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Region # 18

Counties included in this region: Nash, Edgecombe, Halifax, Wilson and Warren

Five-Year Early Childhood Professional Development Regional Action Plan

Vision Statement: *To have empowered, educated, enthusiastic, competent professional early educators who are well compensated based on uniform standards across the State serving North Carolina's children birth to 12 and their families by 2015.*

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost Level
Access	All early educators will have access to computers and internet technology to facilitate professional development opportunities.	Local: 1. Identify and eliminate barriers preventing access to high speed availability.	Lead: 1. Local internet providers Local government	2012	Low cost
		2. Local: Identify sites where early educators can access computers/internet.	2. Lead: Child Care Resource and Referral Agencies Supporting: Public School Systems Public libraries Colleges Community Colleges Local Businesses Churches Internet Cafes Opportunities Industrialization Center Gateway Technology Center	2012	No cost
		3. Local: Post these sites to a regional website that all can access.	3. Lead: State agency to be identified to "house" all of the training/courses/ professional development for educators Supporting Partners: All who will be sending information to be included on the website	2012	Low cost

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Access	Early educator's computer skills will be increased.	Local: 1. Develop partnerships between 2 and 4 year colleges/universities and Child Care Resource and Referral Agencies to offer classes in computer skills at a variety of sites and times.	Lead: 1. Partnership for Children Local Child Care Resource and Referrals Local community colleges and 4 year colleges/universities Supporting Partners: Churches, Public Schools	2011	Low cost
		2. Determine if transportation needs can be met for those attending the computer classes.	2. Partners to be identified	2011-12	Low cost
		3. Determine if child care can be made available for children of those educators attending classes who are in need of this service. Need would be determined on a per class basis by method established within each college or educational program.	3. Lead: 2 and 4 year colleges/universities, Child care Resource and Referrals, Supporting Partners: local churches, other parent groups	2012	Low cost
Continuing Education	Information about resources for trainings, classes, education grants will be funneled to a centralized location/website.	State: 1. Identify a "lead" agency to house resource information	1. Lead: Division of Child Development could be that "lead" agency Supporting Partners: all Partnerships, community colleges, universities, other colleges that provide early education classes/training, Department of Social Services, Health Departments, Child Development Services Agencies, Child Care Resource and Referral Agencies	2011	Low cost

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		<p>Local: 2. All early education program owners/ administrators will promote the portal of information with their staff.</p>	<p>2.Lead: All early education program owners/administrators</p>	2011	No cost
		<p>3. Division of Child Development Consultants will be given a copy of the current trainings, classes, and grants in their region so they can share it as they make visits to the various education programs.</p>	<p>3.Lead: Division of Child Development consultants</p>	2011	Low cost
Continuing Education	North Carolina will adopt a statewide, uniform articulation agreement which will facilitate a smooth transition between community colleges, 4 year colleges and universities for all early education students.	<p>State: Identify articulation agreements that are currently in place and working as a starting point to create a consistent articulation agreement for transition that is accepted by all community colleges/colleges and universities for birth to kindergarten education degree programs.</p>	<p>Lead: North Carolina statewide system of universities and community colleges</p> <p>Supporting Partners: Division of Child Development North Carolina Partnership for Children</p>	2011	Low cost
		<p>Local: Look at state articulation agreement (and/or others that are currently in place and working) then base regional articulation agreement between local community colleges and the local 4 year colleges (not in the state system) on what already exists.</p>	<p>Lead: Child Care Resource and Referral Agencies</p> <p>Supporting Partners: Local Community Colleges, Barton College, Chowan College, North Carolina Wesleyan College</p>	2011	No cost
	All Early Educators will use a standardized Professional Development Plan which will include all forms of professional development.	<p>State: 1. Utilize research to develop a specific set of competencies for an early educator Professional Development Plan and reflect current professional developmental</p>	<p>Lead: Committee who writes final plan along with Division of Child Development, North Carolina Partnership for Children, North Carolina Institute for Child Development Professionals</p> <p>Supporting Partners:</p>	2013	Low cost

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Continuing Education		<p>pathways. Within this plan should be a structured framework that includes specific competencies, professional code of conduct, as well as defined classroom experience expectations.</p> <p>Develop a "user-friendly" computer program for early educators to use to track both their progress on the plan and professional development completed as well as their employment history.</p>	<p>Local Partnerships Owners/Administrators of Early Education programs Colleges and Universities Early Educators, Early Educator Association</p> <p>Lead: Division of Child Development</p> <p>Supporting Partners: North Carolina Institute for Child Development Professionals</p>	2013	Low cost
	<p>All Administrators /Owners of early education programs will promote the need for professional development.</p> <p>Child Care Resource and Referral agencies will provide training sessions for continuing education units.</p>	<p>Local: 1. Create and organize an association for early educators to provide support, information, and idea sharing.</p>	<p>Lead: Local Partnerships/ Child Care Resource and Referral Agencies</p> <p>Supporting Partners: Early Education Program Administrators</p>	2012	Low cost
<p>2. Offer incentives to early educators to continue professional development</p>		<p>2. Lead: Early education administrators Supporting: Local Child Care Resource and Referral Agencies Smart Start</p>	2011	Low cost	
<p>3. Provide substitute staff so some courses and training can be completed during the day.</p>		<p>3. Lead: Early education administrators Supporting: T.E.A.C.H.</p>	2011	High Cost	
<p>State: Build the capacity of Child Care Resource and Referrals.</p>		<p>LEAD: Child Care Resource and Referral Council Supporting Partners: Local Child Care Resource and Referrals</p>	2011	No Cost	

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			Division of Child Development		
Professional Standards	The minimum license/education pre-service requirement for early educators will be an Associate of Arts degree for birth to kindergarten.	State: Develop a plan with standard components which are more specific in licensing, support, etc. and detailed at entry level.	Lead: Division of Child Development Supporting Partners: North Carolina Partnership for Children North Carolina Association for the Education of Young Children North Carolina Institute for Child Development Professionals North Carolina Child Care Resource and Referral Council Community Colleges/Colleges	2020	High cost
Professional Standards	Early Educators will be able to work off cost of education through "Loan Forgiveness Program"	State; Work with federal and state loan program to add early educators to the loan forgiveness program. (example) 2 yr. degree= 3 yrs working in the field 4 yr degree = 6 yrs working in the field	Lead: Legislators Loan Programs Supporting Partners: To Be Identified	2015	High cost
Compensation	All early educators will be compensated on a tiered salary scale equivalent to the North Carolina Public School educators reflective of education earned.	State: 1. Align salary scale comparable to public school educators and link with the North Carolina Educator Certification scale.	1. Lead: Division of Child Development Legislature Supporting Partners: All key players in the early education profession, i.e., North Carolina Association for the Education of Young Children, North Carolina Partnership for Children, North Carolina Institute for Child Development Professionals, Regional workforce development	2015+	High cost

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		2. Tie compensation to star ratings by having minimum salary requirements.	2. Lead: Division of Child Development Supporting Partners: Child Care Resource and Referral Agencies, North Carolina Partnership for Children, Smart Start, North Carolina Child Care Resource and Referral Council	2015	High cost
	Provide incentives to early educators that support and reward their continued work in professional development.	State: 1. Increase funding for WAGE\$ and expand availability to all early educators including those working in after-school and school-age programs.	1,2,3. Lead: North Carolina Partnership for Children, Legislature Division of Child Development Supporting Partners: WAGE\$ T.E.A.C.H. Department of Public Instruction North Carolina Partnership for Children Local partnerships/Smart Starts North Carolina Lottery Child Care Resources and Referral	2014	High cost
2. Expand funding to provide access to T.E.A.C.H. for all early educators including those in after-school programs.					
3. Secure portion of lottery proceeds to cover the costs of expanding the T.E.A.C.H. and WAGE\$ programs.					
Local: 4. Grants from local agencies for completed college level courses. (example: get \$50 for every B earned)		4. Lead: Child Care Resource and Referral, Smart Start Agencies	2012	Low cost	
Compensation	Early educators will have access to affordable health insurance.	State: 1. Negotiate a regional health care	Lead: Division of Child Development working with North Carolina Partnership for	2015	High cost

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		<p>plan that is affordable and available for all early education programs without restriction for number of participants and secure portion of lottery proceeds to help pay for the benefits.</p> <p>OR</p> <p>Create a regional Health Insurance plan that educators can buy into that is more affordable and assessable.</p>	<p>Children (Variable: how will the national health care plan impact our field? Who will investigate this as it relates to early educators and make recommendations?)</p> <p>Supporting Partner: Health insurance companies such as Blue Cross/Blue Shield and other area Health Maintenance Organizations</p>		
	<p>Administrators will have strong administrative skills and business practices.</p>	<p>Local: 1. Use established community college and/or small business center to provide training in management and business skills for administrators of education programs with an established rewards system tied into the program as incentive.</p>	<p>Lead: local community colleges, 4 year colleges, Child Care Resource and Referral Agencies</p> <p>Supporting Partners: Opportunities Industrialization Center, Nash Edgecombe Office of Economic Development, Golden Leaf, Gateway Technology, Local businesses, Upper Coastal Plain Workforce Development</p>	<p>2011-2012</p>	<p>Low cost</p>
<p>Planning and Coordination</p>	<p>A marketing plan will be implemented to promote the plan across the state.</p>	<p>State: 1. Create a survey for consumers to see what the perception is regarding early childhood needs. Collaborate with a foundation and colleges to create, implement, and present findings from survey and create a marketing plan.</p>	<p>Lead: The state team developing the plan. Division of Child Development, Marketing Company</p> <p>Supporting Partners: All "stakeholders" in early education on both the state and local level. Plus: Health Departments</p>	<p>2011</p>	<p>Low cost</p>

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		<p>State and Local: 1.. Based on survey results create a marketing plan to change perceptions so consumers understand the need for quality. Plan should focus on Star Rating, quality child care, professional development for the workforce depending on the various target audiences.</p>	Local Clinics, Birthing Centers Hospitals Doctors' offices Department of Social Services Pregnancy Center Early Education Professors from Colleges/ universities Local Child Care Resource and Referral's Health Departments Public School Systems North Carolina Lottery		
		<p>2. Identify target groups and create specific strategies on how to market to those groups, i.e. corporate leaders, parents, early educators, legislators.</p>	North Carolina Partnership for Children North Carolina Institute for Child Development Professionals North Carolina Child Care Resource & Referral	2013	High cost
		<p>3. All early education professionals will promote the profession by saying the same thing...uniform dialogue which will be in the statewide marketing plan.</p>			
	<p>All early childhood professionals will be empowered to advocate for their professional development needs.</p>	<p>Local: 1. All early educators will be encouraged to join the North Carolina Child Care Coalition, the North Carolina Partnership for Children's SmartNet and to participate in a minimum of one public education event per year.</p>	<p>1.Lead: Child Care Coalition Members/Local Partnership for Children, Child Care Resource and Referral Agencies</p> <p>Supporting Partners: North Carolina Partnership for Children, all educators who work with children birth to 12 years Local association (we are creating)</p>	2012	No cost

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Planning and Coordination	Representatives from each region will serve on the state planning committee charged with development and implementation of the state plan.	State: 1. A state Advisory Council will be formed comprised of at least two representatives of each regional planning team, chosen by their peers, to advise and consult on the development and implementation of the professional development plan	1. Lead: North Carolina Institute for Child Development Professionals Division of Child Development Supporting Partners: Each regional professional development team	2010	Low cost
		2. Once plan is in place, provide funds for a Professional Development Coordinator per region or regions to continue to oversee and implement the plan. (The state Advisory Council would continue to advise and consult on the implementation of the state plan on an ongoing basis.)	2. Lead: Division of Child Development, Legislature	2012	Low cost
	A board will be created composed of members from the five counties that will coordinate and support the regional components of the Professional Development plan.	Local: 1. Identify and recruit members, set meeting schedule and location of meetings	1. Lead: Region 18 Early Childhood Professional Development Planning team members	2011	Low cost
		2. Establish a work plan and evaluate progress on annual basis.	2. Lead: Association members yet to be identified	2011	
		3. Establish standards of behavior for council meetings.	3. Lead: Association members yet to be identified	2011	
Other	All Early Education Professionals will have access to social, emotional and mental health services necessary to support their success and motivation to stay in the field, continue their professional studies and training and become	Local: 1. Provide workshops on time management, reducing stress, burnout, etc.	1. Lead: North Carolina Institute for Child Development Professionals/local partnerships/local mental health agencies/community based groups/local hospitals Supporting Partners: Administrators of early education programs, colleges	2012	Low cost

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	a lifelong learner.	2. Promote paid vacation leave for all early childhood professionals.	2. Lead: Division of Child Development through state employee's benefits' package Supporting Partners: Administrators/ owners of early education programs	2015	Low cost
	Current/future workforce and subsidy data will be collected.	State: 1. Conduct a comprehensive study to assess the current and future workforce and subsidy needs.	Lead: Division of Child Development	2011	Low cost