

Regional Contact: Jennifer Jones

Region #: 10

Counties included in this region: Jackson, Macon, Swain, Cherokee, Clay, Graham Counties & the Qualla Boundary

Five-Year Early Childhood Professional Development Regional Action Plan

Vision Statement: *By 2015 early educators will be recognized as professionals, educated and compensated as professionals and early childhood will be a profession driven by early childhood industry input and best practices based on research findings.*

| Key Area | Goal | Strategy | Partners | Timeline | Estimated Cost |
|---------------|---|---|--|----------------------------------|----------------------|
| Access | <p>State Goal</p> <p>1. NC Community Colleges and Universities have adequate resources available to meet the needs of Early Childhood Students.</p> | <p>State</p> <p>1-Create a common course catalog for university courses like the community college system catalog.</p> <p>State</p> <p>2-Conduct outreach to state legislators to explain the limitations of the current professional development system.</p> | <p>Lead: NC University system, NC Community College system</p> <p>Partners: Legislature, Smart Start, CCR&R, Students, Head Start, Politicians, Early Childhood Programs</p> <p>Lead: NC Institute for Child Development Professionals, Child Care Resource & Referral, Division of Child Development, Smart Start, Head Start, Early Childhood Programs</p> | <p>Target Date: July 1, 2013</p> | <p>Moderate cost</p> |

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| | <p>Articulation agreements between community colleges and universities are developed and accepted across the state making the process more accessible to the early childhood field</p> | <p>State: Educate state and local legislators on the limitations early childhood curriculum students face when trying to transfer from a 2 year to a 4 year college/university</p> <p>Local: Explore 2 step system articulation agreement used by Western Carolina University</p> | <p>Lead: NC University system, NC Community College system</p> <p>Partners: Legislature, NC Institute for Child Development Professionals, Child Care Resource & Referral, Division of Child Development, Smart Start, Head Start, Early Childhood Programs</p> | <p>June 30, 2011</p> | <p>Low Cost</p> |
| | <p>Regional Goals</p> <p>Develop an orientation course for potential early childhood students on how to use computers in order to complete an online course. Participants will receive CEU's.</p> | <p>Local:</p> <p>1-Collaborate on the development of courses collectively with university, community colleges and Child Care Resource & Referral</p> <p>2-Develop a list of community places where free Wi-Fi is available</p> <p>3-Search and secure a grant that would purchase laptops that can be checked out by Early Childhood students</p> | <p>Lead: Child Care Resource & Referral</p> <p>Partners: Local Community Colleges and University, Smart Start, Macon Program for progress, Mtn. Projects, Tribal Child Care</p> | <p>Target Date: July 1, 2012</p> | <p>1-Moderate cost</p> <p>2- Low cost</p> <p>3-Moderate to high cost</p> |

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| Continuing Education | Regional: Develop an Early Educator Professional Development plan template with measurable and attainable goals. Individual plans will be developed by the teacher, Program Supervisor, Licensing Consultant and Community College Early Childhood department | Local: 1-Will be reviewed and updated at least annually with supervisor. 2-Develop a form based on research 3- Distribute in Child Care Resource & Referral newsletter and during training opportunities. | Lead: Child Care Resource & Referral, Partners: Division of Child Development, Smart Start, Child Care Directors, Macon Program for progress, Mtn. Projects, Tribal Child Care | Target Date: July 1, 2011 | Low cost |
| | Regional: One CEU opportunity will be available each month within the region with a goal of improving quality, variety and coordination of training available to early educators. | Local: Tiered Training Tracks Level 100, 200 etc. | Lead: Child Care Resource & Referral Partners: Community College, Professional Development Staff. Center directors, Division of Child Development | Target Date: July 1, 2011 | Low cost |
| | Regional: Regional stakeholders will come together on an annual basis to plan and coordinate early childhood and school-age educational training opportunities | Local: Survey early educators to find out what their training needs are. | Lead: Child Care Resource & Referral Partners: Local Community Colleges, local Universities, Center directors, DCD, Head Start programs, Tribal Child Care, Health Consultants | July 1, 2011 | Low Cost |

| Key Area | Goal | Strategy | Partners | Timeline | Estimated Cost |
|---------------------|--|---|---|---------------------------|----------------|
| Compensation | State: Resources are available at the state level for compensation and education of early childhood professionals statewide | State: T.E.A.C.H. and WAGE\$ are included in the state budget with a 15% increase and yearly step increases Local: 1-Educate local Politician's and the general public on the current lack of support for Early Childhood Professionals | Lead: NC Institute for Child Development Professionals Partners: Child Care Resource & Referral, Division of Child Development, Smart Start, Head Start, Early Childhood Programs, State legislators, politicians | Target Date: July 2013 | High cost |
| | Regional: Resources are available locally for compensation and education of early childhood programs. | Regional: 1-Ask local government for funding to supplement Early Childhood Professionals' salaries | Lead: Child Care Resource & Referral, Smart Start, Head Start, Early Childhood Programs | Target Date: July 2013 | High Cost |

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| Professional Standards | State: Build Mentoring project into Early Educator Certification System | State: 1-There will be a higher level of certification required for mentors. 2-Set attainable goals and reward Early Educators on completing mentoring process. Regional: Seek funds for Child Care Resource & Referral to administer mentoring project. | Lead: NC Institute for Child Development Professionals Partners: Child Care Resource & Referral, Division of Child Development, Smart Start, Head Start, Early Childhood Programs | Target Date: July 1, 2011 | Moderate cost |
| | State: Lead teachers will have a professional education plan with a maximum of 5 years to complete their Associates degree in Early Childhood or College Transfer with 18 hours in Early Childhood. | State: 1-Licensing standards will be changed so that professional education plans have measurable goals that can be checked during normal licensing visits 2-Inform legislators on the importance of early educator professional development and the economic impact of better prepared children entering the public school system | Lead: NC Institute for Child Development Professionals Partners: Child Care Resource & Referral, Division of Child Development, Smart Start, Head Start, Early Childhood Programs | By June 30, 2011 all lead teachers will have a professional education plan in place. By July 1, 2015, NC Licensing regulations will require all lead teachers (even at 1 star level) to have AA degrees. By July 1, 2020 NC Licensing regulation will require all lead teachers (even at 1 star level) to have a B.S. degree | Moderate Cost |

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| Planning & Coordination | <p>State:</p> <p>The planning, coordination and regulation of all legally operating early childhood programs will be made more efficient by becoming the responsibility of one organization or entity.</p> | <p>State:</p> <p>1-Merge the Division of Child Development and Department of Public Instruction services for children through age 8 into one entity and the Early Childhood field will guide all education of children through age 8, based on research, best practice and developmentally appropriate practices</p> <p>2- The wage and benefit package with logical steps and progression would be part of the state budget.</p> <p>3- The wage and benefit plan would be comparable to the Department of Public Instruction's wage and benefit plan.</p> <p>4-Move Early Educator Certification to Licensure</p> | State legislators, DCD, DPI, CCR&R, Smart Start, Environmental Health, Building Inspectors, State Fire Marshal | Target Date: July 1,2015 | Moderate Cost |
| | <p>A state level Early Childhood Professional Development plan with logical progressive steps will be developed and mandated for use.</p> | | CCR&R, Smart Start, colleges, public schools, DCD | Target Date: June 30, 2011 | Low cost |