exposure to higher-quality learning environments – Better opportunities for social-emotional development – Increased readiness for kindergarten and beyond – Enhanced access to rich language and literacy experiences

**For Educators and Staff** – Clear guidance on best practices – Opportunities for professional growth – Increased awareness of environmental factors influencing learning – Motivation to continually improve classroom quality

**For Programs and Policymakers** – Data-driven insights to inform policy

and funding – Evidence of program quality for accreditation purposes – Benchmarking against national standards – Support for resource allocation and staff training initiatives

**Challenges and Considerations in Using ECERS–3** While ECERS–3 offers many benefits, some challenges include:

- **Training Requirements:** Proper assessment requires thorough training to ensure reliability.
- **Time and Resources:** Conducting assessments can be time-consuming and resource-intensive.
- **Subjectivity:** Despite standardized criteria, some ratings may be influenced by observer judgment.
- **Cultural Sensitivity:** Ensuring cultural relevance and appropriateness in diverse settings is essential.

To address these challenges, programs should invest in comprehensive training, calibration exercises, and ongoing support for assessors.

**The Future of Early Childhood Environment Assessment** As early childhood education continues to evolve, tools like ECERS–3 will likely incorporate emerging research, technology, and cultural considerations. Innovations may include digital assessment platforms, real-time feedback systems, and adaptations for diverse cultural contexts. Continuous refinement of assessment tools ensures that they remain relevant and effective in promoting high-quality early learning environments.

**4 Conclusion** The early childhood environment rating scale ecers 3 is a vital instrument for assessing and enhancing the quality of early childhood programs. Its comprehensive framework covers all aspects of a nurturing, stimulating, and developmentally appropriate environment. By systematically evaluating spaces, routines, interactions, and program structure, ECERS–3 empowers educators and administrators to make informed improvements that benefit young children's learning and development. Implementing ECERS–3 not only elevates program quality but also reinforces a commitment to providing the best possible start in life for every child. --- If you need additional information or specific sections expanded, feel free to ask!

**Question** What is the Early Childhood Environment Rating Scale (ECERS–3)?

**Answer** ECERS–3 is a standardized assessment tool used to evaluate the quality of the environment in early childhood settings, focusing on aspects like space, routines, interactions, and learning opportunities to support children's development.

**Question** How does ECERS–3 differ from previous versions?

**Answer** ECERS–3 incorporates updated research, emphasizes more on children's social-emotional development, includes new items related to digital media use, and offers clearer guidance for improving classroom quality compared to ECERS–R and ECERS–2.

**Question** What are the main subscales or domains assessed in ECERS–3?

**Answer** ECERS–3 evaluates seven domains: Space and furnishings, Personal care routines, Language and literacy, Learning activities, Interaction, Program structure, and Parents and staff.

**Question** Who can use the ECERS–3 assessment tool?

**Answer** Trained early childhood educators, program administrators, and quality raters can use ECERS–3 to assess and improve classroom environments, ensuring they

meet quality standards. How is ECERS-3 administered in a classroom setting? ECERS-3 is typically administered through direct observation by trained assessors over a designated period, often accompanied by interviews and documentation to provide comprehensive information. What are the benefits of using ECERS-3 for early childhood programs? Using ECERS-3 helps identify strengths and areas for improvement in classroom environments, guides professional development, enhances quality, and ultimately supports better developmental outcomes for children. How can early childhood programs prepare for an ECERS-3 assessment? Programs can prepare by reviewing the ECERS-3 manual, ensuring classroom environments meet best practices, providing staff training, and maintaining organized documentation of routines and activities. 5 Is ECERS-3 applicable for all types of early childhood settings? Yes, ECERS-3 is designed to be versatile and applicable across various early childhood environments, including child care centers, preschools, and family child care homes. How does ECERS-3 support family engagement and communication? ECERS-3 emphasizes the importance of involving families and maintaining open communication, which can be assessed through items related to parent-teacher sharing information about children's progress. What are some common challenges faced when implementing ECERS-3? Challenges include ensuring staff are adequately trained, maintaining consistency in assessments, managing time for thorough observations, and translating assessment results into meaningful improvements.

**Early Childhood Environment Rating Scale ECERS-3: A Comprehensive Guide for Quality Assessment in Early Education Introduction** Early childhood is a critical period that lays the foundation for lifelong learning, development, and well-being. Ensuring high-quality early education environments requires reliable assessment tools that can accurately measure the quality of care and learning spaces. One of the most widely recognized and utilized instruments in this domain is the Early Childhood Environment Rating Scale, Third Edition (ECERS-3). This standardized tool provides educators, administrators, and policymakers with a structured framework to evaluate and improve early childhood programs, ultimately fostering optimal developmental outcomes for young children. ---

**Understanding the ECERS-3: An Overview** What is ECERS-3? The Early Childhood Environment Rating Scale, Third Edition (ECERS-3) is a comprehensive assessment instrument designed to evaluate the quality of group settings for children ages 3 to 5 years. Developed by the Center for Childhood Research and the University of Vermont, ECERS-3 builds upon previous versions by incorporating contemporary research, best practices, and a broader focus on both environment and interactions.

**Purpose and Use** - To assess the quality of early childhood classrooms and care settings systematically. - To identify strengths and areas for

improvement. – To guide program development and quality enhancement initiatives. – To inform policy decisions at local, state, and national levels.

**Key Features**

- **Holistic Framework:** Considers physical environment, interactions, routines, and curriculum.
- **User-Friendly Format:** Clear scoring criteria with detailed descriptions.
- **Flexible Application:** Suitable for classroom observation, program evaluation, and professional development.

--- **Core Components of ECERS-3**

The ECERS-3 comprises several key sections, each focusing on critical aspects of early childhood environments:

**Early Childhood Environment Rating Scale Ecers 3 6 1. Space and Furnishings** This section evaluates the physical layout and furniture availability, emphasizing accessibility and appropriateness for children. It considers:

- Adequate space for active play and quiet activities.
- Variety and appropriateness of furnishings.
- Accessibility of materials and resources.
- Indoor and outdoor space quality.

**2. Personal Care Routines** Addresses routines such as toileting, hygiene, and transitions. It assesses:

- Consistency and sensitivity of routines.
- Opportunities for independence.
- Comfort and safety during routines.

**3. Language and Books** Focuses on promoting literacy and language development through books and verbal interactions:

- Availability of diverse, engaging books.
- Opportunities for children to engage with books.
- Rich language interactions between teachers and children.

**4. Learning Activities** Evaluates the quality and variety of learning experiences offered:

- Balance of child-initiated and teacher-led activities.
- Use of developmentally appropriate materials.
- Opportunities for exploration, problem-solving, and creativity.

**5. Interaction** Assesses the quality of interactions between staff and children:

- Warmth, sensitivity, and responsiveness.
- Encouragement of positive social behaviors.
- Support for individual children's needs.

**6. Program Structure** Examines routines and daily schedules:

- Consistency and predictability.
- Balance of active and quiet periods.
- Flexibility to meet children's interests.

**7. Parents and Staff** Focuses on relationships and collaboration:

- Communication with families.
- Staff teamwork and professional development.
- Inclusion practices.

--- **Scoring and Rating with ECERS-3 Scoring System**

Each item within the sections is rated on a scale, typically from 1 (Early Childhood Environment Rating Scale Ecers 3 7 (inadequate)) to 7 (excellent). The scoring provides a nuanced view of the environment, with detailed descriptors guiding raters.

**Overall Rating** The cumulative scores inform an overall program quality rating, which can be categorized as:

- Inadequate
- Minimal
- Basic
- Good
- Excellent

This categorization helps programs identify their current standing and prioritize improvement areas.

**Use of Ratings** The scores serve as a basis for:

- Developing targeted professional development.
- Informing policy and funding decisions.
- Benchmarking against quality standards.

--- **Implementation and Practical Use**

**Training and**

Reliability – Proper implementation requires trained observers to ensure consistency. – Training involves understanding the scale, scoring criteria, and observation techniques. – Inter-rater reliability enhances the accuracy of assessment outcomes. Observation Process – Typically, multiple visits or extended observation periods are recommended. – Observers document interactions, routines, and environmental features. – Combining observations with interviews with staff provides comprehensive insights. Integrating ECERS–3 Findings – Use results to develop action plans. – Engage staff in discussions about strengths and challenges. – Incorporate continuous quality improvement cycles. --- Advantages and Limitations of ECERS–3 Advantages – Evidence-based and validated through extensive research. – Provides a comprehensive view of classroom quality. – Facilitates professional growth and program development. – Adaptable across diverse settings and programs. Limitations – Requires trained observers and time investment. – May not fully capture cultural or contextual nuances. – Focuses primarily on environmental and interactional aspects, possibly overlooking broader systemic factors. --- Impact on Early Childhood Education Quality Improvement ECERS–3 has become a cornerstone in quality assessment, guiding programs to elevate standards. By highlighting specific areas like literacy-rich environments or social-emotional interactions, it fosters targeted enhancements. Policy and Accreditation Many states and accreditation bodies incorporate ECERS–3 into their standards, making it integral to licensing and quality rating systems. Its data-driven approach supports evidence-based policymaking aimed at expanding access to high-quality early childhood education. Professional Development The scale promotes reflective practice among educators, encouraging continuous learning and adaptation. Training programs often include ECERS–3 as a foundational component to build capacity. --- Early Childhood Environment Rating Scale Ecers 3 8 Future Directions and Innovations As early childhood education evolves, so does the scope of assessment tools like ECERS–3. Emerging trends include: – Integration with digital observation tools for efficiency. – Enhanced focus on inclusivity and cultural responsiveness. – Incorporation of family and community engagement metrics. – Linking assessment results to child outcomes for a more holistic approach. Research continues to refine the scale, ensuring it remains relevant and robust in diverse educational landscapes. --- Conclusion The Early Childhood Environment Rating Scale, Third Edition (ECERS–3) stands as a vital instrument in the quest for quality early childhood education. By providing a structured, evidence-based framework, it empowers educators and administrators to create nurturing, stimulating, and developmentally appropriate environments for young children. While it requires commitment and trained personnel to administer effectively, its benefits in guiding continuous improvement and informing policy

are profound. As the landscape of early childhood education advances, tools like ECERS-3 will remain central in ensuring every child has access to enriching learning experiences that support their holistic development. early childhood assessment, classroom environment, early learning standards, developmental milestones, preschool quality, educational rating scales, child development assessment, learning environment quality, early childhood education, ECERS-3 scoring

Early Childhood Environment Rating Scale Play Environment Rating Scale (PERS) and Creative Environment Rating Scale (CERS) Ecers-E:  
The Early Childhood Environment Rating Scale Curricular Extension to Ecers-RA Study of the Recommended Early Childhood Environment Rating Scale (ECERS-R) for Universal Pre-kindergarten Programs in the State of West Virginia Assessing Quality in the Early Years ECERS-E with Planning Notes Early Childhood Environment Rating Scale-revised ECERS-REBOOK: Quality in Early Childhood Services – An International Perspective Early Childhood Environment Rating Scale-revised ECERS-R Video Guide and Training Workbook for the ECERS-R The Early Childhood Environment Rating Scale (ECERS) as a Tool in Evaluating and Improving Quality in Preschools A swedish version of the early childhood environment rating scale (ECERS) Observation: Origins And Approaches In Early Childhood Quality Assessment of Chinese Preschools Teacher-Child Interactions in Early Childhood Education and Care Classrooms Guide to Early Childhood Education Early Childhood Education and Care Quality in Europe and the USA Using the ECERS-R Rating Scale to Improve the Quality of an Early Education Program Video Guide and Training Workbook for Early Childhood Environment Rating Scale Early Childhood Environment Rating Scale Thelma Harms Igor Shiyan Kathy Sylva Krenna J. Masciarelli Kathy Sylva Kathy Sylva Helen Penn Thelma Harms Mona Andersson Mona Andersson Podmore, Valerie Kejian Li Wilfried Smidt Pamela R. Cook Konstantina Rentzou Ann Lachowitz Thelma Harms Thelma Harms

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swedish version of the early childhood environment rating scale (ECERS) Observation: Origins And Approaches In Early Childhood Quality Assessment of Chinese Preschools Teacher–Child Interactions in Early Childhood Education and Care Classrooms Guide to Early Childhood Education Early Childhood Education and Care Quality in Europe and the USA Using the ECERS–R Rating Scale to Improve the Quality of an Early Education Program Video Guide and Training Workbook for Early Childhood Environment Rating Scale Early Childhood Environment Rating Scale *Thelma Harms Igor Shiyon Kathy Sylva Krenna J. Masciarelli Kathy Sylva Kathy Sylva Helen Penn Thelma Harms Mona Andersson Mona Andersson Podmore, Valerie Kejian Li Wilfried Smidt Pamela R. Cook Konstantina Rentzou Ann Lachowitz Thelma Harms Thelma Harms*

the ecers r is a thorough revision of the widely used program quality assessment instrument the early childhood environment rating scale ecers designed for use in preschool kindergarten and child care classrooms serving children 2 1 2 through 5 years of age the ecers r can be used by program directors for supervision and program improvement by teaching staff for self assessment by agency staff for monitoring and in teacher training programs the established reliability and validity of the scale make it particularly useful for research and program evaluation

this book includes two distinct environment rating scales one for supporting young children s play pers and one for supporting their creative abilities cers both scales are based on vygotsky s cultural historical approach they can be used with one classroom or group at a time with children aged 2 6 years old pers is a research based scale designed to analyze and evaluate conditions to support mature or developed play that nurtures young children s imagination and contributes to the development of self regulation emotions communication social skills cooperation among peers speech storytelling and literacy mature play is also very important for school readiness children s self esteem learning motivation and successful transition to school each item of the scale is focused on a specific and meaningful aspect of complex play support space for play program structure and free time for play play materials adult s support of children s play and peer interaction cers is a research based scale designed to analyze and evaluate conditions to support the development of creative thinking and imagination in young children so that they can come up with new ideas make discoveries and solve nonstandard tasks while most early childhood professionals know that encouraging creativity is important many do not have the



tools to do so on a day to day basis this assessment tool measures both environmental provisions and teacher child interactions that affect several areas understanding the development processes asking and supporting questions being inventive and transforming contradictions and using imagination use the pers and the cers to improve the quality of work in early childhood settings to develop the skills of classroom teachers and to conduct research based on the environment rating scale r principles of scales construction these development scales expand on the widely used early childhood environment rating scale r ecers 3

this is the third edition of the ecers e formerly called assessing quality in the early years early childhood environment rating scale ecers e the ecers e is an instrument for measuring quality in literacy numeracy science and diversity as observable in pre school in relation to child cognitive and social behavioural developmental outcomes for children age 3 5 this new update of the 2003 publication has more extensive notes derived from feedback from extensive use of the instrument by practitioners in hundreds of settings and from local authority early years specialists the ecers e complements the early childhood rating scales revised ecers r an internationally recognised measure of quality in education and care originally devised as a research tool the scales are used increasingly by local authorities during audits to determine and improve the quality of provision and by practitioners seeking to improve their practice through professional development this practical handbook offers detailed guidance on providing a quality environment in which young children and their learning can flourish kathy sylvia is professor of educational psychology at university of oxford she has researched extensively in the education and care of young children iram siraj blatchford is professor of early childhood at the institute of education university of london her research interests include early childhood curriculum and pedagogy she has published widely on issues of early childhood quality and equality brenda taggart is the research co ordinator of the effective pre school primary and secondary education eppse project at the institute of education university of london her background is in primary education and research

the early childhood environmental rating scale extension ecers e has been developed by kathy sylvia iram sraj batchford and brenda taggart as an instrument to measure quality in literacy numeracy science and diversity as observable in pre school settings the scales are in accord with the united kingdom's foundation stage curriculum ecers e complements the early childhood scales revised ecers r an internationally recognised measure of quality in education and care although originally devised as a research

tool the scales have been used by early years practitioners during self audits to determine quality of provision this practical handbook will be of interest to all those concerned with providing a quality environment in which young children's learning can flourish

ecers e is designed to be used with the early childhood rating scale revised ecers r an internationally recognized measure of quality in education and care written by thelma harms richard m clifford and debby cryer it not only complements the ecers r but extends the scales to provide additional insights into important aspects of literacy mathematics science and environment as well as practices related to issues of diversity given the current focus on emerging literacy and numeracy skills the ecers e provides unique guidance on the kinds of environments that enhance learning in preschool settings the curriculum domains within the scales bear important relationships to children's age 3 5 cognitive and social behavioral developmental outcomes using the ecers e alongside the ecers r gives users a more complete picture of what a high quality early childhood education program can look like it can be used by program directors teaching staff agency staff and in teacher training programs convenient organization literacy items print in the environment book and literacy areas adults reading with children sounds in words emergent writing mark making talking and listening mathematics items counting and application of counting reading and representing simple numbers activities shape activities sorting matching and comparing science and environment items natural materials areas featuring science science materials activities non living activities living processes activities food preparation diversity items planning for individual learning needs gender equality and awareness race equality and awareness

this book examines how quality and good practice in early childhood education and care ecec is interpreted and implemented in a variety of settings and circumstances drawing on her experience of research and policy making in a wide variety of countries the author considers the variety of rationales that inform services for early childhood education and care services are organized financed and delivered in many different ways across the world the policies that have been adopted by governments and the resources which are made available for implementing them have shaped practice on the one hand there are complex ideas about what children should be learning and how they should be learning these ideas about curriculum and the training of teachers and carers may differ radically between countries on the other hand policies have been prompted by the need to reconcile family and work obligations and to provide

childcare to support working mothers irrespective of educational concerns the notions of economic competition and parental choice have led to the growth of private for profit childcare services which promote a particular view of quality and achievement above all growing inequality within countries and between rich and poor countries have undermined attempts to provide good quality services in an unfair world the impact of any services is likely to be distorted the book charts the many different approaches to understanding and measuring quality and gives an exceptionally well informed overview

the activities in this 24 page workbook prepare instructors to accurately use the early childhood environment rating scale revised edition ecers r including explanations for the scoring system terms used throughout the scale protocols for observation sample situations for scoring practice and more the workbook is to be used in conjunction with the video observations for the ecers r video as part of a complete training package each participant will require a personal copy of the video guide and training workbook which can be reproduced for use in the classroom for educational purposes only ers and environment rating scale are registered trademarks of teachers college columbia university

this new zealand adaptation looks both at historical roots of child observation as well as various approaches to observing young children in early years settings

this book presents the development of the chinese early childhood environment rating scale cecers a culturally appropriate tool for assessing the quality of chinese preschools it provides insights into the developmental profile and pedagogical characteristics of chinese preschools which have been the main type of children s services in china over the past three decades the conceptual framework of cecers is based on cultural contexts and refers to ecers an international quality assessment tool for early childhood education ece and combines the essential elements of ece quality e g teacher child interactions with additional components tailored to the situation of chinese preschools e g group educational activities a series of studies involving over 200 preschools and 500 classrooms were conducted to ensure the validity and reliability of the cecers in different areas of china the content of cecers has been continuously adapted according to the results of these verification studies the author also discusses issues related to improving the quality of chinese

preschools and proposes relevant policy recommendations the book will be an essential read to students and scholars of educational theory and chinese studies it will also serve as an interesting reference for cross cultural scholars in the field of ece research

how children s development is shaped by early childhood education and care ecec classrooms and especially by teacher child interactions in those settings is a major issue in research and politics which has been researched for several decades this book investigates this important topic by raising three overarching questions 1 what are good teacher child interactions and how they can be measured 2 which individual and or contextual aspects are associated with teacher child interactions 3 w h interactions on the development of children s competencies the book ties in these fundamental questions with educational research by bringing together international studies from interdisciplinary backgrounds and presenting current research on the characteristics predictivity dependency and methodological issues of teacher child interactions in ecec classrooms the considered studies conducted in australia austria finland germany greece and portugal each aim to enrich the scientific discourse and provide fruitful implications for policy and practice this book was originally published as a special issue of the research papers in education journal

guide to early childhood education development design diversity is a textbook of articles and essays exclusively written to provide a resource for educationalists working in the field of early childhood education ece and programmes from around the world the text has been formally prepared in three significant parts to offer encouraging insights early learning ideas classroom environmental changes and pertinent information and internet resources to assist in guiding successful learning this textbook is primarily suited for ece administrators directors students teachers instructors professors and additional personnel that will be teaching or working with children in age levels ranging from infant and toddler through to school age grade three

this book captures information about early childhood education and care ecec policies and practices in different countries and aims to question the degree to which these countries have managed to meet the needs of children families and the ecec workforce the book illustrates how different countries have adapted different strategies focusing on policy when it comes to quality ecec the goal of the book is twofold first and foremost it aims to present key findings and challenges for improving ecec as a whole second it aims to

highlight problems and concerns which the field of ecec faces with respect to delivering high quality care and education to all children as neither ecec nor quality are universal concepts but are shaped by social cultural values as well as national economic and political contexts in which ecec services are provided this cross country volume is extremely relevant for fully understanding issues in the field of ecec this book was originally published as a special issue of early child development and care

this 16 page workbook contains training activities for use with

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