

Regional Contact: Chelsea Praylor

Region #: 14

Counties included in this region: Guilford, Randolph, and Rockingham

Five-Year Early Childhood Professional Development Regional Action Plan

Vision Statement: By 2015, Region 14 aspires to create a comprehensive system for professional development that supports and nurtures a sense of self-worth in professional early educators. This dynamic system will be accessible and available to all through coordinated programs with multiple approaches. Professional early educators serving diverse children birth to age 12 and their families will be highly educated, well compensated and able to link theory and implement evidence-based, developmentally appropriate, and socio-cultural responsive practices.

Key Area	Goal	Strategy (Policy, Program or Practice which can be measured - list in priority order by levels)	Partners (note LEAD(s) and partner(s) responsible for supporting goal and strategies)	Timeline	Estimated Cost Level (choose one per strategy)
ACCESS	<p>STATE & REGIONAL:</p> <p>Availability of and access to course offerings will be increased to include a variety of courses at different times and in different formats.</p>	<p>REGIONAL:</p> <p>1) Utilize an open partnership established by the Guilford /Greensboro Consortium to include Randolph and Rockingham Community Colleges</p> <p>2) Expand the partnership concept to other state partners by sharing the plan with other community colleges and universities.</p>	<p>LEAD(s):</p> <p>Consortium planning committee, Early Childhood Chairpersons at community colleges and universities</p>	<p>TARGET DATE:</p> <p>August 2012</p>	<p>Low cost</p>

	<p>REGIONAL: All educators in Region 14 will have affordable, accessible, consistent and equal opportunity for quality professional development through interagency collaboration</p>	<p>REGIONAL: 1) Communicate and collaborate with directors of Smart START Partnerships and Child Care Resource and Referral in Region 14 in order to establish a regional training plan that encompasses the following: consistency in fees, common content, costs, regional calendar, and sharing.</p>	<p>LEAD(s): Child Care Resource & Referral & Smart START Partnerships</p> <p>SUPPORTING PARTNER(s): To be determined</p>	<p>July, 2011</p>	<p>Low Cost</p>
<p>CONTINUING EDUCATION</p>	<p>STATE & REGIONAL: Diverse continuing education/ training and implementation supports in English, as well as, Spanish will be available to meet the needs of the community and diverse learning styles or a diverse population.</p>	<p>STATE & REGIONAL: 1) Survey of needs such as education and supports 2) Plan opportunities such as: learning communities, technical assistance based on needs, mentoring, and model classrooms. -Include specialized knowledge areas and school age.</p>	<p>LEAD(s): Child Care Resource & Referral & Smart START Partnerships, and proposed Council,</p> <p>SUPPORTING PARTNER(s): Community Colleges & Universities</p>	<p>TARGET DATE: July 2012</p> <p>BENCHMARKS:</p>	<p>Low cost</p>
<p>PROFESSIONAL STANDARDS</p>	<p>STATE & REGIONAL: All early educators Birth – age 12 will receive training on DCAP (Developmentally and Culturally Appropriate Practice), Infant and Pre-K Foundations and approved Professional Code of Ethics relevant to role and setting.</p>	<p>STATE 1) Recommend to North Carolina Division of Child Development revisions to the NC Child Care Handbook/NC Family Child Care Handbook operational policies section to include DCAP (Developmentally and Culturally Appropriate Practice), Infant and Pre-K Foundations, and approved Professional Code of Ethics such as: a. NAEYC (National Association for the Education of Young Children) b. CEC (Council for Exceptional</p>	<p>LEAD(s): North Carolina Division of Child Development</p> <p>SUPPORTING PARTNER(s): Child Care Resource & Referral, Self-Help Credit Union and Smart START Partnerships</p>	<p>TARGET DATE: July 2011</p>	<p>Low Cost</p>

		<p>Children),</p> <ul style="list-style-type: none"> c. DEC (Division of Early Childhood) d. Head Start e. NAA (National Afterschool Association) f. NAFCC (National Association of Family Child Care) <p>2) Include approved Professional Codes of Ethics as a mandated part of operational policies such as:</p> <ul style="list-style-type: none"> a. NAEYC (National Association for the Education of Young Children) b. CEC (Council for Exceptional Children), c. DEC (Division of Early Childhood) d. Head Start e. NAA (National Afterschool Association) f. NAFCC (National Association of Family Child Care) <p>3) Require directors to attend a train-the-trainer session on the approved Professional Codes of Ethics</p> <p>4) Incorporate changes to operational policies into the Child Care Business Basics Course provided by the Self-Help Credit Union.</p> <p>5) Recommend to North Carolina Division of Child Development to expand required state training topic areas from nine areas to ten to include DCAP (Developmentally and Culturally Appropriate Practice), Infant and Pre-K</p>			
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		<p>Foundations, and approved Professional Code of Ethics such as:</p> <ul style="list-style-type: none"> a. NAEYC (National Association for the Education of Young Children) b. CEC (Council for Exceptional Children), c. DEC (Division of Early Childhood) d. Head Start e. NAA (National Afterschool Association) f. NAFCC (National Association of Family Child Care) <p style="text-align: center;">REGIONAL:</p> <p>1)Schedule trainings locally for directors to attend train- the- trainer session on the approved Professional Code of Ethics</p> <p>2)Provide technical assistance on the approved Professional Code of Ethics to early care and education programs as needed</p> <p>3)Offer training on approved Professional Code Ethics once a year</p> <p>4)Develop a three- part series/seminar on DCAP (Developmentally and Culturally Appropriate Practice), Infant and Pre-K Foundations, and approved Professional Code of Ethics such as:</p> <ul style="list-style-type: none"> a. NAEYC (National Association for the Education of Young of Children) b. CEC (Council for Exceptional Children), 	<p>LEAD(s): Child Care Resource & Referral , Self-Help Credit Union and Smart START Partnerships</p> <p>SUPPORTING PARTNER(s): North Carolina Division of Child Development</p>	<p>TARGET DATE: July 2012</p>	<p>Low Cost</p>
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		<p>c. DEC (Division of Early Childhood)</p> <p>d. Head Start</p> <p>e. NAA (National Afterschool Association)</p> <p>f. NAFCC (National Association of Family Child Care) (Would offer 1 CEU)</p> <p>4) Develop educational and experience requirements for trainers</p>			
COMPENSATION	<p>STATE & REGIONAL:</p> <p>STATE Goal #1 All early educators will be equitably compensated at levels linked to the NC Early Educator Certification Scale.</p>	<p>STATE:</p> <p>Utilize money from North Carolina Division of Child Development to fund all regions at Tier I WAGES statewide.</p> <p>REGIONAL:</p> <p>All partnerships in region 14 will allocate money to increase to (at least) Tier II HEO (Higher Education Option)</p>	<p>LEAD(s):</p> <p>North Carolina Division of Child Development & North Carolina Partnership for Children</p> <p>SUPPORTING PARTNER(s): Business Community, federal sources(to be determined), Smart START Partnerships, North Carolina Institute for Early Childhood Professional Development, Child Care Resource & Referral, schools, teachers, providers, owners of private, public, and chain early care and education programs (non-profit and for-profit)</p>	<p>TARGET DATE:</p> <p>June 30, 2012</p>	High Cost

	<p>STATE Goal #2 Access to data on a regular basis on compensation and education will be available to plan and evaluate strategies and programs for all early educators</p>	<p>STATE: Provide annual report on compensation and education of workforce by county based on early care and education data from coordinated sources such as Child care Resource and Referral, North Carolina Division of Child Development, Head Start, EEC (Early Education Certificate), WAGE\$, etc.</p>	<p>LEADS: Smart START Partnerships, Child Care Resource & Referral, Division of Child Development</p> <p>SUPPORTING PARTNER(s): Head Start, WAGE\$</p>	June 30, 2012	High Cost
PLANNING & COORDINATION	<p>STATE & REGIONAL: A universally aligned diverse professional development system will be established that allows all early educators equal opportunity to obtain professional development and compensation standards.</p>	<p>REGIONAL:</p> <ol style="list-style-type: none"> 1) Create a regional Early Childhood Planning and Coordination Council. (policy) 2) Establish the guidelines through agencies such as North Carolina Division of Child Development, Child Care Resource & Referral, community college system, university system, public school leaders/principals, owners of private and chain early care and education programs (e.g., family child care home, afterschool, half day, and full time licensed programs) 3) Establish the membership of the Early Childhood Planning and Coordination Council to include, but not 	<p>LEAD(s): Smart START Partnerships & Child Care Resource & Referral</p> <p>SUPPORTING PARTNER(s): Early Childhood Planning and Coordination Council</p>	<p>TARGET DATE: 12/30/10</p>	No cost

		limited: Smart START Partnerships, Child Care Resource and Referral, universities, community colleges, public school afterschool leaders/principals, North Carolina Division of Child Development, owners of private and chain early care and education programs, family childcare, NC aeyc (North Carolina Association for the Education of Young Children), NC ² (North Carolina Association for the Education of Young Children Local Affiliate) Family Support Network, and early intervention.			
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