

Regional Contact: _____Devin Stewart_____

Region #: _____3_____

Counties included in this region: Carteret, Greene, Jones, Lenoir, Martin, Onslow, Pitt

Vision Statement

All August 2015 all early educators and school age professionals working with or on behalf of children ages birth through twelve in our region will have access to professional development opportunities that will support an increase in knowledge, skills and compensation commensurate with the education received and result in higher quality learning environments for young children.

Five-Year Early Childhood Professional Development Local Action Plan

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	Cite Sources & Share Resources Needed
Access	Support Early Educators being prepared for college.	State: Develop CEU prep sessions on placement test content.	Lead: Community College	Target Date:	What CEU's are available now Placement course syllabus
		Local: Create more flexible options for accessing the placement prep course.	Lead: CCR&R and Smart Start	Local-2011	
		Strengthen trainings and CEU's to incorporate reading, writing, math and computer skills	Lead: CCR&R and Smart Start and All stakeholders	Local 2011	
		Review placement course syllabus and link CEU trainings		Local 2010	
	Adequate supply of non credit bearing (CEUs and contact hours) with	State: Building evidence based CEU's and contact hour opportunities.	Lead(s): CCR&R and Smart Start Supporting Partner(s):	Target Date: 2015 Benchmarks: By 2011 the	Cites/Evidence: Resources:

	online professional development	Local: Offer and build evidence based CEU's and contact hours in conjunction with state partners.	Regional stakeholders	<p>region will have piloted 5 CEU sessions and assess the need for more.</p> <p>By 2012 offer 5 CEU trainings and build 5 more.</p> <p>By 2013 offer and build 5 more CEU trainings and assess the need for more.</p> <p>By 2014 continue to create and offer CEU trainings based on need assessment.</p> <p>By 2015 creating and offering an adequate supply of CEU trainings.</p>	
	Increase the availability of flexible Community College and University coursework options.	<p>State: Require all colleges to list courses on virtual learning community. University directory be created.</p> <p>Local: Advertise the flexible course access options available at NC community colleges and universities.</p>	<p>Lead: Community College and University Partners</p> <p>Supporting Partners: All stakeholders, E-NC.org, funders of social justice efforts and the Golden Leaf Foundation</p>	<p>Target Date: 2015</p> <p>Benchmarks: By 2015 increased awareness of options and increased opportunities on how to be an online learner</p> <p>increased access to technology and internet e-nc.org (internet)</p>	Need assessments done by the colleges, universities, and partners.
Continuing Education	Increase the number of TEACH scholarships across degree and income levels.	<p>State: Increase scholarship money to increase education levels of the workforce</p> <p>Request that the TEACH scholarship model be amended to reduce center commitment</p>	<p>Lead(s): All stakeholders</p> <p>Supporting Partner(s): all stakeholders</p>	<p>Target Date: 2011</p> <p>Benchmarks: By Fall 2011 forming task force and looking for funding</p>	Cites/Evidence: Stakeholder Survey Resources:

		<p>Advocate for reduced course costs</p> <p>Local: None or see below</p> <p>Both: Make scholarship options transparent and accessible through increased awareness.</p>			
	<p>Coursework developed specifically to address working with special needs students is mandated for staff working in all early childhood classrooms.</p>	<p>State: Require CSEFEL as content for staff orientation and facility pre licensing workshops.</p> <p>Local: Request that practicum's offered through colleges and universities must include experience with children with special needs</p> <p>Request that practicum's and CEUs include content about working with and supporting children with special needs.</p>	<p>Lead: PFI and State Early Childhood Partners</p> <p>Support Partners: All stakeholders</p>	<p>Target Date: Mandatory 2012</p> <p>Benchmarks:</p> <p>By 2011 CSEFEL models available in CEU format</p> <p>2012 State Orientation</p> <p>2014 Practicum</p>	
Professional Standards	<p>All providers demonstrate knowledge of professional standards</p>	<p>State: Provide a CEU series on Professional Standards</p> <p>Local: Weave all professional standards into all CEU and trainings.</p> <p>Weave electronic tools/communication strategies into technical assistance, professional development, parent services, including but not limited to web links, websites, Facebook and Twitter to increase access about professional standards.</p>	<p>Lead(s): All Supporting Partner(s): All</p>	<p>Target Date: 2012</p> <p>Benchmarks: By 2011 standards are woven in to CEU's</p>	<p>Cites/Evidence:</p> <p>Resources:</p>
	<p>Each community has designated high quality environments for</p>	<p>State: Work with the office of NC Office of Early Learning to open up model classroom in</p>	<p>Lead: Office of Early Learning</p>	<p>Target Date: 2012</p> <p>Benchmarks:</p>	

	<p>observations by staff in the county/region.</p>	<p>Martin County</p> <p>Local: Increase awareness of model classrooms.</p> <p>Increase use of the model classroom</p> <p>Use online tools to provide access to practices employed in model classroom(s).</p> <p>Offer one free CEU every year and allow class access via Skype</p> <p>Increase the number of model classrooms within Region 3's seven counties from 1 to 3.</p> <p>Regional and county specific specialist to facilitate the development of model classrooms within the counties.</p> <p>Increase access to existing model classrooms in NC via Skype and other online tools.</p>	<p>Supporting Partners: DCD Consultants and CCR&R Specialist</p>	<p>By 2011 increase awareness</p> <p>By 2012 use of online tools to view model classrooms</p> <p>By 2013 increase the number of model classrooms</p>	
	<p>Associates of Arts degree in Early Childhood Education required for all classroom staff working with young children.</p>	<p>State: Advocate that DCD will require at minimum an Associate of Arts degree in Early Childhood Education for facility licensure</p> <p>Local: Encourage early educators to pursue associates of arts degrees in Early Childhood Education by finding funding to help pay for college courses. Also, By providing training and CEUs needed to encourage learning. (See above Access and Continuing Education)</p>	<p>Lead: State Partners</p> <p>Supporting Partners: all state and local stakeholders</p>	<p>Target Date:2015</p> <p>Benchmarks:</p>	

Compensation	Paid health insurance for every provider	<p>State: Gather and disseminate resources on state and federal benefits.</p> <p>Increase the amount of funding for benefits</p> <p>Local: Gather and disseminate resources about health insurance benefits and funding for benefits on the local level.</p> <p>Identify military resources within the region and make known what could be beneficial to the childcare community within the region.</p>	<p>Lead: CCR&R</p> <p>Supporting: All</p>	<p>Target Date: 2012</p> <p>Benchmarks:</p> <p>By 2010 disseminate resources</p> <p>By 2011 add local resources</p>	
Planning & Coordination	Increase articulation agreements between community colleges and four year universities.	<p>State: Advocate for a statewide agreement between every community college and university to support early educators transferring as juniors into four year degree bearing programs. Articulate smoothly and seamlessly between and among colleges and levels of education.</p> <p>Local: Share information via CCSA's online directories about which programs that articulate and which do not.</p>	<p>Lead(s): Funders (NCPC, TEACH, etc.)</p> <p>Supporting Partner(s):</p>	<p>Target Date: 2013</p> <p>Directories=2010</p> <p>Benchmarks:</p>	<p>Cites/Evidence:</p> <p>Resources:</p>
Other	A database maintained by the CCR&R that would offer a list of substitutes. Substitutes would be scheduled for the provider for a fee.	<p>State:</p> <p>Local: Connect with Public School System to access their substitute pool.</p> <p>Require substitutes in the region to be certified.</p>	<p>Lead(s):</p> <p>Supporting Partner(s):</p>	<p>Target Date: 2012</p> <p>Benchmarks:</p>	<p>Cites/Evidence:</p> <p>Resources:</p>