**JANUARY**January 11, 2023 | Noon – 1:30 p.m. CT   
**Virtual Education: Teaching Environmental Education - A Good Planet is Hard to Find**

Environmental Education (EE) programs do not need a degree in biology - just a desire to share! This session will equip you with the tools you need to hit the trail running towards a great EE program.

**Learning Objectives**

* Define Environmental Education (EE).
* Identify the most effective ways to teach EE; blending formal education with unstructured family exploration.
* Discuss how we can create our own outdoor or EE program at our nature park, centers or through other partnerships.

January 18, 2023 | Noon – 1:30 p.m. CT   
**Virtual Education: Becoming a Person of Influence**

Leadership is all about influence. Creating positive influence will not only be a catalyst to your own success - it will become the legacy you will leave behind. This course will go through John C. Maxwell’s principles of influence.

**Learning Objectives**

* Understand why influence is the single most important aspect of leadership, and how to use your influence to grow a great team.
* Learn about the importance of listening, understanding, connecting, and nurturing your team and how it will make you a better leader.
* Understand that serving, empowering and navigating for your team will help you grow great future leaders.

January 25, 2023 | Noon – 1:30 p.m. CT   
**Virtual Education: A Change in Culture: Fully Integrating CAPRA Accreditation**

What happens when an agency achieves CAPRA accreditation? Learn how one agency integrated CAPRA accreditation throughout their re-accreditation journey. Developing section-by-section action plans, monthly reviews by section, section final reports presented to the CAPRA Team annually, and section narrative summaries.

**Learning Objectives**

* Learn how one agency developed CAPRA section-by-section action plans to assist section owners and their teams with maintaining pace in updating EOC for their respective CAPRA Section.
* Identify and fully developed plans to review all 10 sections monthly, throughout years 1-5 of re-accreditation.
* Define how one agency developed their CAPRA Co-Lab, which is a two-year professional staff development plan.

**FEBRUARY**February 7, 2023 | Noon – 1:30 p.m. CT   
**Virtual Education: How to Deal with Difficult People - Secrets Revealed!**

Difficult people are everywhere BUT at work our response to them makes a difference. They know how to bring “IT” and learning how to interact with them effectively is critical to overall job success, image and personal wellbeing. This session provides strategies for working productively with challenging people.

**Learning Objectives**

* Identify characteristics of difficult people in the workplace.
* Focus on practice techniques for addressing negative behaviors.
* Discover how to prevent negativity from influencing personal mindset.

February 23, 2023 | Noon – 1:45 p.m. CT   
**Virtual Education: LGBTQ Cultural Competency: Understanding Gender Identity & Expression**

LGBTQ cultural competency aims to increase knowledge and skills to improve one’s ability to effectively interact with the LGBTQ+ community. This session will cover the role of gender expression in our lives and the influences it has on us daily and explore gender identity and what this means for individuals and society.

**Learning Objectives**

* Learn positive, affirming changes in your knowledge, attitude and behavior toward the LGBTQ community.
* Learn key concepts and terminology pertaining to lesbian, gay, bisexual, transgender and queer community.
* Gain an understanding and awareness of the LGBTQ community and positive communication strategies.

**MARCH**March 8, 2023 | Noon – 1:30 p.m. CT **Virtual Education: What's your EQ IQ?**

Session details posted soon.March 29, 2023 | Noon – 1:30 p.m. CT   
**Virtual Education: Afterschool Analytics: Why the data matters**

Learn how data can be used to inspire change, create a story of impactful moments, motivate staff, and help grow your parks and recreation department. This session will discuss the impact keeping track of data can have, and how to use this information to best serve your community.

**Learning Objectives**

* Identify how proper data collection can help tell your parks and recreation story.
* Identify how to properly sell your services and improve programming through data collection.
* Be able to tangibly show the impact staff has, helping motivate and create healthy competition amongst your team.