

Regional Contact: Leslie Moss

Region # 15

Counties included in this region: Alamance, Caswell, Durham, Orange, Person

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

**Vision Statement: “By 2015, all children have the right to high quality early education (birth -12 years) in environments with professional staff who are educated, ECE certified, and well compensated based on state level standards.”**

Key Area	Goal	Strategy (Policy, Program or Practice which can be measured - list in priority order by levels)	Partners	Timeline	Estimated Cost Level
<b>Access</b>	<p>1) Increase coordination between 2 &amp; 4 year College/University Early Childhood Education programs</p> <p>2) Create more access and supports for English as a Second Language early educators to take ECE coursework/training in other languages</p>	<p>1) <b>Local:</b> Create a taskforce to include an articulation liaison from each Community College and University ECE department to ensure compatibility between courses</p> <p>1) <b>Local:</b> Provide language proctors and class support</p>	Team did not complete this portion	Team did not complete this portion	Team did not complete this portion
<b>Continuing Education</b>	1) North Carolina will have accessible, high quality, effective education opportunities for all early educators	<p>1) <b>State:</b> Change state rule to require a percentage of on-going training hours to be in Continuing Education Unit (CEU) Format</p> <p>2) <b>State:</b> ECE students will complete their practicum hours in the program where they are employed if they are of high quality (with 4 or 5 stars and have high program &amp; education points)</p> <p>3) <b>State &amp; Local:</b> Work with partners to count ECE program employment toward field placement/practicum experience requirements</p> <p>4) <b>State:</b> Establish professional standards for those providing continuing education opportunities in all topic areas (i.e. infant/toddler, school-age, special needs, diversity, etc.)</p> <p>5) <b>State:</b> Promote required, on-going professional development within all institutions of higher education</p>	Team did not complete this portion	Team did not complete this portion	Team did not complete this portion
<b>Professional Standards</b>	1) Center Directors will be required to create and implement a personal professional development plan	1) <b>State:</b> Require program directors/ administrators to create and implement a professional development plan for all staff as a component of the NC rated license	Team did not complete this portion	Team did not complete this portion	Team did not complete this portion

		<p>2) <b>State &amp; Local:</b> Develop “leadership academies” for program directors and family child care home providers that use appropriate professional tools such as the Professional Administration Scale (PAS) or the Business Administration Scale (BAS) and incorporates incentives and support dollars for participants</p> <p>3) <b>Local:</b> Expand the number of ECE lab schools and demonstration sites</p> <p>4) <b>State &amp; Local:</b> Develop mentor programs to support program directors that include financial compensation for mentors and incentives for mentees</p>			
<b>Compensation</b>	<p>1) Funding for early education compensation will increase</p> <p>2) All early educators are certified <u>and</u> appropriately compensated</p>	<p>1) <b>State &amp; Local:</b> Lobby/promote/advocate to fully fund T.E.A.C.H. Early Childhood®, WAGE\$®, and Smart Starts not fully funded now</p> <p>2) <b>State &amp; Local:</b> Work with partners to keep early childhood education as a priority when decision makers are working on budget issues</p> <p>3) <b>State:</b> Change the T.E.A.C.H. Early Childhood® reimbursement formula to include practicum course contact hours (<i>actual</i> time spent weekly in classrooms) in addition to using established <i>course credit</i> hours</p> <p>4) <b>State &amp; Local:</b> Create partnerships with the business community for purchasing slots for their employees’ children at local early education programs - i.e. Duke, Department of Child Development/Smart Start, University of North Carolina (UNC) at Chapel Hill</p> <p>5) <b>State &amp; Local:</b> Gather information about the economic impact of early childhood - compile research, create data profile to strengthen our position</p> <p>1) <b>State:</b> Lobby the Child Care Commission to make certification required for all early educators in all settings</p> <p>2) <b>State:</b> Utilize and fund an NC/statewide salary scale with options for local supplements (based on local</p>	Team did not complete this portion	Team did not complete this portion	Team did not complete this portion

	<p>3) All early educators, including school-age, are certified</p>	<p>public school system, More at Four, or other state models</p> <p>3) <b>State:</b> Require lead teachers to be certified</p> <p>4) <b>State &amp; Local:</b> Increase early educators' awareness of the benefits of certification</p> <p>1) <b>State &amp; Local:</b> Provide funds for substitutes (with equivalent experience) to support early educator' ability to attend school</p> <p>2) <b>State:</b> Align standards among all agencies (DCD), NCPC, Community Colleges, Institutions of Higher Education (IHEs), Early Intervention (EI), etc.)</p> <p>3. <b>State:</b> Establish educational equivalency based on experience and demonstration of ECE knowledge through testing</p>			
<b>Planning &amp; Coordination</b>	<p>1) Develop a statewide marketing campaign will be developed to promote the work and success of the early childhood field</p> <p>2) NC Department of Child Development and the NC Department of Public Instruction Office of Early Learning will jointly establish and sustain a shared Professional Development Learning Community that includes both early educators and public school educators</p>	<p>1) <b>State &amp; Local:</b> Develop a state-level website with state and local components including tools and resources for: communication strategies (PSAs, etc.), professional organization membership information, PD links and resources, advocacy alerts, the ability to accept/make program donations using Pay Pal, etc.</p> <p>2) <b>State:</b> Develop and promote add-on licensure programs for individuals in the ECE field without ECE degrees</p> <p>1) <b>State:</b> Establish a system for awarding Continuing Education Units (CEU) credits that is consistent regardless of employer/setting</p> <p>2) <b>State:</b> Establish a website where professional development opportunities provided by all agencies are located and can be accessed by early childhood and public school educators</p> <p>3) <b>Local:</b> Local school systems (LEAs) reach out/invite early educators to sponsored professional development opportunities</p> <p>4) <b>State:</b> Statewide implementation of</p>	Team did not complete this portion	Team did not complete this portion	Team did not complete this portion

		"Ready Schools" initiative (transition for Pre-K to Kindergarten)			
<b>Other</b>	N/A				