Regional Contact: Angela L. Stephens   Region #: 1

Counties included in this region: Pasquotank, Currituck, Camden, Dare, Bertie, Gates, Hertford, Northampton, Chowan, Perquimans

Five-Year Early Childhood Professional Development Regional Action Plan

Vision Statement:

By June 30, 2015 Region 1 will have a well developed, coordinated and financed professional development system that supports increased professionalism across the early childhood field and results in high quality services for children and families.

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
Access	Region 1 will create, develop and implement training needed to support providers returning to school.	State: Local: -Create, develop and implement training and workshops on topics such as Adult Learning Styles, Life Long Learners and Support for Child Care providers.	Lead(s): Local Smart Start/CCR&R Supporting Partner(s): Community colleges and universities, Smart Start, DCD, and CCR&R, Community agencies that will share space for training and also include their training information	Target Date: - 8/2012	LOW/HIGH
		-Local classes offered re: computer technology and orientation for returning students or first time students.		-8/2012	LOW/HIGH
		- Professional development and college advisors will provide consultations to students needing individual attention		- 8/2011	LOW

				Benchmarks:	
Access	By June 30, 2013 Region 1 will increase accessibility to training, workshops and education.	State: Local: -Find and Identify additional space for training.	Lead(s): Local Smart Start/CCR&R Supporting Partner(s):Community Colleges, Universities, Smart Start, trainers throughout the region, other community agencies that would like to partner	Target Dates: -6/2011	LOW/HIGH
		-Make training available at additional times across Region 1, i.e. Saturday, evening and daytime hours- CD's, telephone seminars, webinars, and on-line trainings.		-6/2011	LOW/HIGH
		-Develop a survey and send to child care provider to help determine what barriers and challenges they face to access Professional Development.		- 12/2011	LOW/MEDIUM
		-Provide accessibility to computers for providers that have enrolled in classes, throughout the region, i.e. laptop loan program.		-12/2013	HIGH
				Benchmarks:	
Continuing Education	By June 30, 2013 Region 1 will provide on-going support and networking for administrators, directors, owners and	State: Local:	Lead(s): Local Smart Start/CCR&R Supporting Partner(s): Head Start agencies, public schools, colleges and universities, hospitals, child	Target Date:	

			care providers, Smart Start, agencies that support early childhood		
		- Develop and host an on-going Director's Forum with focus on Professional Development, PAS, ERS, and QE.		-6/2012	MODERATE/LOW
		-Help the Directors/administrators assess education credentials of staff and employees by local CCR&R staff.		-6/2012	LOW/MODERATE
		-Encourage membership for NE NCaeyc- local Chapter Provider Memberships and Associations.		-6/2011	LOW/MODERATE
		-Support local Association for Providers- at the teacher level		-6/2013 Benchmarks:	LOW/MODERATE
Continuing Education	By June 20, 2015 Region 1 will develop and implement a Mentoring Program (model, ensure implementation of best practices as taught as part of early childhood curriculum, from classroom to classroom)	State: Local:	Lead(s): Local Smart Start/CCR&R Supporting Partner(s): Head Start, Smart Start/CCR&R Representatives from each county		
		- Develop a task force to design and implement mentoring program.		6/2012	HIGH
		- Research other mentoring models and share with team members.		6/2011	HIGH

				6/2014	HIGH
		- Pilot mentoring and TA Program at 5 sites across Region 1		6/2014	HIGH
		-Assessment of Program		6/2015	HIGH
		- Bring to scale		6/2015	HIGH
				Benchmarks:	
Professional Standards	By June 30, 2015 All early childhood professionals will have individualized professional development plans.	State: -Improve licensing standards for SACC and Public School based programs.	Lead(s): Supporting Partner(s): DCD, PDI, Local Smart Start Partnerships, PD Specialist, Directors Head Start, Community Colleges	Target Date: 6/2015	LOW
		-Fund Professional Development Specialists positions in all counties.		-6/2015	HIGH
		Local: -Provide training for director's through annual forums on how to develop professional development plans.		-6/2012	LOW
		-Link professional development planning to participation in educational incentive programs.		- 6/2012	LOW
				Benchmark(s):	

Professional Standards	By June 30, 2012 All early childhood professionals in Region 1 will have achieved their Early Educator Certification.	State: Local: - All TA Staff statewide take all forms necessary for programs to increase awareness and encourage application.	Lead(s): Local Smart Start / CCR&R Supporting Partner(s): DCD, PDI, Local Smart Start Partnerships, PD Specialist, Directors Head Start, Community Colleges	Target Date: -6/2015	 LOW/HIGH
		- Participation in local salary supplement program is contingent upon achievement of EEC. - Funds are provided to cover the cost of application.		-6/2015 -6/2015	LOW LOW
		- DCD change of information form will include sharing of transcripts with PDI-EEC.		-1/2011	LOW
		- Consultants utilize EEC to evaluate education of providers, link levels of education to rating scales.		-6/2012 Benchmark(s):	LOW
Professional Standards	By June 30, 2015 All lead teachers will have an AAS Degree.	State: Local: -Incentives	Lead(s): Supporting Partner(s): DCD, PDI, Local Smart Start Partnerships, PD Specialist, Directors Head Start, Community Colleges	Target Date: -6/2015	 LOW

		-Establish director's forum at local partnerships to promote awareness and commitment to furthering early childhood education level of teachers.		-6/2011	LOW
				Benchmarks:	
Compensation	By June 30, 2015 Compensation will be linked directly to increases in education.	State:	Lead(s): Supporting Partner(s): TEACH WAGE$ Local Smart Start/ CCR&R Child Care Professionals, Directors	Target Date:	
		-Increase state funding for TEACH, WAGE$ and local salary supplements.		- 6/2011	HIGH
		Local: -Region 1 will increase participation in TEACH and WAGE$ and local salary supplement by 20%.		-1/2011	LOW
		-Increase providers awareness of educational compensations, partnerships, websites, education and courses.		-6/2015	HIGH
				Benchmarks:	
Compensation	By June 30, 2011 The turnover rate for all child care	State: Local:	Lead(s): Supporting Partner(s):	Target Date:	

			TEACH WAGE$ Local Smart Start/ CCR&R Child Care Professionals, Directors		
	providers in Region 1 will decrease to no higher than 25%.				
		-Increase teacher and child care professional's salary at the state level.		- 6/2015	-HIGH
		-Teachers commit to work in the facility they were employed in when they receive their education.		-6/2012	-LOW
		-Advocate for more early childhood education funding and subsidy for programs.		-6/2011	- LOW
		-Data for all counties will be tracked across region on an annual basis and housed in a database at the local partnerships.		- 6/2013	- LOW
		-Research ways to support directors by offering benefits to staff.		- 6/2013	- LOW/HIGH
		-Link benefits(sick leave, etc) to tenure, as deemed appropriate by programs, directors and owners		- 6/2013 Benchmark(s):	LOW/HIGH
Planning & Coordination	By June 30, 2011 Region 1 will convene a quarterly Professional Development Planning Task Force to further develop and oversee	State: Local:	Lead(s): Albemarle Smart Start Supporting Partner(s): Local Smart Start Agencies Local CCR&R Planning and Zoning DCD Consultants	Target Date:	No cost/Low cost/High cost?

	implementation of the ECPD plan.		Child Care Providers		
		-Hold quarterly meetings in collaboration with other regional meetings.		-6/2011	HIGH
		-Reconvene core ECPD team members and plan for next meeting planned for October 2010		-10/2010 Benchmark(s):	HIGH
Planning & Coordination	By June 30, 2013 Region 1 will ensure consistent communication and dialogue among licensing consultants, child care providers and early childhood agencies throughout the Region	State: Local:	Lead(s): Albemarle Smart Start Supporting Partner(s): Local Smart Start Agencies Local CCR&R Planning and Zoning DCD Consultants Child Care Providers	Target Date:	No cost/Low cost/High cost
		-Region 1 will host a facilitated, interactive forum, in each county, inviting all consultants, CCR&R staff, licensing, building inspections, fire, etc to ensure a consistent message to our providers.		-6/2014	LOW/MODERATE
		-Develop an alignment tool/matrix use by all CCR&R staff		-6/2012	
		-Reduce Consultant territory size.		-2/2011	
		-Expand regional training committee.		-12/2010	

		-Region 1 will host a forum, in each county, inviting all consultants, CCR&R staff, licensing, building inspections, fire, etc to ensure a consistent message to our providers, facilitated and interactive.		-12/2012 Benchmarks:	
Planning & Coordination	By June 30, 2010 Albemarle Smart Start, CCR&R will be the clearing house for all Early Childhood Professional Development information.	State: Local: -There will be a dedicated staff person who will have direct oversight and responsibility for gathering and maintaining Professional Development information.	Lead(s): Albemarle Smart Start Supporting Partner(s): Local Smart Start Agencies Local CCR&R Planning and Zoning DCD Consultants Child Care Providers	Target Dates: -6/2013	
		- A comprehensive regional training calendar will be distributed on a more consistent basis.		-6/2012	
		-All local partnership and CCR&R websites will include links for all early childhood relevant information.		-6/2012 Benchmarks:	