

Regional Contact: Anne Short

Region #: 8

Counties included in this region: Cleveland, Catawba, Gaston, and Lincoln

Region 8 Final Early Childhood Professional Development Action Plan

Vision Statement: *To have empowered, educated and competent early educators who are well/fairly/equitably compensated serving North Carolina's children birth to 12 and their families by 2015.*

Key Area	Goal(s)	Strategies	Partners	Timeline	Estimated Cost Level
Planning and Coordination – listed as the first area of concern because members of the Planning Team felt that this establishes the framework for action	State: A NC Early Childhood Professional Development Plan will be in place for early educators in North Carolina with oversight provided by a State Advisory Council.	State Strategies: 1) A State Advisory Council will be formed comprised of at least two representatives of each regional planning team – chosen by their peers – to advise and consult on the development and implementation of a State Early Childhood Professional Development Plan. 2) A grassroots advocacy effort to support the State Advisory Council and the implementation of the NC Early Childhood Professional Development Plan will be developed and implemented. 3) Plan developed and implemented following the format of plans submitted through the	Lead(s): Supporting Partner(s): Representatives of each of the eighteen Early Childhood Professional Development Planning Teams as currently configured. Each team will have two representatives on the State Advisory Council with the representatives chosen by their peers.	Target Date: October, 2010 Target date: December 2010	Low cost

	<p>Regional: A Region 8 Planning Council will provide oversight for planning coordination of activities supporting the components of the Region 8 Early Childhood Professional Development Plan.</p>	<p>ECPD Planning Project</p> <p>Regional Strategies:</p> <ol style="list-style-type: none"> 1) Identify potential participants and recruit them as members of the Planning Council. Include several individuals who are knowledgeable about the political climate of North Carolina. 2) Establish a schedule for meetings and location for the meetings – rotate among the counties of Region 8. 3) Establish standards of behavior for Planning Council meetings. 4) Establish a work plan for the Region 8 Planning Council on an annual basis. 5) Evaluate progress toward regional goals and strategies on an annual basis. 	<p>Lead(s): Child Care Connections of Cleveland County</p> <p>Supporting partner(s): Early care and education programs Providers Early care and education programs Resource and Referral agencies Smart Start Partnerships Community Colleges Four Year Colleges and Universities Any other entities who participated in the ECPD planning process Advocacy experts</p>	<p>Target Date: October, 2010</p>	<p>Low to Moderate Cost</p>
	<p>Maintain and expand the role of the Professional Development Specialist in assisting early educators to reach higher education levels through effective planning.</p>	<ol style="list-style-type: none"> 1) Maintain support for existing Professional Development Specialist positions. 2) Expand Professional Development Specialist services as needed to support a workable ratio of specialists to early educators. 	<p>Lead(s): Region 8 Planning Council when developed</p> <p>Supporting partner(s): Early care and education programs Providers Early care and education programs Resource and Referral Agencies Smart Start Partnerships Community Colleges</p>	<p>Target Date: Now through 2015</p>	<p>Moderate cost for maintenance of current positions High cost for expansion</p>

			Four Year Colleges and Universities		
Key Area	Goal(s)	Strategies	Partners	Timeline	Estimated Cost Level

Access	State:	State Strategies:	Lead(s):	Target Date:	
	<p>Regional: Region 8 will have a clearinghouse identifying all training/courses available for early childhood professionals.</p>	<p>Regional Strategies:</p> <ol style="list-style-type: none"> 1) Develop a regional web-based clearinghouse for posting and registering for classes or other training opportunities. 2) Determine which agency in the region will host and maintain the web-based clearinghouse. 3) Develop and implement a marketing plan to ensure that all early childhood professionals are aware of the clearinghouse site. 4) On the clearinghouse, post a professional matrix linking classes and training opportunities with required competencies for early childhood professionals. ‘ 	<p>Project coordination will be determined by a Region 8 Planning Council to be developed. An identified agency will host and update the clearinghouse with support from regional partners.</p> <p>Supporting Partner(s):</p> <p>Early care and education programs Resource and Referral Agencies Smart Start Partnerships Community Colleges Public School Systems Family Early care and education programs Home Associations Early care and education programs Center Associations Any entity offering training opportunities to early educators</p>	<p>By July 2012 the web-based clearing house will be operational and accessible to early childhood professionals in Region 8.</p> <p>Benchmark: By January 31, 2011 the initial meeting will be convened to plan and implement a regional web-based clearinghouse.</p> <p>By January 2012, the operational plan for a web-based clearinghouse will be finalized.</p>	<p>Low cost</p>
	<p>All early educators will have access to computers and technology (including Internet) needed to facilitate participation in professional development opportunities.</p>	<ol style="list-style-type: none"> 1) Survey early educators to determine needs for computers in the region 2) Identify sites where early educators could access computers and technology required to participate in professional development opportunities. 	<p>Lead(s): Region 8 Planning Council</p> <p>Partners: Early care and education programs Resource and Referral agencies Smart Start partnerships Libraries Community Colleges Churches</p>	<p>Target Date: July 1, 2012 so that information can be posted on the web-based clearinghouse for Region 8</p> <p>Benchmark: By November 1, 2011 complete all survey work.</p>	<p>Low cost</p>

	<p>All early educators will have access to developmental training opportunities in computer technology.</p>	<p>3) Post identified sites to enhance access to computers and technology so that early educators can easily find computers to use for professional development.</p> <p>4) Develop a laptop loaner program using the Cleveland Community College program as a model and tailor it to the specific needs of each county in Region 8. Identify potential sources of grant funding and identify potential hosts for programs.</p> <p>5) Develop a marketing program to ensure that all early educators have information about the access to computers information.</p> <p>1) Survey Region 8 early educators to determine need for computer training, current access to computer training, and current skill level in computer technology.</p> <p>2) Gather comparative data on computer skills and reading proficiency from community colleges in Region 8 to compare to survey data.</p>	<p>Internet cafes Any areas with wi-fi capacity</p> <p>Lead(s): Project coordination will be determined by a Region 8 Planning Council to be developed. An identified agency will develop, implement, and analyze survey results to meet the strategies.</p> <p>Supporting partners: Early care and education programs Resource and Referral agencies</p>	<p>By July 1, 2014, have a laptop loaner program easily available to early educators.</p> <p>Target Date: By January 1, 2014 developmental training opportunities will be available to all early educators in Region 8.</p> <p>Benchmark: By November 1, 2011 complete survey work.</p> <p>By November 1, 2011</p>	<p>Moderate cost if grant funding to support loaner program is identified and received</p> <p>Low cost</p> <p>Moderate cost – depends upon cost of providing new developmental training opportunities</p>
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		<p>3) Develop a plan to provide developmental training opportunities in computer technology based upon survey results and availability of developmental classes throughout the region.</p> <p>4) Monitor the enrollment and completion rates of developmental training opportunities and revise the times, locations, and delivery methods as needed to make this training available on a universal basis to early educators in Region 8.</p>	<p>Smart Start Partnerships Community Colleges Public School Systems</p>	<p>complete data collection from community colleges.</p> <p>By April 30, 2012, complete data analysis.</p> <p>By July, 2012, have plan for developmental training opportunities in place.</p>	
Key Area	Goal	Strategies	Partners	Timeline	Estimated Cost Level
Continuing Education	State: North Carolina will adopt a uniform, statewide articulation agreement to facilitate a smooth transition between community colleges and four-year colleges and	<p>State Strategies:</p> <p>1) Create a consistent articulation agreement for transition accepted by all colleges and universities.</p> <p>2) Create a consistent articulation agreement</p>	<p>Lead(s):</p> <p>Supporting Partner(s): Higher Education Consortium</p>	Target Date: 2015	Moderate cost

	<p>universities for all early education students.</p> <p>Regional: All early educators, including directors, in Region 8 will follow a Professional Development Plan with specific competencies.</p>	<p>for transition for individuals with education from foreign countries.</p> <p>Regional Strategies:</p> <ol style="list-style-type: none"> 1) Research current data to develop a specific set of competencies for a Professional Development Plan. 2) Link identified competencies on a matrix to reflect current professional development pathways. 3) Develop a structured framework for a regional Professional Development Plan. The plan will include specific competencies, a professional code of conduct for early educators as well as defined classroom experience expectations. 4) Adopt the regional Professional Development Plan for use by all early educators in Region 8. 	<p>Lead(s): Region 8 planning council to be developed</p> <p>Partners: Early care and education programs Centers and Homes Early care and education programs Resource and Referral Agencies Smart Start Partnerships Community Colleges Public Schools Early educators Professional Development Specialists Four Year Colleges and Universities</p>	<p>Target Date: Professional Development Plan with competencies and code of conduct adopted and in place by July 2015.</p> <p>Benchmark: Research completed by July 2012.</p> <p>Pilot Professional Development Plan available for review and comment by January 2014.</p>	<p>Low cost in funding High cost in human capital to research and develop a plan.</p>
	<p>Maintain and expand the role of the Professional Development Specialist in assisting early educators to reach higher education levels through effective</p>	<ol style="list-style-type: none"> 1) Maintain support for existing Professional Development Specialist positions. 2) Expand Professional Development Specialist 	<p>Lead(s): Region 8 Planning Council when developed</p> <p>Supporting partner(s): Early care and education programs Providers</p>	<p>Target Date: Now through 2015</p>	<p>Moderate cost for maintenance of current positions High cost for expansion</p>

	<p>planning. This strategy was also included under Planning and Coordination as members of the Planning Team felt it was so critical to success.</p> <p>Early educators in Region 8 will participate in life-long learning opportunities.</p>	<p>services as needed to support a workable ratio of specialists to early educators.</p> <ol style="list-style-type: none"> 1) The early childhood leadership of Region 8 will encourage and support all early educators to obtain higher levels of education. 2) The early childhood leadership of Region 8 will encourage and support all early educators to obtain certification and re-certification equivalent to education earned. 3) The early childhood leadership of Region 8 will aggressively market education and certification goals to all early educators. 4) The early childhood leadership of Region 8 will investigate and secure additional funding to support education and certification goals for early educators. 	<p>Early care and education programs Resource and Referral Agencies Smart Start Partnerships Community Colleges Four Year Colleges and Universities</p> <p>Lead(s): Region 8 Planning Council when developed</p> <p>Supporting partner(s): Early care and education programs Providers Early care and education programs Resource and Referral Agencies Smart Start Partnerships Community Colleges Four Year Colleges and Universities</p>	<p>Target Date: 2015</p>	<p>Low to high cost</p>
Key Area	Goal	Strategies	Partners	Timeline	Estimated Cost Level

Professional Standards	<p>State: Early education programs will demonstrate quality as defined by specific indicators.</p>	<p>State Strategies: 1) Research and define indicators of quality – star rating system does not always reflect quality. Indicators should be based upon solid research and best practices in early childhood education.</p>	<p>Lead(s): State Advisory Council to be developed from current ECPD planning teams across the state. Representatives from each existing planning region (at least two) should be involved in this ongoing effort. Representatives should be selected by their peers, not by state officials. State Advisory Council will be the prime advocate for professionalism and quality in early care and education programs facilities.</p> <p>Supporting Partner(s): All members of regional planning teams involved in the current initiative.</p>	<p>Target Date: Indicators should be defined no later than July 1, 2015.</p> <p>Benchmark: State Advisory Council should be in place no later than January 1, 2011 to monitor progress in state Early Childhood Professional Development Plan.</p>	Low to moderate cost
	<p>Regional: Early care and education programs centers in Region 8 will be quality centers.</p>	<p>Regional Strategies: 1) Research and identify or create model early care and education programs facilities demonstrating quality to the communities of Region 8 in order to demonstrate quality experiences to early educators as a part of professional development. 2) Develop public-private partnerships to support the identification or creation of model early care and education programs facilities demonstrating quality.</p>	<p>Lead(s): Regional Planning Council</p> <p>Partners: Any entity involved in early childhood education from the staff to those who train and educate the staff, those whose children are served, and the communities impacted by early childhood education.</p>	<p>Target Date: January 2015 model care facilities are identified and demonstrating quality in Region 8.</p>	Moderate to high cost

	<p>Early educators in Region 8 will participate in life-long learning opportunities.</p>	<ol style="list-style-type: none"> 3) Advocate for quality at the local, regional, state and national level. 4) Develop a marketing plan for “quality” and “professionalism” by researching existing models and adapting the information for a localized plan to inform parents, businesses and community members about quality issues in early childhood education. 5) Create a business model for quality centers – use the DCD pre-licensing workshops and Small Business Centers in the community colleges as well as training from CCR&R agencies to promote good business practices. <ol style="list-style-type: none"> 1) The early childhood leadership of Region 8 will encourage and support all early educators to obtain higher levels of education. 2) The early childhood leadership of Region 8 will encourage and support all early educators to obtain certification and re-certification at higher 	<p>Lead(s): Region 8 Planning Council when developed</p> <p>Supporting partner(s): Early care and education programs Providers Early care and education programs Resource and Referral Agencies Smart Start Partnerships Community Colleges Four Year Colleges and Universities</p>	<p>Target Date: 2015</p>	<p>Low to high cost</p>
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		<p>levels equivalent to education earned.</p> <p>3) The early childhood leadership of Region 8 will aggressively market education and certification goals to all early educators.</p> <p>4) The early childhood leadership of Region 8 will investigate and secure additional funding to support education and certification goals for early childhood educators.</p>			
Key Area	Goal(s)	Strategies	Partners	Timeline	Estimated Cost Level
Compensation	<p>State: All early educators will be compensated (salary and benefits) at a rate equivalent to North Carolina public school employees reflective of education earned.</p>	<p>State Strategies:</p> <p>1) Examine the current standards for the WAGES\$ program and expand to all early educators, including those in after-school programs.</p> <p>2) Examine and modify the</p>	<p>Lead(s):</p> <p>Supporting Partner(s): WAGES\$ TEACH Community Colleges Department of Public Instruction Division of Child Development</p>	<p>Target Date: 2015</p>	<p>High cost</p>

	<p>Regional: Communities will</p>	<p>current standards for participation in TEACH and expand to all early educators as individuals, including those in after-school programs.</p> <p>3) Examine the allocation of DSS subsidy dollars to demand higher quality standards for programs receiving subsidies.</p> <p>4) Increase the number of “slots” available for More at Four programs in early care and education programs centers demonstrating quality indicators to encourage early educators to seek a higher level of professional development.</p> <p>5) Establish a Teaching Fellows program specifically for Early Educators to encourage highly capable individuals to enter the profession and to maintain high standards of profession development as a model to other early educators.</p> <p>Regional Strategies: 1) Educate the community</p>	<p>Lead(s); Regional Planning Council</p>	<p>Target Date: January 2015</p>	<p>Low cost in resources High cost in human</p>
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	<p>understand early childhood development and the impact of quality care on a child's future success.</p>	<p>about best practices in early childhood education.</p> <p>2) Create consistent standards for programs to increase quality and justify cost of early care and education programs services. Consistent standards will lead to demand for higher quality which supports increased professional development among early educators.</p> <p>3) Create a model plan for public-private partnerships to encourage businesses to support early care and education programs as a benefit for employees.</p>	<p>Partners: Entities involved in providing early care and education programs Local community colleges Early care and education programs Resource and Referral Agencies Smart Start Partnerships Public Schools More at Four programs Businesses Churches Community organizations Economic Development organizations.</p>	<p>Benchmark: Regional Planning Council will report on preliminary discussion in January 2012.</p>	<p>capital</p>
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