



# BRIGHT HORIZONS FAMILY SOLUTIONS

## 2009-2012 Credit Recommendation Guide

The following courses have been evaluated by Corporate Articulation to potentially fulfill General Education or Elective credits for an Undergraduate Degree. In order to receive any of the credits recommended below, students should submit supporting documents to Prior Learning Assessment. For more information on PLA visit: [ecampus.phoenix.edu/pla](http://ecampus.phoenix.edu/pla) or contact the department toll free at 866-440-4707.

There are fees associated with your PLA submission. However, you may be eligible for PLA benefits. Please contact your Finance Advisor for more information.

PLA will not award credit for certifications or coursework that duplicates the content of credits earned through PLA, transfer credit, National Testing Program credit or University of Phoenix.

Clock hour to semester credit hour conversions are made by the University using current U.S. Department of Education standards.

**University of Phoenix Equivalency:** General Education or Elective category to which credit can be applied.

**Combinable:** Courses may only be combined with courses of similar content and General Education/Elective areas.

**Non-Academic:** Lack of college level theory and/or principle necessary for credit recognition. Company specific and skill-based training.

**Too Few Hours:** Courses/training that cannot receive credit because they are less than 1 hour total in length. Similar content in a 1(+) hour timeframe may be eligible for credit.

**Applicable Hours:** Indicates the total amount of actual learning time. Any breaks or lunch time included in the initial clock hours have been removed.

Updated: 06/01/2012

\*Program is pre-evaluated on the Apollo Quick List. Please refer to the Apollo Quick List for credit recommendation.

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
	Intentionally In Teaching: Child-Guided vs. Adult Guided Learning - Training To Go	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	The Five Phases Of World Planning - Training To Go	Classroom	01/2009-12/2012	3 Hour(s)	3	Combinable	Interdisciplinary/Elective
	Developing A Culture Of Customer Service And Partnership	Classroom	01/2009-12/2012	1 Hour(s)	1	Combinable	Interdisciplinary/Elective
	What Do You Think? Asking Open-Ended Questions	Classroom	01/2009-12/2012	1.5 Hour(s)	1.5	Combinable	Interdisciplinary/Elective
	Fundamentals Of Supervision - Off To A Great Start	Classroom	01/2009-12/2012	3 Hour(s)	3	Combinable	Interdisciplinary/Elective
	The Business Of Bright Horizons: Leadership, Office And Support Staff	Self-Paced	01/2009-12/2012	2 Hour(s)	1	Combinable	Interdisciplinary/Elective
	Corporate Marketing And Creative Services Overview	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Employee Benefits Orientation For New Employees/Employee Benefits Orientation For Current Employees	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Internal Customer Service	Self-Paced	01/2009-12/2012	1.5 Hour(s)	0.75	Combinable	Interdisciplinary/Elective

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
	Welcome To Bright Horizons	Self-Paced	01/2009-12/2012	1.5 Hour(s)	0	0	Non-Academic
	Administering Medications: Policies And Procedures	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Bright Horizons Child Development Associate Program*	Self-Paced	01/2009-12/2012	120 Hour(s)	See Apollo Quick List for Credit Recommendation		
	Bright Horizons Essentials: Caring And Learning At Bright Horizons	Self-Paced	01/2009-12/2012	22 Hour(s)	15	0.5	Interdisciplinary/Elective
	Bright Horizons Essentials: Essentials For Montessori: Caring And Learning At Bright Horizons	Self-Paced	01/2009-12/2012	9 Hour(s)	0	0	Non-Academic
	The Business Of Bright Horizons: Centers, Schools, And Nurseries	Self-Paced	01/2009-12/2012	0.5 Hour(s)	0	0	Non-Academic

### Child Development Curriculum And Caring Modules

	Cognitive: Nurturing Children's Intellectual Development	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Communication: Developing Children's Literacy Skills	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Communication Arts
	Creative: Nurturing Children's Emerging Creativity	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Guidance: Nurturing Children's Positive Behaviors	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Families: Building Partnerships	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Healthy: Promoting Good Health And Nutrition	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Learning Environment: Great Places For Children	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Physical: Nurturing Children's Gross And Fine Motor Development	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Program Management: The Teachers Role	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Safe: Keeping Children Out Of Harm's Way	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Self: Nurturing A Positive Self-Concept In Children	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Social: Encouraging Children's Interactions With Peers And Adults	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Professionalism: Growing In Your Role	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Creating World Class Relationships With All Families	Self-Paced	01/2009-12/2012	0.5 Hour(s)	0	0	Non-Academic
	Providing World Class Transitions In Full-Service Care	Self-Paced	01/2009-12/2012	0.5 Hour(s)	0	0	Non-Academic
	Providing World Class Welcome During 20 Steps	Self-Paced	01/2009-12/2012	0.5 Hour(s)	0	0	Non-Academic
	Talking To Infant And Toddler Parents And Learning And Development	Self-Paced	01/2009-12/2012	0.5 Hour(s)	0	0	Non-Academic
	Talking To Preschool Parents About World Concerns	Self-Paced	01/2009-12/2012	0.5 Hour(s)	0	0	Non-Academic

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
	We Care: No Child Left Behind-Transition Tracking And Supervision	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Center Labor Management: Part One - Understanding Your Reports Part Two-Learning Lab	Self-Paced	01/2009-12/2012	3 Hour(s)	0	0	Non-Academic
	Director As Financial Manager Course Track	Self-Paced	01/2009-12/2012	1.5 Hour(s)	0	0	Non-Academic
	Delivering Difficult Messages For Directors	Self-Paced	01/2009-12/2012	0.75 Hour(s)	0	0	Non-Academic
	Enrichment Programs	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Fundamentals Of Supervision - Off To A Great Start	Self-Paced	01/2009-12/2012	2 Hour(s)	1	Combinable	Interdisciplinary/Elective
	Parent Marketing: Growing Enrollment	Self-Paced	01/2009-12/2012	2 Hour(s)	0	0	Non-Academic
	Performance Management: Building A Positive Work Environment	Self-Paced	01/2009-12/2012	1.5 Hour(s)	0.75	Combinable	Interdisciplinary/Elective
	You Had Me At Hello: Creating And Engaging Webinars	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic

### Harvard Online Classes

	Assessing Performance	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Becoming A Manager	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Budgeting	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Capitalizing On Change	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Creating A Business Case	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Delegating	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Developing Employees	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Dismissing An Employee	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Finance Essentials	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Focusing On Your Customer	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Giving And Receiving Feedback	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Hiring	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Implementing Innovation	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Implementing Strategy	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Keeping Teams On Target	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
	Laying Off Employees	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Leading A Team	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Leading And Motivating	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Making A Presentation	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Making Business Decisions	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Managing Crisis	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Managing Difficult Interactions	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Managing For Creativity And Innovation	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Managing Upward	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Managing Workplace Stress	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Managing Your Career	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Managing Your Time	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Measuring Business Performance	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Negotiating	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Persuading Others	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Preparing A Business Plan	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Project Management	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Retaining Valued Employees	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Running A Meeting	Self-Paced	01/2009-12/2012	1 Hour(s)	0	0	Non-Academic
	Setting Goals	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Solving Business Problems	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Thinking Strategically	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Working With A Virtual Team	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective
	Writing For Business	Self-Paced	01/2009-12/2012	1 Hour(s)	0.5	Combinable	Interdisciplinary/Elective