Session Agenda

Here’s what we’re doing today:

• Welcome
• Provide an overview of some of the accomplishments of the 20 ELC states in relation to their workforce
• Hear some successful strategies used to improve the quality of the workforce from two states:
  Colorado
  Rhode Island
• Questions and Answers

Presenters

Kathy Thornburg, NC ECDTL
Denise Mauzy, NC ECDTL
Kathleen DeVries, Colorado
Allison Comport, Rhode Island
20 Race to the Top: Early Learning Challenge States

- California
- Colorado
- Delaware
- Georgia
- Illinois
- Kentucky
- Massachusetts
- Maryland
- Michigan
- Minnesota
- North Carolina
- New Jersey
- New Mexico
- Ohio
- Oregon
- Pennsylvania
- Rhode Island
- Vermont
- Washington
- Wisconsin

Focused Investment Area: A Great Early Childhood Education Workforce

States could address up to two of the priority areas within the workforce framework:

- Workforce Knowledge and Competency Framework and Progression of Credentials (14 states responded)
- Supporting Early Childhood Educators in Improving Their Knowledge, Skills, and Abilities (15 states responded)

[9 states wrote to both areas; all states wrote to at least one area.]
Knowledge and Competency Framework

- Alignment to Other Standards
- Standards for Home Visitors
- On-line Training and Self-Reflection Tool
- Mapping Tool

Professional Development

- Hierarchy for Professional Development
- Bilingual PD
- Collaboration Coaches

Development of Credentials

- Credentials Galore
  - Inclusion
  - Infant/Toddler
  - Preschool
  - Family Child Care
  - Administration
  - Curriculum and Assessment
  - Peer Mentor
QRIS and Workforce Issues

- Licensed/Certified Teachers
- Professional Development

Councils and Conferences

- Community Councils
- Conferences
- Leadership Academies
- Professional Learning Communities

Higher Education Strategies

- Structural Issues
- Course Development
- Access
Structural Issues in Higher Education

- Partnership Grants
- Website
- Articulation Agreements
- Stackable Certificates
- Dual Certification

Course Development

- Field Experiences
- Coaching Course
- Embedding Competencies into Courses

Assess to Higher Education and Beyond

- Financial Awards
- Roadmap for English Language Learners
- Statewide Job Board
Colorado Initiatives

RTT-ELD Workforce Support Systems

Aligned P-3 System Plan
- Work completed by a P-3 Subcommittee in 2009 as part of Governor's P-20 Initiative
- Approved by Colorado Early Childhood Leadership Commission in 2010

Early Learning Professional Development System Plan
- Ensuring positive outcomes for young children and their families by recruiting, preparing and supporting highly effective, caring and diverse early learning professionals
- Aligned system to support recruitment, retention and ongoing development of Colorado's Early Childhood Professionals
Early Learning Professional Development System Plan

**Goal 1**
Adopt performance-based competencies

**Goal 2**
Enhance recruitment and retention

**Goal 3**
Ongoing career and skill development

**Goal 4**
Finance through public and existing funds

**Goal 5**
Data collection and analysis of early learning professionals

**Goal 6**
Create accountability mechanisms

**Goal 7**
ECLE oversight

Building A Great EC Workforce: Key Elements of the Early Learning Challenge Fund

- Early Childhood Competencies Framework
- Professional Development Information System
- Incentives and Scholarships
- Statewide Coaching Network

Early Childhood Professional Credential 2.0

- Formal recognition of education, training, experience and competency to provide a career pathway
- Included in statute as part of Human Services Code; managed by CDE thru Inter-agency agreement
- Part of Colorado Shines Quality Rating & Improvement System (QRIS) for early childhood programs
- Included in Center Based Child Care Licensing Rules & Regulations through CDHS
- Online application & administration through PDIS
Connections to QRIS

The PDIS launched on April 15th, 2015. In less than 1 ½ years, we've been able to support significant participation in the system!

Participation in the PDIS as of September 15th, 2016:
The PDIS launched on April 15th, 2015.
In less than 1 ½ years, we’ve been able to support significant participation in the system!

Rhode Island Initiatives

Rhode Island Initiatives
Knowledge and Competency Frameworks

- WKCs for Early Childhood Teachers and Early Intervention/Early Childhood Special Educators
- WKCs for Teacher Assistants
- WKCs for Family Child Care Educators
- WKCs for PD Providers and Higher Education Faculty/Staff
- WKCs for Administrators and Ed Coordinators
- Additionally an EI Compendium Competency Document

Aligned Professional Development

- Established a “Center” for Early Learning Professionals
- Established a PD Approval Process
- RI Department of Education Professional Development
- Training of Trainers

Differentiated Pathways

- Online access points
- PK-K Alignment Course
- PD and Alignment Documents for EI and FV
- Certificates for high school CTE programs
- Contextualized ESOL and Spanish GED
Postsecondary Alignment

- CCRI achieved NAEYC Accreditation for its Associates degree program
- URI conducted alignments and course revisions using the WKC’s and RIELDS
- RIC developed an Institute for Early Childhood Teaching and Learning

Coordinated Data Sources

- Early Care and Education Data System
  - Program Portal
  - Workforce Registry
- Technology Supports

Ongoing Work

- Articulation
- Stackable credentials
- Sustainability
Rhode Island Resources

- https://exceed.ri.gov/Pages/Professionals/ProfessionalsDefault.aspx
- http://center-elp.org/

Wrap Up & Q/A

https://elc.grad360.org/#program
Coming Soon . . .

State TA Resources elcid*

Transforming the Workforce: Innovations and Lessons Learned from Race to the Top – Early Learning Challenge States

https://elc.grads360.org/#program

Thank you!

Need more information?

KThornburg@aemcorp.com
DMauzy@aemcorp.com