Facilitator: June Smith   Region: 9

Counties: Buncombe, Henderson, Madison, Transylvania, Polk, and Rutherford

Region 9 Action Plan

VISION STATEMENT: By 2015 Early Childhood Educators are recognized and compensated as professionals, and the early childhood education profession is driven by ethics and best practices based on research.

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
ACCESS Barriers, Diversity, Inclusion, Flexibility, Affordability, Articulation	**State Goals** **1-Educational institutions use a teaching method that incorporates face-to-face learning models.**	1. Make money available to Center Directors for substitutes to enable students to attend Face to Face classes.	Lead Agency: Division of Child Development and T.E.A.C.H. Partners: Channels, Smart Start, Child Care Resource and Referral (CCR&R), Colleges, Students, Head Start, Politicians, Quality Early Childhood Programs	Target Date: Ongoing	Moderate cost

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
ACCESS continued	**State Goals continued** **2. –A Structured Mentoring System is in place in which higher education students in NC Early Childhood curricula are mentored, supported, encouraged, and led through the practical, on-site application of what has been learned in the classroom**	1-Create definitions for MENTOR and job description for all levels. 2-Use what More at Four has already developed. 3-Develop assessment methods for Assessment by practicum instructor, Master Teacher, and Reflective Self assessment 4. Provide a Spanish speaking mentor for teachers whose first language is Spanish	Lead Agency: DCD, Partners: CCR&Rs, Smart Start Child Care Directors with Level III Admin Credentials or Early Education Certificates, New directors and/ or Level I directors, DCD, Community College, NC University System, More at Four, Channels, Politicians, Students, Head Start, Teaching, Learning Units (TLU)	Target Date (Channels already has this as a goal to do this by 2013) By the end of 2010- Participants in the mentoring program will be identified and the term Mentor will be defined and have a job description By 2012, Master Teachers will be identified, trained, supported and compensated for mentoring work. By 2013, Channels will have a pilot program.	Moderate to High Money Needed for compensating mentors and for re-assessment.

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
ACCESS continued	**Regional Goals** **3-A Child Care Center Professionals Mentoring Program with technical assistance is in place.**	**Outreach-** 1-Create an awareness of the need for mentor-directors. 2-Choose mentoring participants through an application process. 3-Have a full-day training day for mentors by DCD trainer 4-Assign a mentor to a mentee and R&R person. This will comprise one team. **Assessment Methods-** - End of year assessment of each team's progress on goals - Identify training needs that surface through the mentoring	**Lead Agency CCR&R** Partners: DCD, Child Care Directors With level III Admin Credentials or Early Educators (EE) Certificate Level **Mentoring Should Include:** **Teacher to teacher** **Director to Director** **Instructor to Student** **Program to Program** **Cooks to Cooks, etc.**	Year 1-Design and implement for up to 10 teams Year 2- Increase # of participants Year 3- Focus on Family Child Care Homes Year 4- Amend as necessary based on unmet needs	**Resources Needed-** Incentives, sponsors for the cost of training days, committed trainers for each day. Mentors agree to give at least __ amount of hours to the mentoring process and to be available by phone to mentee Moderate cost for CCR&R

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
		process			

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
CONTINUING EDUCATION **Professional development, technical assistance, coaching, mentoring, resource linking**	**STATE and REGIONAL** **1- All providers of training provide information about continuing education directly to early childhood educators.**	1-Develop a Clearing House of training opportunities 2- Use Social Media including Facebook, Resource and Referral Centers' and other Websites, One- stop shop for professional development, List-serve groups. Collect email addresses of individual educators not just directors, texting , pod casts, Mountain Connections on line	**Lead Agency:** Division of Child Development and Child Care Resource and Referral Centers **Partners:** Smart Start, Institute for Child Development Professionals, Community Colleges, Universities, Medical Offices/ Division of Child Development, Smart Start, Headstart, More-At-Four programs.	Target Date: By July 1, 2011	Low Cost except for maintenance of websites and list serves
	STATE GOAL **2- A Tiered Training track has been developed and approved.**	1-Assure staff development plans for individuals exist and are carefully monitored by directors, by Resource and Referral Centers, etc. 2- Ask teachers take more responsibility for their own plan as part of certification. 3-Make sure that Professional Development Staff/or directors have access to training attendance records of Resource and Referral Centers for use in discussion. 4-Train Directors to support staff education. Use data to plan more training	Lead Agency: Division of Child Development to develop and monitor Supporting Partners: Resource and Referral Centers, Professional Development Staff join with Institute for Child Development Professionals as they create the credential program and develop a system to track this on-line	Target Date: 2013	Moderate cost

CONTINUING EDUCATION continued	3- A T.E.A.C.H contract is available to students who take classes from out-of-state Universities with in-state tuition. (This is particularly important for counties that border other states where courses are closer offered through out of state institutions. I.e. East Tennessee offers classes at NC Community Colleges in the west.)	1- Approach T.E.A.C.H leadership with suggested changes needed.	Lead Agency: Division of Child Development Partners: Smart Start, Colleges and Universities Directors/Owners, Students Politicians Smart Start Resource and Referral Centers, Debra Torrence at the Institute for Child Development Professionals	Benchmarks: By fall of 2010, TEACH will receive a formal request from the Institute -By Summer of 2010 Local Smart Starts will request that NCPC send request that Institute send letter to TEACH	Low cost except for T.E.A.C.H.

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
COMPENSATION	**STATE GOALS (3)** **1. Early Childhood Education is seen as a critical component of the education of NC's children.** **(The State understands that all programs currently are band aids until we begin to see child care not as a way to help poor families but as essential to the education of our children)**	1.Complete Advocacy work with potentially sympathetic legislators and other state government. leaders for the establishment of a study commission. 2-(Commission of stakeholders) Complete the case statement. 3.Develop a campaign plan for the a formal study commission toward this vision. 4-(Legislators) Provide dollars to support the study commission. 5-Publish a report targeted to state government leaders and legislators	**Lead Agencies:** Division of Child Development and the Institute for Child Development Professionals **Partners:** Commission of Stateholders, Legislators, Early Childhood Commission, other state government leaders, parents of young children, media, universities and colleges	On-going Advocacy work by 2012 Commission by end of 2013	High cost High payoff in long term
	2. Until then…. **The Child Care Subsidy Reimbursement Rate is equitable throughout the state and is based on the cost of providing education and care for children & on standards**	1-Determine the equitable rate 2- Promote this as a step in the legislative process toward the bigger goal above	**Lead Agency**: Institute for Child Development Professionals and Division of Child Development Other Partners: Early care educators, families, advocates	Target Date: end of 2012	Moderate cost

	GOAL	STRATEGY	PARTNERS	TIMELINE	COST
PROFESSIONAL STANDARDS **Use, Awareness, & Understanding of importance of Standards**	**STATE GOAL** **1-All State program standards/monitoring tools that regulate early childhood programs are aligned.**	1- Examine current monitoring tools i.e. ECKERS, ITERS etc. 2- Choose best tools and align others with them	**Lead Agency**: Division of Child Development Partners: All licensing agencies including health and fire depts.	Target Date: 2010-2015	Low cost
	STATE AND REGIONAL **2-The broader community is educated and adopts consistent standard language in reference to the Early Care and Education field.**	1-Educate professionals and partnering organizations; community outreach and education to families. 2-Develop and publicize appropriate language. All providers use the same language. 3-Discourage the use of the words "day care" in the media and by professionals , government officials, and families 4.Encourage "Early	**Lead Agency: Institute for Child Development Professionals** Partners: Resource and Referral Centers, Division of Child Development, Smart Start, Parents, Families, colleges, public schools, Department of Social Services, Businesses, Media, government officials	Target Date: 2010-2015 Benchmarks: Provider Brochures, Publications, Handbooks Division of Child Development database of program names with monitoring for the list in first five years	Moderate cost

	GOAL	STRATEGY	PARTNERS	TIMELINE	COST
	Care and Education"				
PROFESSIONAL STANDARDS *Continued*	**State Goal** **3.A State Directory of each Region's Training Opportunities is housed on the Division of Child Development Website**	1-Create site/directory/data base 2-Publicize/Market **Assessment Method-** Division of Child Development will track # of center violations relative to staff attending required training. Includes access to license renewal?	**Lead Agencies: Division of Child Development and The Institute for Child Development Professions** Partners: Colleges, Universities, State Licensing professionals	Completed by 2011	**Resources Needed-** Housing/home for the system to be built. Someone to maintain the system and create the distribution list, funding to increase mailing and staff time Low Cost
	State Goal **4. NC has an early childhood certificate program with a competitive application process, and those certified are required to mentor others in the following year**	See two mentoring goal strategies above in ACCESS Section		By 2012	Moderate Cost