

Regional Contact: Amy Rabb

Region #: 16

Counties included in this region: Chatham, Lee, Harnett, Johnston, Wayne

## Five-Year Early Childhood Professional Development Regional Action Plan

**Vision Statement:** In the year 2015, North Carolina will have an established system of early care and education programs that meet the criteria for high quality. Early care and education will be seen as an important profession and recognized as such by the community at large, parents of young children and most importantly, Early Educators themselves. This new respect for the profession will be reflected by increased media coverage.

Early care and education will be introduced to students in high school and they will be educated about the requirements of becoming an early educator. There will be a fully articulated professional development path for students beginning in high school and ending at the University level. The needed supports will be available to students as they move through the system. The supports include financial assistance, tutoring and mentoring. Early in their educational journey, students will learn about early brain development and how it affects practice. They will also learn about and practice professional ethics.

Anyone working directly with children will be required to have the NC Early Childhood Certification and an AA degree or higher education. Pre-licensing training will be required of anyone wishing to start a Family Child Care Home. Standards for early care and education environments will be consistent where they overlap between licensing, environmental health and environmental rating scales.

There will be educational requirements for owners and directors of early childhood care and education programs which include an early childhood degree and business experience. A statewide compensation and benefits scale will be developed and implemented. There will be greatly reduced turnover among early educators.

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) No cost Low cost High cost
<u>Higher Education (Access)</u>	(Statewide) Have a statewide articulation agreement between NC community colleges and four year colleges.	<p>State: Review studies of existing articulation agreements.</p> <p>Local: Provide semi-annual training for community college and university advisors and faculty about helping students understand the articulation process.</p>	<p>Lead(s): Early Childhood Education (ECE) 6Department chairs of local community colleges and universities or their designee.</p> <p>Supporting Partner(s): CCR&amp;R Technical Assistance (TA) and Professional Development (PD) staff, college advisors.</p>	<p>Target Date: 2013-2014</p> <p>2011-2012</p>	Low cost

	All child care facilities in Region 16 will have staff development plans that include the necessary supports for staff to continue education such as financial assistance, release time/class coverage, onsite resources (tutoring, computer access, mentors).	Develop a task force consisting of early care and education and school-age operators and partners in Region 16 to design a staff development plan template.  Provide training for providers in the region on implementation of the plan.	Lead: TA staff at lead agency, CCN  Supporting Partners: TA staff from other CCR&R's in region early care and education providers and Division of Child Development (DCD) licensing Consultants	2010-2011	Low cost: travel, meeting expenses, webinars and conference calls
	All Early Childhood Education professionals wishing to continue their education will have access to tutoring to increase their chance of success, as needed, including help with developmental courses.		Leads: College faculty, CCR&Rs	2011-2012	Low Cost
	Have funding and scholarships provided by local industry and private business in Region 16 for Early Childhood Professionals. To address lack of funding for increased levels of education.	Region 16's local partnerships, community colleges, and foundations staff members will increase the awareness of local industry and business about the importance of Early Childhood Education and the education of early care and education and school-age providers and scholarship needs.	Leads: Local Smart Start Partnerships  Supporting Partners: Civic organizations Chamber of Commerce Economic Development Employers Child Care Associations	2013-2014	Low cost
	All students seeking higher education in Early Childhood in Region 16 will have resources and tools to implement NC rules and regulations including Child Care Rules and Regulations Handbooks, all ERS, IT and Preschool Foundations, and sanitation regulations.	Region 16's Community Colleges will work with DCD consultants to identify and utilize resources and tools to increase student understanding of how to meet and maintain compliance with child care requirements and voluntary standards.  Region 16 partners will provide access to identified materials	Lead: Licensing Supervisors, Community College Department Chairs, CCR&R TA staff	2011-2012	Low cost

<u>Continuing Education</u>	Each county in Region 16 will have a full time training coordinator who coordinates and provides training and maintains a database of training participants.	Local: Current trainers will gather together to develop core group of courses for which CEU's will be given. They will also research funding sources and coordinate scheduling of classes for the region.  Local: Research funding sources for training coordinators.	Lead(s): Lead CCR&R Agency, CCN  Supporting Partner(s): Trainers and TA staff from local CCR&Rs and Community Colleges	Target Date:  2010-2012	High cost:
	Each county in Region 16 will have a Master Mentor Project to enlist and train mentors to work with early educators in facilities.	State & Local: Task force/work group will research best practice and evidence based mentoring programs and will explore funding possibilities.	Lead: Lead CCR&R Agency, CCN  Supporting Partners: Trainers, TA staff from local agencies, Community Colleges, Child Care Providers will be involved in final choice of model	2011-2012	Low cost initially  High cost at implementation
	Region 16 will have a CEU training plan that is consistently implemented in each county.	State & Local : Current trainers will gather together to develop core courses for CEU credit. They will also research funding sources and coordinate scheduling of classes for the region.	Lead: Lead Agency, CCN  Supporting Partners: Trainers, TA staff from local agencies, Community Colleges, Child Care Providers	2011-2012	
	Early Care and education facilities in Region 16 will have a substitute available as needed to allow them to take course work and participate in mentoring project.	State & Local: Staff members from all CCR&Rs in the region will research existing successful models to develop a plan for creating a substitute pool. The plan may include a substitute coordinator to recruit, train and coordinate scheduling of substitutes for facilities, etc.	Lead: Lead Agency, CCN  Supporting Partners: Task force made up of local agency TA, Training and PD staff.	2013-14	
	All staff working with children will receive age specific Foundations training within 6 months of employment	Local: Technical assistance and training staff from all local agencies will work together to develop a regular schedule of Foundations trainings.	Lead : Child Care Networks Provider Services Manager  Supporting Partners:	2011-2012	Low cost

			local CCR&R staff members, training calendar editor		
<u>Professional Standards</u>	All early educators in Region16 will obtain EC Certification at level 6 or higher	<p>State: Access to information about Certification will be made available through the NC Institute for Child Development Professionals.</p> <p>Local: Task force made up of parents, early care and education program directors, partnership representatives, and CCR&amp;R representatives will oversee implementation of goals.</p> <p>Center directors will distribute applications for Certification to staff members, help them with the process and mail them. This is an individualized process and the hope is that individuals will do this for themselves.</p> <p>Local: Incentives will be given for achievement of higher level Certification.</p>	<p>Lead : Lead CCR&amp;R Agency</p> <p>Supporting Partner(s): Early care and education and school age directors and owners, Smart Start representatives, CCR&amp;R representatives and parents.</p>	2014-2015  County updates will be presented at quarterly regional meetings	Low cost
	All Community College EC programs will be accredited by NAEYC.	Local: Representatives of the 3 community colleges will develop a plan for implementation, bringing in others as needed. The plan will include building support for the process and obtaining funding to attain accreditation by 2015.	<p>Lead: Department heads from the 3 community colleges</p> <p>Supporting Partners: Lead agency, other local CCR&amp;R's</p>	2014-2015	Low cost planning  High cost implementation

<p><u>Compensation</u></p>	<p>All child care facilities will use a regional compensation plan based on a living wage and using certification levels, for compensating child care professionals.</p>	<p>Local: Task force will collect data about existing scales and living wages in the region.</p> <p>Local: Funding sources will be researched</p> <p>Local: An implementation plan will be developed. Early educators will be asked for input during the planning process</p>	<p>Lead: Lead agency CCN</p> <p>Supporting Partner(s): Child care owners/directors, Professional Development staff, Economic Development agencies, local government, public school personnel, Institute for Early Childhood Professionals</p>	<p>2010-2011</p>	
	<p>All eligible early childhood professionals working in Region 16 will have a benefit package including health insurance, retirement, sick leave, and vacation or annual leave.</p>	<p>State &amp; Local: Task force will collect workforce data.</p> <p>Local: Funding sources will be researched</p> <p>Local: An implementation plan will be developed.</p> <p>Local: Early Educators will be involved in the process</p>	<p>Lead: Lead CCR&amp;R agency CCN</p> <p>Supporting Partner(s): Child care owners/directors, Professional Development staff, Economic Development agencies, local government, public school personnel</p>	<p>2011-2012</p>	<p>Low for planning High for implementation</p>
	<p>All Early Educators in Region 16 will be compensated at a rate equivalent to the public school personnel in their county (commensurate with their level of education and experience).</p> <p>.</p> <p>.</p>	<p>Local: Task force will collect workforce data.</p> <p>Funding sources will be researched</p> <p>An implementation plan will be developed.</p> <p>Early Childhood Educators will be involved in the process.</p>	<p>Lead: Lead CCR&amp;R agency CCN</p> <p>Supporting Partner(s): Child care owners/directors, Professional Development staff, Economic Development agencies, local</p>	<p>2012-2013</p>	<p>Low cost</p>

			government, public school personnel., WAGES?		
Planning & Coordination	Early Childhood Professional Development is institutionalized at all levels of the community in the same ways as public schools' professional development. Ex. Teacher workdays, teacher bonuses etc.	<p>State:</p> <p>Local: Develop a regional task force to explore barriers/benefits to implementing goals and identify strategies.</p> <p>Task Force: parents, business, schools, directors/owners/providers, consultants, higher education, teachers, CCR&amp;R, Smart Start, military, employers, and others.</p> <p>Using focus groups develop a plan for local implementation, considering local needs and resources, and a timeline.</p>	<p>Lead: Lead Agency, CCN</p> <p>Supporting Partner(s): Task Force: parents, business, schools, directors/owners/providers, consultants, higher education, teachers, CCR&amp;R, Smart Start, military, employers, and others.</p>	2012-2013	Low Cost development High Cost implementation
	All Early Childhood Educators will have the opportunity to provide input and feedback about their continuing education and technical assistance needs and the effectiveness of existing programs through a formalized mechanism that will result in coordinated trainings that meet the needs of individual providers.	Each county will collect local input using the current annual provider survey or other instruments. Results will be reported at Regional meetings and to the group planning and coordinating training and the long term training plan.	<p>Lead: Lead CCR&amp;R Agency, CCN</p> <p>Supporting Partners: local CCR&amp;R's</p>	2010-2011	Low cost