

Counties included in plan: Ashe, Alexander, Iredell, Watauga and Wilkes

Vision: By 2020, all teachers and Family Child Care Home (FCCH) providers will:

- ~ continue their formal education
- ~ receive continuing education through training, mentoring and technical assistance.
- ~ receive adequate compensation
- ~ have an Early Educators Certification
- ~ understand that quality child care is embedded in daily practices
- ~ support each other to ensure a stable, motivated, and professional workforce
- ~ participate in evaluating the professional development of the early care system.

The Division of Child Development (DCD) will raise the bar of standards for child care practices.

All early care and education sectors will work collaboratively and effectively to provide uniform standards.

Five-Year Early Childhood Professional Development Action Plan

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
Access	1. All community college early education programs will ensure access to all courses.	1. Inform the Vice Presidents of Instruction about the urgent need to improve access of classes through increase in evening and weekend classes	Local: Region 12 Team; CCR&R staff, Smart Start staff, Directors and Family Child Care Home Providers, Local businesses/community members	2011	Low cost
		2. Investigate English Language Learners Early Childhood Education needs and advocate to the appropriate leadership in higher education	Local: Region 12 ECPD Team Members; community college instructors, CCR&R staff, Smart Start staff, Directors and Family Child Care Home Providers, Local businesses/community members	2012	Low Cost
		3. Ensure that classroom instruction includes preparing students to	Local Community Colleges	2012	Moderate Cost

		effectively teach children who are English Language Learners			
		4. Identify needs for specific courses at specific community colleges in the area of diversity and inclusion of children with special needs	Local: Local Community Colleges, Region 12 ECPD Team Members, CCR&R staff, Smart Start agency staff, students, early educators, program owners and directors	2012	No to low Cost
		5. Develop a plan to remove the barriers students encounter regarding technology needs for on-line course access such as: computer skills, software, internet access and speed, and hardware	Local: Region 12 ECPD Team Members; community college instructors, CCR&R staff, Smart Start staff, Directors and Family Child Care Home Providers, Local businesses/community members	2012	Moderate to high Cost
	2. All early educators will have equal access to quality, consistent workforce support systems.	1. Administer TEACH, and WAGE\$ via the Division of Child Development	State and Local: Division of Child Development, the NC Institute of Professional Development, Professional Development advisors, CCR&R and Smart Start	2015	Moderate to High cost
		2. Extend the access of workforce supports systems to the professionals who provide professional development services, technical assistance, and training to early educators.	State and Local: Division of Child Development, the NC Institute of Professional Development, Professional Development advisors, CCR&R and Smart Start	2015	Moderate to High cost

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
Higher Education	1. All Early Educators will have at least an AA Degree in Early Childhood PRIOR to employment in child care.	1. Set a licensing requirement that all licensed programs must hire lead teachers or license family child care home providers with a minimum of an AA or AAS in Early Childhood	State: Division of Child Development	2020	No cost
	All new hires will have an AA or AAS in Child Development by 2015 – Benchmark for Goal 1	1. Set a licensing requirement that all employed early educators and licensed family child care home providers obtain a minimum of an AA or AAS in Child Development	State: Division of Child Development	2015	No Cost
	2. All Early Educators have at least an AA degree in Early Childhood which includes completion of a skill-based portfolio	1. Require a skill-based portfolio is included in the requirements for an AA and/or AAS in Child Development	State: NC Community College System	2012	Low cost
		2. Set a standard through the Early Educator Certificate that is equal to AA or AAS in Child Development	State: Division of Child Development	2012	Low cost
		3. Assign a Quality Point to programs in which all lead staff have at least an AA or AAS in Child Development	State: Division of Child Development; Child Care Resource and Referral; Smart Start	2012	No cost

	3. Every child care professional working in licensed early care and education settings will complete and annually update, standardized professional development plans	1. Create a standardized professional development plan format that is meaningful and user-friendly to Early Educators	State: Division of Child Development; NC Institute for Professional Development Local: Region 12 ECPD team members	2011	No Cost
		2. Support Professional Development Coordinators' use of the standardized plan to guide professional development efforts	Local: CCR&R, Smart Start, Child care licensing consultants, Child care directors/owners/teachers and family child care home providers, More at Four support staff	2012	Low Cost
	4. All Early Childhood Education students will have high quality field experiences.	1. Identify high quality observations sites that are staffed by highly qualified teachers	Local: Region 12 ECPD Team Members - CCR&R, Smart Start, Child care directors/owners/teachers and family child care home providers	2012	Low cost
	5. All higher education instructors teaching Early Childhood Education courses will have the knowledge of NC child care licensing rules and regulations, required trainings, and environmental rating scales.	1. Require the training of higher education instructors in the areas of pre-licensing – rules and regulations, environment ratings scales for instructors of EDU 119 – Early Childhood Credentials Course	Local: Local Community Colleges and CCR&R agency staff, Smart Start staff, licensing consultants	2013	Moderate cost

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
Continuing Education	1. There will be a mentoring system in place in Region 12	1. Investigate and design mentoring strategies to support early educators; review of current programs utilizing peer mentoring supports and/or external mentoring programs; review existing mentoring curricula	Local: Region 12 ECPD team members	2012	Moderate to high cost
		2. Establish guidelines and standards for effective, evidence-based mentoring strategies based on research and findings in strategy listed above	State: NC Institute for Professional Development and/or Division of Child Development	2013	Moderate cost
	2. Early Educator certification renewal will include both foundational and advanced continuing education.	1. Increase the number of Continuing Education Units (CEUs) offered in lieu of DCD contact hours.	NC Institute for Professional Development, Smart Start, CCR&R, private trainers and consultants, professional development associations	2012	Moderate to High cost
		2. Increase the numbers of employers that will pay for training for their teaching staff	Directors	2011	No to low cost
		3. Ensure that CEUs are taught by instructors who have met a standardized criteria	NC Institute for Professional Development, Smart Start, CCR&R, private trainers and consultants, professional development associations	2012	Low cost

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
Compensation	1. All Early Educators will be adequately compensated and receive a benefit package which includes health insurance, paid leave and sick time with compensation increasing with education level and experience in the field	1. Create a target salary scale based upon local workforce data about education and experience levels, including teaching staff and workforce support staff	State and Local: Region 12 ECPD Team Members and Workforce Development	2012	Low cost
		2. Conduct a region-wide workforce study	Local: Region 12 ECPD Team Members	2012	Low cost
		3. Advocate to the State of NC to show the connection between the compensation and subsidy system	Local: Region 12 ECPD Team Members	2012	Low cost
		4. Explore the connection with local business and their employees reliance on child care services	Local: Region 12 ECPD Team Members	2012	Low cost
	2. A paid leave/substitute reimbursement program will be established to support professional development opportunities for early educators	1. Investigate Americorps members as potential substitutes to allow providers paid release time	Local: Region 12 ECPD Team Members	2012	Low cost
		2. Support programs through a paid leave/substitute reimbursement program for programs that award paid leave	State and Local: Division of Child Development, CCR&R, Smart Start	2012	Moderate to high cost

		time as a benefit to their staff.			
		3. Increase the funding available in the TEACH program to pay for substitutes	State and Local: Division of Child Development, CCR&R, Smart Start	2012	Low cost
	3. Subsidy funds will be tied to the use of a child care programs participation in a statewide salary schedule, based on education and experience	1. Assist private child care programs with reasonably priced benefits packages via a contract with Division of Child Development	State: Division of Child Development	2020	High cost
		2. Develop a state level task force to develop a state salary scale for each region's centers and family child care home providers receiving increased subsidy reimbursement	State: Division of Child Development and NC Institute for Professional Development	2015	Low to Moderate cost
		3. Advocate for increased market rate to better finance the true cost of child care	State: Division of Child Development	2012	Low cost
		4. Implement the current market rates for subsidy	State: Division of Child Development	2020	High cost
	4. Access to state employee benefit packages will be available for full-time child care employees/family child care home providers	1. Offer the State employee benefit package to fulltime employees whose programs accept subsidy	State: Division of Child Development	2020	High cost

Key Area	Goal	Strategy	Partners	Timeline	Estimated Cost
Professional Standards	1. All Community College Early Childhood Education programs will be NAEYC accredited	1. Offer financial grants and technical assistance to community colleges to achieve accreditation	North Carolina Community College System	2015	Moderate to high cost
	2. All Early Educators will obtain and Early Educator Certification	1. Offer low cost or free certification for early educators currently employed in licensed programs and family child care home providers	State: Division of Child Development and the NC Institute for Professional Development	Current and ongoing	Low cost
	3. All mentors, technical assistant providers, and trainers providing services to licensed program staff will meet minimum standards across the state.	1. Set minimum qualifications for mentors, technical assistance providers, and trainers via the Early Educator Certification system.	State: Division of Child Development and the NC Institute for Professional Development	2012	Low cost
		2. Require and assign pre service qualification levels for mentors, technical assistance providers, and trainers via the Early Educator Certification system.	State: Division of Child Development NC Institute for Professional Development; Local CCR&R and Smart Start agencies and Technical Assistance providers and trainers	2015	Moderate cost