

Correlation of the Virginia Early Childhood Administrator Professional Credential (VA-ECAP) to Competencies for Early Childhood Professionals Virginia's Early Childhood Development Alignment Project

Competency Area Headings	Competency Area Headings
Area I. Health, Safety and Nutrition Practices	Area V. Learning Environment
Area II. Understanding Child Growth and Development	Area VI. Effective Interactions (Teacher/Student & Student/Student)
Area III. Appropriate Observation and Assessment	Area VII. Program Management
Area IV. Partnering With Families and Community	Area VIII. Teacher Qualifications and Professional Development
Competencies for Early Childhood Professionals Area I: Health, Safety and Nutrition Practices	
1. Policies, Practices, and Procedures	
VA Competencies	VA-ECAP
1.1 General Policies/Procedures	SFL LM 101 Policies and Procedures & CHD 120
1.2 Control of Communicable	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist &
1.3 Routine Oral Hygiene	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist &
1.4 Reduction of Environmental Hazards	SFL LM 102 Potential Risk Checklist & CHD 120
1.5 Sanitation Procedures	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist &
1.6 Prevention of Injuries	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist
1.7 Immediate Response to Injuries	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist
1.8 Follow-Up Response to Injuries	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist &
1.9 Emergency Preparedness	SFL LM 101 Policies and Procedures and SFL LM 102 Potential Risk Checklist &
2. Abuse/Neglect	
VA Competencies	VA-ECAP
2.1 Suspected Abuse/Neglect	SFL LM 102 Managing Crisis Incident Crisis Reporting Assignment & SFL LM 101
3. Nutrition And Dietary Practices	
VA Competencies	VA-ECAP
3.1 Nutrition	SFL LM 101 Policies and Procedures & CHD 120
3.2 Food Selection and Preparation	SFL LM 101 Policies and Procedures & CHD 120
3.3 Mealtime Behaviors	SFL LM 101 Policies and Procedures & CHD 120
3.4 Response to Food Preferences	SFL LM 101 Policies and Procedures & CHD 120
4. Communication with Families	
VA Competencies	VA-ECAP
4.1 Respect	SFL LM 101 Policies and Procedures & Ethics and LM 102 Being a Leader &
4.2 Communication Regarding Policies	SFL LM 101 Communication Regarding Policies and Procedures and SFL LM 102
4.3 Communication Regarding Special Needs	SFL LM 101 Communication Policies and Procedures and Ethics SFL LM 102
4.4 Communication Regarding Nutrition and Food	SFL LM 101 Communication Policies and Procedures and SFL LM 102 Being a
5. Health Education	
VA Competencies	VA-ECAP
5.1 Basic Health Practices	SFL LM 101 Policies & Procedures and Ethics and Managing Crisis Potential
5.2 Nutrition Education	SFL LM 101 Policies & Procedures and SFL LM 102 Being a Leader & CHD 120
5.3 Safety Education	SFL LM 101 Policies & Procedures and SFL LM 102 Being a Leader & CHD 120
5.4 Education for Healthy Self-Care	SFL LM 101 Policies & Procedures and SFL LM 102 Being a Leader & CHD 120
5.5 Health and Safety Resources	SFL LM 101 Policies & Procedures and SFL LM 102 Being a Leader & CHD 120

Competencies for Early Childhood Professionals Area II: Understanding Child Growth and Development

1. Basic Child Development	
VA Competencies	VA-ECAP
1.1 Developmental Patterns and Principles	CHD 120
1.2 Adaptation of Practices as Development Proceeds	CHD 120
1.3 Developmental Domains	CHD 120
1.4 Interconnectedness of Domains	CHD 120
1.5 Stages Versus Continuous Development	CHD 120
1.6 Variability in Developmental Milestones	CHD 120
2. Typical and Atypical Development	
VA Competencies	VA-ECAP
2.1 Recognizing Variation As Typical	SFL LM 102 Meeting the Needs of Diverse Children Child Assessments & CHD 120
2.2 Recognizing Atypical Development	SFL LM 102 Meeting the Needs of Diverse Children Child Assessments & CHD 120
2.3 Adapting the Learning Environment	SFL LM 102 Meeting the Needs of Diverse Children & CHD 120
2.4 Indicators of Risk	SFL LM 102 Managing Crisis and Meeting the Needs of Diverse Children & CHD 120 and 205
2.5 Individualized Family Service Plans (IFSPs) and Individualized Educational Programs (IEPs)	SFL LM 102 Meeting the Needs of Diverse Children& CHD 120 and 205
2.6 Recognizing and Respecting Developmental Challenges	SFL LM 102 Meeting the Needs of Diverse Children Anti-Bias Approach & CHD 120
3. Individual Differences	
VA Competencies	VA-ECAP
3.1 Respecting Personality Differences	SFL LM 102 Meeting the Needs of Diverse Children & CHD 120 and 205
4. Influences on Development	
VA Competencies	VA-ECAP
4.1 Influences on Development	CHD 120 & 205
4.2 Family as Primary Environment	SFL LM 102 Get Families Engaged & CHD 120
4.3 Stress as Environmental Factor	SFL LM 102 Managing Crisis and Meeting the Needs of Diverse Children & CHD 120 and 205
4.4 Variation in Cultural Practices	SFL LM 102 Managing Crisis and Meeting the Needs of Diverse Children & CHD 120 and 205
5. Strategic Facilitation of Development	
VA Competencies	VA-ECAP
5.1 Role of Relationships	SFL LM 102 Get Families Engaged & CHD 120 and 205
5.2 Role of Experience	SFL LM 102 Get Families Engaged & CHD 120 and 205
5.3 Role of Play	CHD 120 and 205
5.4 Principles of Play	CHD 120 and 205
5.5 Role of Adults in Play	SFL LM 102 Get Families Engaged & CHD 120 and 205
6. Collaboration	
VA Competencies	VA-ECAP
6.1 Collaboration on Behalf of Children	SFL LM 102 Get Families Engaged and Partnerships & CHD 120 and 205
6.2 Collaboration with Adults	SFL LM 102 Get Families Engaged and Partnerships & CHD 120 and 205
Competencies for Early Childhood Professionals Area III: Appropriate Child Observation and Assessment	
1. Assessment Plan and Procedures	
VA Competencies	VA-ECAP
1.1 Assessment Planning	SFL LM 102 Meeting the Needs of Diverse Children Child Assessments & CHD 120 and 205

1.2 Assessment Procedures	SFL LM 102 Meeting the Needs of Diverse Children Child Assessments Use and Evaluate
1.3 Individualized Family Service Plans (IFSPs) and Individualized Educational Programs (IEPs)	SFL LM 102 Meeting the Needs of Diverse Children Child Assessments Use and Evaluate
1.4 Responsive Use of Assessment Data	SFL LM 102 Meeting the Needs of Diverse Children Child Assessments Use and Evaluate
1.5 Multidisciplinary Teams	SFL LM 102 Meeting the Needs of Diverse Children & CHD 120 and 205
2. Communication with Families	
VA Competencies	VA-ECAP
2.1 Listening to and Learning from Families	SFL LM 102 Get Families Engaged & Meeting the Needs of Diverse Children & CHD 120 and 205
2.2 Sharing Assessment Results	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
3. Confidentiality	
VA Competencies	VA-ECAP
3.1 Maintaining Confidentiality	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
3.2 Avoiding Negative Labeling	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
Competencies for Early Childhood Professionals Area IV: Partnering with Families and Community	
1. Knowing and Respecting Families	
VA Competencies	VA-ECAP
1.1 Mutual Respect	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
1.2 Respect for All Families	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
1.3 Welcoming Environment	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
1.4 Positive Relationships	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
2. Communication	
VA Competencies	VA-ECAP
2.1 Listening to Families	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & CHD 120 and 205
2.2 Involving Families	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & CHD 120 and 205
2.3 Communicating Regarding Child's Activities	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & CHD 120 and 205
2.4 Communicating Regarding Child's Progress	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children and Child Assessment and Evaluate
2.5 Communicating Regarding Atypical Development or Special Needs	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children Child Assess & Evaluate
2.6 Communicating in Ways Families Can Understand	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & CHD 120 and 205
2.7 Maintaining Confidentiality	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & SFL LM 101 Ethics
2.8 Recognizing Symptoms of Stress	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & Abuse and Neglect
2.9 Nurturing Families in Rearing Children	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & CHD 120 and 205

2.10 Arranging Opportunities for Collaboration and Support	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & Partnerships
2.11 Involving Families in Policy Decisions	SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children & CHD 120 and 205
3. Collaborative Community Partnerships	
VA Competencies	VA-ECAP
3.1 Facilitating Education and Awareness of Community Resources	SFL LM 102 Partnerships: Create Plan and Being a Leader & CHD 120
3.2 Facilitating Linkages Between Families and Community Resources	SFL LM 102 Partnerships: Create Plan, Get Families Engaged and Being a Leader & CHD 120 and 205
3.3 Facilitating Access to Community Resources	SFL LM 102 Partnerships: Create Plan and Being a Leader & CHD 120 and 205
3.4 Agreements with Community Agencies, Organizations, and Businesses	SFL LM 102 Working With Non-Profit Board, Partnerships and Being a Leader & CHD 120 and 205
3.5 Participating as Citizen in Community-at-Large	SFL LM 102 Partnerships: Create a Plan and Being a Leader CHD 120
4. Nurturing Families as Advocates	
VA Competencies	VA-ECAP
4.1 Transitions	CHD 120 & 205
4.2 Service Acquisition	CHD 120 & 205
4.3 Consent to Share Information	CHD 120 & 205
Competencies for Early Childhood Professionals Area V: Learning Environment	
1. Overall Learning Environment	
VA Competencies	VA-ECAP
1.1 Components of Learning Environment	SFL LM 101 Administrative Systems: Organizational Structure & CHD 120
1.2 Appropriate and Responsive Teaching	CHD 120
1.3 Continuity of Care	CHD 120
2. Learning Strategies	
VA Competencies	VA-ECAP
2.1 Effective Learning Strategies	CHD 120
2.2 Encouraging Participation	CHD 120 & 205
2.3 Facilitating Curiosity, Exploration, and Play	CHD 120 & 205
2.4 Articulating the Rationale for Play-based Learning Strategies	CHD 120 & 205
2.5 Creating a Context that Supports Curiosity, Exploration, and Play	CHD 120 & 205
2.6 Sequential Patterns of Development in Exploration and Play	CHD 120 and 205
2.7 Adapting Learning Environments to Support Learners with Atypical Developmental Patterns	CHD 120 and 205
3. Curriculum	
VA Competencies	VA-ECAP
3.1 Curriculum Philosophy	CHD 120
3.2 Curriculum Framework	CHD 120
3.3 Social and Emotional Development	CHD 120 and 205
3.4 Approaches to Learning	CHD 120
3.5 Language and Literacy	CHD 120
3.6 Learning about Mathematical Concepts	CHD 120
3.7 Learning about the World (Scientific Knowledge and Scientific Inquiry and Exploration)	CHD 120
3.8 Learning about Families and Communities	CHD 120 and 205
3.9 Fine Arts	CHD 120
3.10 Physical Development and Health	CHD 120
4. Schedules, Routines, and Transitions	
VA Competencies	VA-ECAP
4.1 Predictable and Flexible Schedules and Transitions	CHD 120 and 205
4.2 Balanced Schedules	CHD 120 and 205
5. Physical Environment	

VA Competencies	VA-ECAP
5.1 Environments that Nurture Development	CHD 120 and 205
5.2 Monitoring Physical Environment	SFL LM 102 Managing Crisis: Potential Risk Checklist & CHD 120
5.3 Current Trends in Environmental Design	SFL LM 102 Being a Leader & CHD 120
6. Materials And Equipment	
VA Competencies	VA-ECAP
6.1 Materials Appropriate to Age and Ability	SFL LM 102 Meeting the Diverse Needs of Families & CHD 120
6.2 Culturally Responsive Materials and Equipment	SFL LM 102 Meeting the Diverse Needs of Families & CHD 120
6.3 Variety in Materials and Equipment	SFL LM 102 Meeting the Diverse Needs of Families & CHD 120
7. Collaboration	
VA Competencies	VA-ECAP
7.1 Collaborating with Peers to Improve Learning Environment	SFL LM 102 Working With Non-Profit Board, Partnerships and Being a Leader & CHD 120
7.2 Collaborating with Community to Improve Learning Environment	SFL LM 102 Working With Non-Profit Board, Partnerships and Being a Leader & CHD 120
Competencies for Early Childhood Professionals Area VI: Effective Interactions (Teacher/Student and Student/Student)	
1. Relationships	
VA Competencies	VA-ECAP
1.1 Respect	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120 and 205
1.2 Psychological Safety and Attachment	SFL LM 102 Managing Crisis: Potential Risk Assessment & CHD 120 and 205
1.3 Respectful Voice Tones	SFL LM 101 Ethics & CHD 120 and 205
1.4 Building Trust	SFL LM 101 Ethics & SFL LM 102 Being a Leader & CHD 120 and 205
1.5 Establishing a Calm, Unhurried Environment	CHD 120 and 205
1.6 Respecting Diversity	SFL LM 102 Meeting the Needs of Diverse Children & CHD 120 and 205
1.7 Accepting Individual Differences	SFL LM 102 Meeting the Needs of Diverse Children & CHD 120 and 205
2. Interactions with Persons of Various Ages Across the Lifespan	
VA Competencies	VA-ECAP
2.1 Mixed-age Children's Groups	CHD 120
2.2 Intergenerational Activities	SFL LM 102 Get Families Engaged and Partnerships & CHD 120 and 205
3. Group Interactions	
VA Competencies	VA-ECAP
3.1 Group Process and Structure	SFL LM 101 Early Childhood Organizational Structure and Policies and Procedures & CHD 120 and 205
3.2 Managing Group Behaviors	SFL LM 101 Ethics and SFL LM 102 Managing Crisis & CHD 120 and 205
4. Communication	
VA Competencies	VA-ECAP
4.1 Engaging in Various Forms of Communication	SFL LM 101 Policies and Procedures and LM 102 Being a Leader & CHD 120 and 205
4.2 Basic Listening	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120 and 205
4.3 Listening for Feelings	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120 and 205
4.4 Verbal and Non-Verbal Expression	SFL LM 101 Policies and Procedures and SFL LM 102 Being a Leader & CHD 120 and 205
4.5 Communication Frequency	SFL LM 101 Policies and Procedures and SFL LM 102 Being a Leader & CHD 120 and 205
4.6 Vocal Communication Strategies	SFL LM 101 Policies and Procedures and SFL LM 102 Being a Leader & CHD 120 and 205
4.7 Variation in Communication Strategies	SFL LM 101 Policies and Procedures and SFL LM 102 Being a Leader & CHD 120 and 205
5. Guidance	
VA Competencies	VA-ECAP

5.1 Behavioral Expectations	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader
5.2 Expectations for Respectful Interactions	SFL LM 102 Policies and Procedures & Ethics and SFL LM 102 Being a Leader
5.3 Nurturing Autonomy and Self-Regulation	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader
5.4 Logical Consequences	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader
5.5 Prosocial Behavior	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader
5.6 Managing Change	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader
5.7 Prevention of Behavioral Problems	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader & Managing Crisis
5.8 Challenging Behaviors	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader & Managing Crisis
5.9 Conflict Resolution	SFL LM 101 Policies and Procedures & Ethics and SFL LM 102 Being a Leader & Managing Crisis
6. Family Collaboration	
VA Competencies	VA-ECAP
6.1 Positive Communication	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
6.2 Respecting Family Values	SFL LM 102 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
6.3 Collaborative Guidance	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
6.4 Resources for Behavioral Interventions	SFL LM 101 Ethics, SFL LM 102 Get Families Engaged and Meeting the Needs of Diverse Children
Competencies for Early Childhood Professionals Area VII: Program Management	
1. Regulatory Standards	
VA Competencies	VA-ECAP
1.2 Regulations from Other Agencies	SFL LM 101 Policies and Procedures
1.3 Voluntary Compliance with Quality Standards	SFL LM 101 Policies and Procedures
1.4 Record Keeping	SFL LM 101 Policies and Procedures and Fiscal Management and Budget
1.5 Display of License or Certificate	SFL LM 101 Policies and Procedures
1.6 Planning for Emergencies	SFL LM 101 Policies and Procedures and SFL LM 102 Managing Crisis & Potential Risk Checklist
2. Physical Facility	
VA Competencies	VA-ECAP
2.1 Facilities Management	SFL LM 101 Fiscal Management and Budget Quality Improvement Plan
2.2 Environmental Monitoring	SFL LM 101 Fiscal Management and Budget Quality Improvement Plan
2.3 Responsibility for Environment	SFL LM 101 Fiscal Management and Budget Quality Improvement Plan
2.4 Space	SFL LM 101 Fiscal Management and Budget Quality Improvement Plan
3. Budget Management	
VA Competencies	VA-ECAP
3.1 Budget Management	SFL LM 101 Fiscal Management and Budget Create a Budget
3.2 Budget Planning	SFL LM 101 Fiscal Management and Budget Create a Budget
3.3 Budget Monitoring	SFL LM 101 Fiscal Management and Budget Create a Budget
3.4 Resource Acquisition	SFL LM 101 Fiscal Management and Budget: Grant Writing and Fundraising
3.5 Marketing	SFL LM 101 Marketing Create a Flyer
3.6 Technology	SFL LM 101 Fiscal Management and Budget Create Budget & CHD 120
3.7 Accounting	SFL LM 101 Fiscal Management and Budget Create a Budget
3.8 Insurance	SFL LM 101 Fiscal Management and Budget Create a Budget
3.9 Risk Reduction	SFL LM 102 Crisis Management: Potential Risk Checklist
3.10 Emergency Drills	SFL LM 102 Crisis Management: Potential Risk Checklist and SFL LM 101 Policies and Procedures

4. Human Resources Management	
VA Competencies	VA-ECAP
4.1 Human Resources Policies	SFL LM 101 Policies and Procedures, Organizational Structure and SFL LM 102 Program and Staff Evaluation
4.2 Internal Communication	SFL LM 101 Administrative Systems: Organizational Structure, Recruitment and Retention: Create Retention Plan
4.3 Schedule	SFL LM 101 Policies and Procedures
4.4 Employee Satisfaction	SFL LM 101 Recruitment and Retention: Create Retention Plan
4.5 Employee Recognition	SFL LM 101 Recruitment and Retention: Create Retention Plan
4.6 Compensation	SFL LM 101 Policies and Procedures, Recruitment and Retention
4.7 Benefits	SFL LM 101 Policies and Procedures, Recruitment and Retention
4.8 Advocacy	SFL LM 101 Policies and Procedures, Recruitment and Retention
4.9 Collegiality	SFL LM 101 Policies and Procedures, Recruitment and Retention & SFL LM 102 Staff Development & Change
4.10 Professional Development	SFL LM 101 Policies and Procedures, Recruitment and Retention and SFL LM 102 Staff Evaluation and Change
4.11 Staff Assessment	SFL LM 102 Program, Staff Development, Staff Evaluation and Change: Staff Assessment
4.12 Assessment of Program Director	SFL LM 102 Program, Staff Development, Staff Evaluation and Change: Staff Self Assessment
5. Program Planning and Evaluation	
VA Competencies	VA-ECAP
5.1 Planning the Learning Environment	CHD 120
5.2 Mission, Goals, Philosophy	SFL LM 101 Policies and Procedures: Recruitment and Hiring
5.3 Program Evaluation	SFL LM 101 Policies and Procedures, Recruitment and Hiring
5.4 Support of Learning	CHD 120
6. Families and Community	
VA Competencies	VA-ECAP
6.1 Family Communication	SFL LM 102 Get Families Engaged: Create a Family Engagement Plan, CHD 120 & CHD 205
Competencies for Early Childhood Professionals Area VIII: Teacher Qualifications and Professional Development	
1. Commitment to Quality	
VA Competencies	VA-ECAP
1. Commitment to Quality	SFL LM 101 Policies and Procedures: Quality Improvement Plan and Ethics & CHD 120
1.2 Quality Improvement	SFL LM 101 Policies and Procedures: Quality Improvement Plan & CHD 120
2. Professional Development	
VA Competencies	VA-ECAP
2.1 Content Knowledge	CHD 120 and CHD 205
2.2 Use of Resources	SFL LM 102 Partnerships & CHD 120 and 205
2.3 Hygiene and Appropriate Dress	SFL LM 101 Ethics & CHD 120 and 205
2.4 Professional Attitude	SFL LM 101 Ethics and CHD 120 and 205
2.5 Positive Relationships with Colleagues	SFL LM 101 Ethics and LM 102 Being a Leader and CHD 120 and 205
2.6 Professional Work Habits	SFL LM 101 Ethics and LM 102 Being a Leader and CHD 120 and 205
2.7 Supporting Program Goals	SFL LM 101 Ethics and LM 102 Being a Leader and CHD 120 and 205
2.8 Continuous Updating of Knowledge	SFL LM 102 Program, Staff Development, Staff Evaluation and Change and CHD 120
2.9 Participating in Reflective Practice and Research/Inquiry	SFL LM 102 Program, Staff Development, Staff Evaluation and Change and CHD 120

2.10 Philosophy of Early Childhood Practice	SFL LM 102 Program, Staff Development, Staff Evaluation and Change and LM 101 Ethics and CHD 120
2.11 Foundations of Early Childhood Practice	SFL LM 102 Program, Staff Development, Staff Evaluation and Change & CHD 120
2.12 Balancing Work and Personal Growth	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120
2.13 Continuous Professional Development	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120
3. Advocacy	
VA Competencies	VA-ECAP
3.1 Communicating with the Broader Community	SFL LM 102 Partnerships and Working with a Non-profit Board & CHD 120
3.2 Understanding Professional Advocacy	SFL LM 102 Being a Leader & CHD 120
4. Ethics	
VA Competencies	VA-ECAP
4.1 Ethics in Communications and Interactions	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120 and 205
4.2 Ethics Pertaining to Confidentiality	SFL LM 101 Ethics and SFL LM 102 Being a Leader, Managing Crisis, and Meeting Diverse Needs of Children, CHD 120, & CHD 205
4.3 Commitment to Other Professionals	SFL LM 101 Ethics and SFL LM 102 Being a Leader & CHD 120