

Regional Contact: Gena Puckett

Region #: 13

Counties included in this region: Alleghany, Davidson, Davie, Forsyth, Surry, Stokes and Yadkin

Region 13 Early Childhood Professional Development Action Plan

Vision Statement: *By 2015, to legitimately be seen by themselves and others as professionals who are well-educated practitioners of research based curriculum and equitably compensated by competitive/standardized salaries and benefits.*

Key Area	Goal(s)	Strategies	Partners	Timeline	Estimated Cost Level
Access	State: NC will adopt a statewide 2+2 articulation agreement to facilitate a smooth transition between community colleges and 4-year colleges/universities for all early education students.	State Strategies: 1) Conduct a needs assessment of current transition practices to determine the effectiveness of current articulation agreements.	Lead(s): 1) NC Institute for Child Development Professionals Supporting Partner(s): NC Division of Child Development, NC Community Colleges, NC 4 year colleges and universities, NC Child Care Resource and Referral Council, NC Partnership for Children, NC Early Childhood Association, NC Association for the Education of Young Children	Target Date: By January 2014 North Carolina will have a statewide 2+2 articulation agreement in place for all of its accredited community colleges and 4 year colleges and universities. Benchmark: By June 30, 2011 an assessment of the current transition practices will be complete which will determine the effectiveness of current articulation agreements.	Low cost
		2) All NC 2 year and 4 year higher education institutions will adopt standard 2+2 statewide articulation agreements.	Lead(s): 1) NC Institute for Child Development Professionals 2) NC Community Colleges 3) NC 4-year colleges and universities	By June 30, 2012 a group will begin meeting to determine how better align curriculum and other requirements between NC community colleges and 4 year colleges/universities. This group will draft a	Low Cost

	<p>2) All Early Educators will have access to computers, technology and internet needed to facilitate participation in professional development opportunities.</p>	<p>Regional Strategies:</p> <ol style="list-style-type: none"> 1) Teach all early childhood professionals how to advocate for the adoption of a statewide 2+2 articulation agreement. <p>Regional:</p> <ol style="list-style-type: none"> 1) Identify and eliminate any lack of access to high speed internet in the region. 2) Conduct needs assessment to determine regional early educator need for computers and computer literacy training. 3) Determine feasibility of a computer rental/loaner program for the region. 4) Develop and launch a campaign for “give an early educator a laptop”. 	<p>Lead(s): Child Care Resource and Referral agencies Smart Start partnerships, E-NC.org</p> <p>Lead(s): Smart Start Partnerships, Local Child Care Resource & Referral agencies, Wireless Internet and Cable Providers</p> <p>Supporting Partners: Hatch, Kaplan, Dell, Local Libraries, Community Colleges/Universities</p> <p>Local Smart Start Partnerships, local Child Care Resource & Referral agencies</p> <p>Local Smart Start Partnerships, local Child Care Resource & Referral agencies, Hatch, Dell</p>	<p>position statement related to the statewide 2+2 articulation agreement.</p> <p>By January 1, 2010 an advocacy strategy to promote a 2+2 articulation agreement will be determined and implemented regionally.</p> <p>By June 2012 all early educators in the Region 13 counties will have access to high speed internet.</p> <p>By June 30, 2011a needs assessment of the Region 13 early educators to determine computer needs and computer literacy will be complete’</p> <p>By July 1, 2011 feasibility study of a computer rental/loaner program for Region 13 will be complete.</p> <p>By July 2012 the “give an early educator a laptop” campaign will launch.</p>	<p>Low cost</p> <p>Moderate to High</p> <p>Low cost</p> <p>Low cost</p>
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	<p>3) All English language learning early educators will have access to professional development opportunities in their native language.</p>	<p>5) Develop a fundraising campaign which will include a grant writer and solicitation efforts to facilitate a laptop for every early educator.</p> <p>6) Increase the offerings of online/hybrid professional development opportunities for all levels of early educators.</p> <p>Regional:</p> <p>1) Conduct an inventory assessment of tools used by agencies promoting professional development to determine what professional development materials and opportunities have been used to meet the needs of early educators.</p> <p>2) Conduct a needs assessment of both licensed and unlicensed</p>	<p>Smart Start Partnerships, local Child Care Resource & Referral agencies</p> <p>Smart Start Partnerships/local Child Care Resource & Referral agencies</p> <p>Regional community and 4 year colleges/universities</p> <p>Child Care Resource & Referral agencies across the country, community colleges and 4-year colleges and universities, Headstart, Smart Start Partnerships, Catholic Social Services, Churches with large English language learning populations, area advocacy groups for English language learners.</p>	<p>By July 2011 at least one grant will be submitted for laptop computers for the early educators in Region 13.</p> <p>By January 2013 there will be an increase of 30% in the number of online/hybrid professional development opportunities available to Region 13 early educators at all levels of the field.</p> <p>By January 2013 needs assessments will be complete.</p>	<p>Moderate to High</p> <p>Low to Moderate</p> <p>High</p> <p>Low</p>
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		<p>English language learning early educators to determine the scope of need.</p> <p>3) Adopt a policy of ensuring that selected textbooks are available in native languages identified.</p> <p>4) Develop a suggested textbook list from which professors might choose when teaching English language learning early childhood students.</p> <p>5) Utilize foreign language students via a practicum to work with English language learning early education students.</p> <p>6) Secure a translator to present “high need courses” around the region in the most commonly used 2nd languages.</p>		<p>By January 2013 a list of suggested textbooks in the most commonly needed 2nd languages will be available for instructors to choose from.</p> <p>By January 2014 the number of English language learners in early education professional development will increase by 20%</p> <p>By September 2013, a translator will present “high need courses” to English language learners around Region 13.</p>	
Key Area	Goal	Strategies	Partners	Timeline	Estimated Cost Level
Continuing Education	NC child care rules will require that early educators have a written	<p>State:</p> <p>1) Provide technical assistance to early</p>	NC Division of Child Development, NC Partnership for Children, NC Child Care	By January 2012 all early educators in NC will have a written	Low

	<p>professional development plan that is reviewed annually by their director and every 3 years by the regulatory consultant.</p>	<p>educators on how to write a personal Professional Development Plan.</p> <ol style="list-style-type: none"> 2) Distribute a template for Professional Development Plans to all early educators in the state. 3) Utilize a common professional development plan template. 	<p>Resource & Referrals, NC Institute for Child Development Professionals, Child Care Administrators, NC Office of Early Learning</p> <p>NC Institute for Child Development Professionals</p>	<p>professional development plan.</p> <p>Benchmark: By January 2012 there will be enforcement of the review of staff professional development plans by child care center directors.</p>	
<p>2) CEU credits will be widely accessible and affordable.</p>	<p>State:</p> <ol style="list-style-type: none"> 1) Increase awareness of CEU credits 2) Create one source of information on where CEU credits can be obtained. 	<p>Child Care Resource & Referral agencies, Smart Start Partnerships, More At Four, DPI/Public Schools, Headstart, Community Colleges</p>		<p>By January 2012 CEU credits will be widely accessible and available.</p> <p>Benchmark: By January 2012 there will be an increase in the number of CEU credits offered statewide.</p>	<p>Low</p>
<p>3) T/TA professionals will have opportunities to shadow peers/undergo peer review and participate in professional</p>	<p>State:</p> <ol style="list-style-type: none"> 1) Implement statewide coaching model based on on-site consultation model. 2) Require trainers to attend FPG "Escape From Deadly Training" 3) Require T/TA 	<p>Child Care Resource & Referral agencies, Frank Porter Graham Institute, NC Partnership for Children, Partnership for Inclusion, NC Division of Child Development, Community Colleges, local school districts</p>		<p>By January 2013 T/TA professionals will have clear guidelines for peer review, opportunities to shadow peers, and accessible and affordable professional development</p>	<p>Moderate</p>

	development.	<p>professionals to attend ITERS/ECERS/FCCERS/SACERS 3-day training.</p> <p>4) Define and develop clear guidelines for “peer review”</p> <p>5) Provide professional development opportunities covering topics such as adult learning styles, on-site consultation and conducting engaging training will be widely accessible and affordable for T/TA professionals.</p> <p>Regional Strategy:</p> <p>1) Create a centralized information source of all professional development opportunities targeting T/TA professionals.</p>		<p>opportunities listed in a centralized information center.</p> <p>Benchmarks:</p> <p>By June 2011 statewide guidelines for T/TA professionals peer review and shadowing will be available.</p> <p>By January 2011 statewide standards for T/TA professionals will be identified and in use for all new hires.</p> <p>By June 2011 a centralized information center for all T/TA professional development opportunities will be operational.</p>	
Key Area	Goal	Strategies	Partners	Timeline	Estimated Cost Level
Professional Standards	NC will adopt a set of professional development standards utilizing best practices of the early education field for use in evaluating early education environments.	<p>State:</p> <p>1) NC Division of Child Development and the NC Rated license assessors will incorporate flexibility in the standards used to assess early education environments (current</p>	<p>Lead(s):</p> <p>A state group including individuals with early education environment experience from all regions. This group should include rating scale assessors, regulatory consultants, TA</p>	By January 2014 NC will adopt more flexible standards for evaluating early education environments that incorporate best practices from the field of early education.	High

	<p>NC Early Educators will be competent in their knowledge, understanding and implementation of appropriate standards of practice.</p>	<p>rating scales are interpreted too rigidly).</p> <p>State:</p> <ol style="list-style-type: none"> 1) Community colleges/universities will ensure competency in knowledge of appropriate standards of practice and emphasize on-site modeling/monitoring to ensure that knowledge is properly translated into practice. 2) Collaborate with institutions of higher education to design college coursework that specifically focuses on appropriate standards of practice 3) Ensure that early education students have 	<p>staff from Smart Start Partnerships, TA staff from child care resource and referral agencies, Frank Porter Graham Institute, NC Institute for Child Development Professionals, early educators working in early education environments.</p> <p>Lead(s): Community colleges/universities, early education administrators, Child Care Resource & Referral agencies, Smart Start Partnerships, NC Division of Child Development</p>	<p>Benchmarks: By January 2011 focus groups consisting of early educators will convene across the state with the purpose of gathering input on new standards of evaluating early education environments.</p> <p>By January 2012 pilot projects will begin to evaluate new tools for assessing early education environments.</p> <p>By 2015 early education coursework at community colleges/universities will incorporate methods of education that will ensure that early education students are competent in their knowledge, understanding and implementation of appropriate standards of practice for the early education environment.</p> <p>Benchmark: Increase in certification level of early educators</p>	<p>High</p>
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		<p>many opportunities to implement newly acquired knowledge.</p> <p>4) Encourage ongoing visits to early education demonstration sites as part of ongoing professional development</p> <p>Regional:</p> <p>5) Create a list of demonstration sites around the region</p>			
Key Area	Goal(s)	Strategies	Partners	Timeline	Estimated Cost Level
Compensation	All Early Educators will be compensated with salary and benefits reflective of their education earned.	<p>State:</p> <p>1) Early educator compensation (salary and benefits) will be based on the NC Institute for Child Development Professionals salary scale.</p> <p>2) Research how the inclusion of retirement and health and dental benefits in compensation will impact early childhood programs.</p>	<p>Lead(s):</p> <p>NC Institute for Child Development Professionals NC state agencies – Department of Social Services, NC Department of Health and Human Services, NC Partnership for Children, NC Office of Early Learning, More At Four, WAGE\$, T.E.A.C.H.</p>	<p>By 2015 all early educators will be compensated with salary and benefits that will be reflective of their education earned.</p> <p>Benchmarks:</p> <p>1) By January 2015 there will be an approved statewide salary and benefits plan for early educators employed in NC</p>	High
	NC will use annual market rate survey results to set child care subsidy rates.	<p>State:</p> <p>1) The state will conduct annual market rate surveys and use the results to set child care subsidy rates.</p>	<p>Lead(s):</p> <p>NC Department of Health and Human Services and NC Division of Child Development</p>	<p>By 2015 child care subsidy rates will be based on the most current annual market rate survey.</p> <p>Benchmarks:</p> <p>By 2014 a process for annual market rate surveys will be</p>	High

				implemented. By January 1, 2015 subsidy rates will be based annually on the most recently completed annual market rate survey.	
Key Area	Goal(s)	Strategies	Partners	Timeline	Estimated Cost Level
Planning and Coordination	Region 13 early educators will have one comprehensive professional development calendar/guide with links to all partner websites.	Regional: 1) Create a part-time position that will outreach/contact all credit granting agencies/individuals who offer DCD approved training for inclusion in the comprehensive regional calendar. 2) Create and coordinate a web page that shows all community college and 4 year institutions that offer early childhood curriculum, post registration dates and provide links to all the websites and general information. 3) Review the CCSA website community colleges link to determine if it meets the regional needs for a centralized site of community college	Lead(s): WFRC Supporting Partners: local Smart Start Partnerships, local Child Care Resource & Referral's, Cooperative Extension, Exchange SCAN(Stop Child Abuse Now), Health Departments, Imprints, More At Four, School Systems, NC Division of Child Development approved trainers, Child Care Health Consultants, Headstart, CPR/First Aid trainers. Community colleges/4 year universities in all Region 13 counties	By July 1, 2011 a part-time position will be funded at WFRC to coordinate a listing of all professional development opportunities – both college credit and non college credit – available throughout the region. This staff position will work to develop relationships with all who offer professional development opportunities in the region to facilitate the comprehensiveness of the information posted on the regional professional development calendar. By January 1, 2011 a web page will be created that will show all early childhood coursework available at area institutions of higher	Low

	<p>Region 13 partners will work together to access grant funding to facilitate collaborative professional development efforts across the region.</p>	<p>information.</p> <p>Regional:</p> <ol style="list-style-type: none"> 1) Convene a workgroup to research grant opportunities to facilitate professional development efforts in the region. 2) Conduct outreach to philanthropy groups to serve on local Smart Start Partnership and CCR&R boards of directors and committees. 	<p>Local Child Care Resource & Referral's, Local Smart Start Partnerships, and area Foundations</p>	<p>learning. It will include registration information and links to the schools websites.</p> <p>By January 2011 Region 13 partners will be working to access grant funding in a collaborative manner.</p> <p>Benchmarks: By July 2011 budgets will include a shared grant writer position. By July 2011 a grant writer will be hired. By January 2012 regional funding priorities will be identified.</p>	<p>Low</p>
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