



EARLY LEARNING COALITION  
OF POLK COUNTY  
*Heart of Education*

**2022-2023**

**Training Incentives Program (TIP)**

## Attention 2022-2023 School Readiness Providers!

The Early Learning Coalition of Polk County is offering an exciting opportunity for eligible School Readiness practitioners to increase their knowledge in the field of early childhood education. The purpose of the program is to assist individual practitioners (including child care owners, directors, assistant directors, and teachers) with strengthening their awareness and understanding of the *Classroom Assessment Scoring System (CLASS)* and other quality measures and indicators, with the ultimate goal of increasing the level of quality care provided in their individual sites and classrooms. Participation in this program is strictly voluntary and will be available on a first-come, first-serve basis to those individuals currently employed in School Readiness sites. Eligible staff must be employed by a site located in Polk County and listed on the site's Quality Performance System (QPS) staff roster.

Included in this document are descriptions of Training Incentives Program strategies (courses) which will be offered during the 2022-2023 year. The Early Learning Coalition is proud to announce that Flamingo Early Learning and other agency partners may be assisting with providing research-based training and coursework as part of the Training Incentives Program (TIP). These strategies will be offered in addition to strategies provided by Coalition staff.

In recognition of each participant's commitment to the 2022-2023 Training Incentives Program (TIP), each individual who successfully completes all program requirements will be eligible to receive a stipend in the amount of \$590.00\* from the Early Learning Coalition. Stipends will be contingent upon meeting each described strategy benchmark, showing competency/mastery upon final completion, and other requirements as determined by the Coalition.

There is a \$20.00 mandatory registration fee for each course. Each participant may only enroll in one course. Upon successful completion of the course, participants may be reimbursed the \$20.00 registration fee.

### REGISTER TODAY!

Register at this link: [www.ELCPolk.org/PD](http://www.ELCPolk.org/PD)

All registrations must be completed online.

For registration information, please contact

Nancy Walker at [nancyhandley@elcpolk.org](mailto:nancyhandley@elcpolk.org) or (863) 577-2450, Ext. 211.

\*The Coalition will provide stipends for eligible participants, however, this number may change based on changes in enrollment, funding, or other factors. The stipend amount per participant may also change based on enrollment, funding, or other factors.

## OVERVIEW

1. Courses are designed to support educators in the development of quality interactions with children.
2. Each eligible participant may enroll in only one (1) course.
3. Registration must be submitted online at [www.ELCPolk.org/PD](http://www.ELCPolk.org/PD).
4. Registration is limited. Each course has an enrollment capacity.
5. Participants must be employed by a provider located in Polk County and with a current School Readiness contract with ELC Polk.
6. Participants must be listed on the provider's Quality Performance System (QPS) roster.
7. Instructors determine the delivery, requirements, and details of the course.
8. Failure to complete the course will result in non-payment.
9. Payment of the stipend will be made by June 30, 2023.
10. Courses are planned for online and virtual instruction and delivery.
11. Participants must have access to reliable internet service if applicable.
12. If applicable, participants will be required to use either a laptop or tablet with a working microphone and camera for all sessions and must be comfortable using technology. Completion of the courses on a smart phone may be difficult, and may limit access to required resources and methods.
13. If applicable, participants must be able to download required programs on their computers.
14. Adjustments to the schedule and details of the course may be made if needed.
15. Participants must be available to practice and implement strategies in their professional work.
16. Participants will need to implement strategies, complete assignments, and submit projects successfully to finish the course with mastery.
17. Some courses include a Community of Practice (CoP) component. CoPs are conducted in a group setting and require the engagement of all involved. Participants will attend a series of sessions with peers to collaborate, share ideas, and provide support to each other in the learning process. Participants will engage in meaningful group learning activities and discussions to increase their expertise, improving existing skills and developing new skills to stay current in their teaching practice.
18. The Early Learning Coalition of Polk County reserves the right to make changes as needed.

## PROCESS

1. Review the course catalog and select **one** course.
2. Submit the registration form, found here: [www.ELCPolk.org/PD](http://www.ELCPolk.org/PD)
3. Registration fee is due upon course registration. When the course has been tentatively approved, you will receive an email confirming your submission, as well as a link to complete your Participation Agreement. The Participation Agreement must be completed within three days of submitting your course request. ***Your space is not secured until you have paid the registration fee, submitted a Participation Agreement, and received your confirmation email.***
4. If you need to change your registration, complete steps 1-3 again. An additional registration fee will be required. Registration fees are nonrefundable. The most recently received registration will override all previous registrations.
5. You will receive information from your instructor about how to begin the course.
6. Complete all required components of the course. Work closely with your instructors.
7. Submission of an IRS Form W9 for 2023 will be required.
8. Payment will be made by June 30, 2023.

***Email will be the primary form of communication. It is critical that you check your email often.***

## STRATEGY COURSE OPTIONS

Each participant may choose ONE Professional Development Strategy.

Strategy/Course	Format(s)	Code	Page
A Deep Dive into Secure Attachment & Trauma Informed Care	Online - Scheduled	TIP22-01	5
PreK CLASS Group Coaching	Online - Scheduled	TIP22-02	6
Maximizing Learning and Building a Classroom Community	Online - Independent	TIP22-03	7
Using Observation to Inform Individualized Instruction in Preschool	Hybrid	TIP22-04	8
Act 2: Planning for a Successful Year in Preschool	Hybrid	TIP22-05	9
Infant and Toddler Developmentally Appropriate Practice	Online - Independent	TIP22-06	10
Building Your Bounce Meets FLIP IT!	Hybrid	TIP22-07	11
Initiating Infant Interactions through CLASS	Online - Scheduled	TIP22-08	12
Transforming Toddlers Together through CLASS	Online - Scheduled	TIP22-09	13
Pioneering PreK Pathways through CLASS	Online - Scheduled	TIP22-10	14
	Online - Scheduled	TIP22-11	15

Please note that courses are presented in several formats, including hybrid and online. Access to a computer or tablet with microphone, camera, speakers, and internet is required for all trainings.

### ONLINE – SCHEDULED

Participants must log into the designated online virtual platform on certain days and times. Participants may also have homework assignments that to complete online.

### ONLINE – INDEPENDENT

Participants will complete work online at the pace they choose, while still meeting deadlines and requirements set by the instructors.

### HYBRID

These courses can include a combination of the above delivery methods. See course description for details.

<b>COURSE TIP22-01</b>	<b>A Deep Dive into Secure Attachment &amp; Trauma Informed Care</b>
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<b>FORMAT: Online - Scheduled</b>	<b>START DATE</b>	<b>END DATE</b>
	09/08/2022	01/05/2023

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
<b><i>Part A: Circle of Security (COS)</i></b>			
09/08/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
09/15/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
09/22/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
09/29/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
10/06/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
10/13/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
10/20/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
10/27/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
<b><i>Part B: Trauma Informed Care</i></b>			
11/03/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
11/10/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
11/17/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
12/01/2022	Thursday	6:00 – 8:00 pm	Zoom (online)
<b><i>Part C: 4 Coaching sessions minimum of 2 hours each</i></b>			
<b>DESCRIPTION</b>			
<p>This 40-hour training will focus on assisting caregivers to create strong foundational best practices in their classrooms through a “deep dive” into attachment theory and trauma informed care. In this 3-part Community of Practice (CoP) series, caregivers will utilize the Circles of Security visual map of attachment to build comprehension around the importance of secure attachments with children in their classrooms. In the second part of this CoP, we focus on best practices to support a trauma informed culture in classrooms, reframing behaviors through a trauma lens with the children, and trauma informed care tools that help with positive classroom outcomes. The final portion of this CoP will bring both secure attachments and trauma informed care together through a series of hands-on coaching sessions, geared towards supporting caregivers in the work they do around these topics in their classrooms.</p>			

<b>COURSE TIP22-02</b>	<b>PreK CLASS Group Coaching</b>
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<b>FORMAT: Online - Scheduled</b>	<b>START DATE</b>	<b>END DATE</b>
	09/07/2022	02/17/2023

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
09/07/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
09/14/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
09/28/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
10/05/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
10/12/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
10/19/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
10/26/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
11/02/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
11/09/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
11/16/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
11/30/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
12/07/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)
12/14/2022	Wednesday	2:00 – 4:00 pm	Zoom (online)

<b>DESCRIPTION</b>
<p>PreK CLASS® Group Coaching utilizes the Classroom Assessment Scoring System (CLASS®) and focuses on the domains and dimensions of classroom quality with the CLASS® tool.</p> <p>CLASS Group Coaching is an interactive course that breaks down the domains and dimensions of the CLASS tool over. Over the course of multiple sessions, you will attend virtual training to help you identify, understand, and apply stronger teacher-child interactions in your preschool classrooms. This course also includes online and independent coursework, based on the discretion of the instructor.</p>

<b>COURSE TIP22-03</b>	<b>Maximizing Learning Experiences and Building a Classroom Community</b>
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<b>Format: Online - Independent</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A</b>	09/12/2022	11/05/2022
<b>Part B</b>	02/20/2023	04/25/2023

<b>DESCRIPTION</b>
<p>You will work independently during the set periods, and will have to submit assignments and complete all work as required by your instructor. You will be registered for the following courses, and must achieve mastery in each in order to receive the stipend. <i>These courses will be offered through Flamingo Early Learning.</i></p> <p><b>Part A:            <i>Preschool Growth and Development: Maximizing Learning Experiences</i></b></p> <p>In this course, you will learn how to support the growth and development of preschool children. There’s no doubt preschoolers develop at an amazing rate — they learn so much, so fast! In most cases, there is a sequence to the development, but not always. Early childhood professionals need to know how to plan for all children - the typically developing child, the child who needs additional support, and the child who may be more advanced.</p> <p><b>Part B:            <i>Guiding Preschool Behavior and Building Classroom Community</i></b></p> <p>In this course, you will receive valuable information about building essential relationships with the preschoolers in your setting and learn how to implement strategies to promote a positive classroom community. You will investigate how to support children as they develop critical social skills and explore specific strategies that you can implement in your program now to guide your preschoolers toward positive behaviors.</p>

<b>COURSE TIP22-04</b>	<b>Using Observation to Inform Individualized Instruction in Preschool</b>
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<b>FORMAT: Hybrid</b>	<b>START DATE</b>	<b>END DATE</b>
<b>Part A:</b> Online - Independent	09/12/2022	11/05/2022
<b>Part B:</b> Individualized	09/12/2023	05/19/2023

<b>DESCRIPTION</b>
<p><b><i>Part A: Flamingo Early Learning Online Course - Using Observation to Inform Individualized Instruction in Preschool</i></b></p> <p>In this course, you will explore how to effectively weave observation and assessment into your daily teaching practices in ways that best meet the needs of children.</p> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>· Plan a screening process</li> <li>· Write objective and accurate anecdotal records</li> <li>· Develop specific learning objectives based on children’s strengths and needs</li> <li>· Design classroom projects based on children’s interests and learning needs</li> <li>· Understand the effects of home culture</li> <li>· Engage children with special needs</li> </ul> <p><b><i>Part B: Coaching</i></b></p> <p>Participants will engage in virtual coaching sessions with the instructor. Homework and independent study will be assigned at the discretion of the instructor. Sessions will be scheduled with the instructor after the course is confirmed, based on availability of instructor and participant.</p>



<b>COURSE TIP22-05</b>	<b>Act 2: Planning for a Successful Year in Preschool</b>
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<b>Format: Hybrid</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A</b>	09/12/2022	11/05/2022
<b>Part B</b>	09/12/2022	11/10/2022

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
09/15/2022	Thursday	6:30 pm-8:30pm	Zoom (online)
09/29/2022	Thursday	6:30 pm-8:30pm	Zoom (online)
10/13/2022	Thursday	6:30 pm-8:30pm	Zoom (online)
10/27/2022	Thursday	6:30 pm-8:30pm	Zoom (online)
11/10/2022	Thursday	6:30 pm-8:30pm	Zoom (online)

<b>DESCRIPTION</b>
<p><b><i>Part A: Flamingo Early Learning online course</i></b>  <b>This is the second course in a series of three. In this 20-hour course you will learn strategies to help you:</b></p> <ul style="list-style-type: none"> <li>• Plan for and support children’s learning in small-group time;</li> <li>• Observe and document children’s learning to assist you in planning developmentally appropriate activities throughout the day;</li> <li>• Practice strategies for helping children develop a sense of identity and belonging and how to recognize and express their emotions;</li> <li>• Support oral language development through adult-child interactions, storybook reading, and listening comprehension;</li> <li>• Implement strategies to support alphabet knowledge and emergent writing,</li> <li>• Take advantage of naturally occurring opportunities throughout the day to support numbers and operations and patterns and seriation.</li> </ul> <p><b><i>Part B: Community of Practice</i></b>                      Participants will attend a series of Community of Practice with peers to collaborate, share ideas, and provide support to each other in the learning process. Participants will engage in meaningful group learning activities and discussions.</p>

<b>COURSE TIP22-06</b>	<b>Infant and Toddler Developmentally Appropriate Practice</b>
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<b>Format: Online - Independent</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A</b>	09/12/2022	11/05/2022
<b>Part B</b>	02/20/2023	04/25/2023

<b>DESCRIPTION</b>
<p>You will work independently during the set periods, and will have to submit assignments and complete all work as required by your instructor. You will be registered for the following courses, and must achieve mastery in each in order to receive the stipend. <i>These courses will be offered through Flamingo Early Learning.</i></p> <p><b>Part A: Using Observation to Support Developmentally Appropriate Practice with Infants and Toddlers</b></p> <p>In this course, you will learn to use your observations to support developmentally appropriate practice with the infants and toddlers in your care. You will understand what is meant by developmentally appropriate practice; the importance of your role as a careful observer; how to respond sensitively to children’s needs; and increase your professional effectiveness.</p> <p><b>Part B: Understanding Trauma-Informed Care with Infants and Toddlers</b></p> <p>The idea of young children suffering traumatic experiences is a difficult topic to discuss. However, it is vitally important that early care and education professionals are aware of what causes trauma, how to recognize it in young children, and how frequently it occurs. Trauma refers to any experience that causes a child to lose their sense of physical or emotional safety or poses a threat to the safety of the child’s parents or caregivers. It’s critical that teachers and caregivers realize that trauma is not an event itself, but a result of the way in which a child’s nervous system responds to the event. Caregivers of young children, who are able to recognize trauma symptoms and respond in a caring manner, often become the source of safety and consistency for young children exposed to trauma.</p>

<b>COURSE TIP22-07</b>	<b>Building Your Bounce Meets FLIP IT!</b>
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<b>Format: Hybrid</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A: Face-to-Face</b>	1/10/2023	5/23/2023
<b>Part B: Coaching</b>	1/10/2023	5/23/2023

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
01/10/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
01/24/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
02/07/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
02/21/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
03/07/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
03/21/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
04/04/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
04/18/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
05/02/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
05/16/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face
05/23/2023	Tuesday	5:30 pm-7:30pm	Face-to-Face

<p><b>DESCRIPTION</b></p> <p><b>Part A Training Location:</b> The Early Learning Coalition of Polk County                  115 S. Missouri Avenue – 5th floor training room                  Lakeland, FL 33815</p> <p><b>Part A: Communities of Practice - Building Your Bounce meets FLIP It!</b></p> <p>Focus: Teacher Resilience / Behavior Management</p> <p>In this course, participants will reflect on their own experiences to discover the power of resilience in their own lives. This course is designed to reflect on some of the hardships we have experienced as well as the strategies that have gotten us through those same hardships. After completing the Build Your Bounce sessions, participants will then engage in a training designed to help with behavior management in their classrooms. FLIP It honors the child’s feelings and encourages children to become their own problem solvers!</p> <p><b>Part B: Coaching</b></p> <p>Participants will engage in coaching sessions with the instructor. Homework and independent study will be assigned at the discretion of the instructor. Sessions will be scheduled with the instructor after the course is confirmed, based on availability of instructor and participant.</p>
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<b>COURSE TIP22-08</b>	<b>Initiating Infant Interactions through CLASS</b>
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<b>Format: Online - Scheduled</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A</b>	09/12/2022	11/05/2022
<b>Part B</b>	12/06/2022	01/24/2023

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
12/06/2022	Tuesday	6:00 pm – 8:00 pm	Zoom
12/13/2022	Tuesday	6:00 pm – 8:00 pm	Zoom
01/10/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
01/17/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
01/24/2023	Tuesday	6:00 pm – 8:00 pm	Zoom

<b>DESCRIPTION</b>
<p><b>*Prerequisite requirement</b> Registration for this course requires previous completion of either Infant/Toddler or PreK Class Group Coaching (CGC)</p> <p><b>Part A: Flamingo Early Learning Course - Infant Developmental Stages: The First Year of Life</b> In this Flamingo Early Learning course, you will investigate the developmental milestones for the first year of life and take a look at how much a baby grows and changes in those first few months. You'll also discuss ways to set up the environment for each stage taking into consideration materials, routines, and best practices. In addition, you'll investigate the meaning of relationships and learn how important they are for an infant's learning.</p> <p><b>Part B: Communities of Practice</b> Participants will attend 5 sessions of Communities of Practice sessions, which will focus on child development and the importance of recognizing the milestones for infants. Each session is centered around CLASS and improving teacher child interactions within activities and daily routines. Each session will be interactive with small group and large group discussions. Participants will have opportunities to reflect on their practices and share their strengths with other teachers. Homework and independent study will also be assigned at the discretion of the instructor.</p>

<b>COURSE TIP22-09</b>	<b>Transforming Toddlers Together through CLASS</b>
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<b>Format: Online - Scheduled</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A</b>	03/28/2023	05/02/2023
<b>Part B</b>	02/20/2023	04/25/2023

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
03/28/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
04/04/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
04/11/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
04/25/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
05/02/2023	Tuesday	6:00 pm – 8:00 pm	Zoom

<b>DESCRIPTION</b>
<p><b>*Prerequisite requirement</b>  <b>Registration for this course requires previous completion of either Infant/Toddler or PreK Class Group Coaching (CGC)</b></p> <p><b><i>Part A: Communities of Practice (CoP)</i></b></p> <p>Participants will attend 5 sessions of Communities of Practice sessions, which will focus on child development and the importance of recognizing the milestones for toddlers. Each session is centered around CLASS and improving teacher child interactions within activities and daily routines. Each session will be interactive with small group and large group discussions. Participants will have opportunities to reflect on their practices and share their strengths with other teachers.</p> <p><b><i>Part B: Flamingo Early Learning Course - Language Development for Infants and Toddlers</i></b></p> <p>In this course, you will learn strategies you can use each day to help infants and toddlers develop the critical language and communication skills they need to be successful, without neglecting other areas of important skill development. These strategies can be embedded in your schedule throughout the day in a way that does not take your time away from other obligations to the children you serve.</p>

<b>COURSE TIP22-10</b>	<b>Pioneering PreK Pathways through CLASS</b>
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<b>Format: Online - Scheduled</b>	<b>Start Date</b>	<b>End Date</b>
<b>Part A</b>	02/02/2023	03/09/2023
<b>Part B</b>	02/20/2023	04/25/2023

<b>DATE</b>	<b>DAY</b>	<b>TIME</b>	<b>PLATFORM</b>
02/02/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
02/09/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
02/16/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
03/02/2023	Tuesday	6:00 pm – 8:00 pm	Zoom
03/09/2023	Tuesday	6:00 pm – 8:00 pm	Zoom

**DESCRIPTION****\*Prerequisite requirement**

**Registration for this course requires previous completion of either Infant/Toddler or PreK Class Group Coaching (CGC)**

**Part A: Communities of Practice (CoP)**

Participants will attend 5 sessions of Communities of Practice sessions, which will focus on child development and the importance of recognizing the milestones for Preschoolers. Each session is centered around CLASS and improving teacher child interactions within activities and daily routines. Each session will be interactive with small group and large group discussions. Participants will have opportunities to reflect on their practices and share their strengths with other teachers.

**Part B: Flamingo Early Learning Course - Act 1: Getting Organized for Learning in Preschool**

In this 20-hour course, you'll learn strategies to help you:

- Set up your learning environment to provide space for children to engage in meaningful learning experiences throughout the day;
- Create schedules, establish routines, and plan for transitions to provide a safe and predictable environment for children;
- Support children's social and emotional learning and discover why it's important for their academic development;
- Support oral language development through engaging interactions with children;
- Support emergent literacy development through alphabet knowledge and phonological awareness;
- Support mathematical thinking by fostering number sense and other math skills.



EARLY LEARNING COALITION  
OF POLK COUNTY  
*Heart of Education*

For questions or assistance regarding course content,  
please contact Sheila Chambers.

[sheilachambers@elcpolk.org](mailto:sheilachambers@elcpolk.org)

863-577-2450 ext. 305

TO LEARN MORE AND TO REGISTER:

[www.ELCPolk.org/PD](http://www.ELCPolk.org/PD)

For questions or assistance regarding registration,  
please contact Nancy Walker.

[nancywalker@elcpolk.org](mailto:nancywalker@elcpolk.org)

863-577-2450 ext. 211

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[www.ELCPolk.org/PD](http://www.ELCPolk.org/PD)