



Transforming State Workforce Support Systems: Innovations and Lessons Learned from RTT-ELC States

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NCECDTL

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Session Agenda


Here's what we're doing today:


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- 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

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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



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**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.]

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Professional Development and More



- Knowledge and Competency Framework
- Professional Development
- Development of Credentials
- QRIS and Workforce Issues
- Councils and Conferences

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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



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 **Course Development**



- Field Experiences
- Coaching Course
- Embedding Competencies into Courses

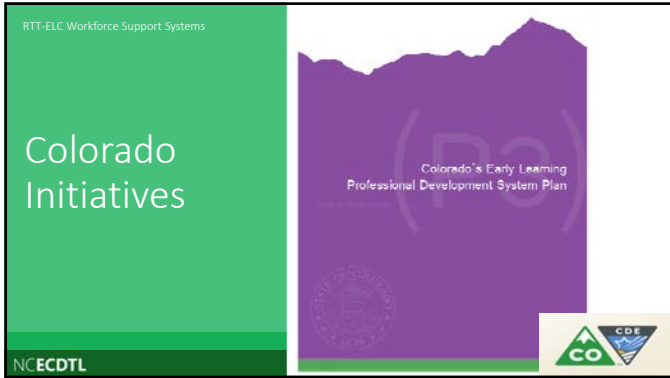
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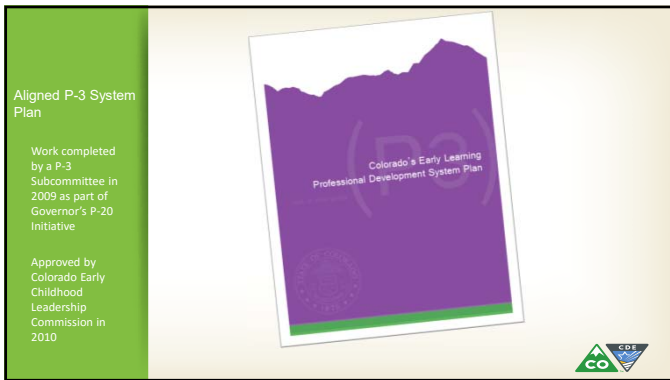
 **Assess to Higher Education and Beyond**

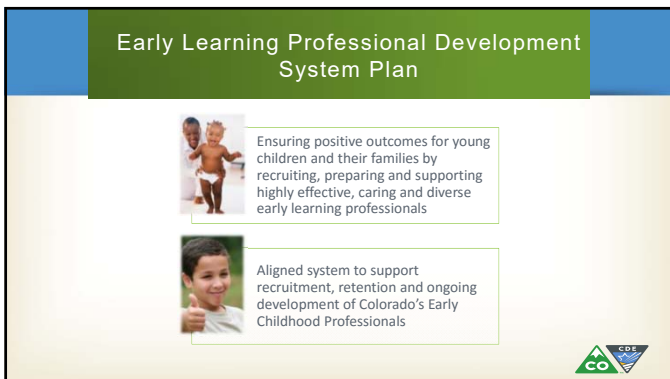
- Financial Awards
- Roadmap for English Language Learners
- Statewide Job Board



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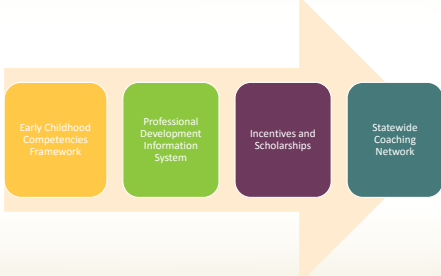



Early Learning Professional Development System Plan






Goal 1	Adopt performance-based competencies	Goal 5	Data collection and analysis of early learning professionals
Goal 2	Enhance recruitment and retention	Goal 6	Create accountability mechanisms
Goal 3	Ongoing career and skill development	Goal 7	ECLC oversight
Goal 4	Finance through public and existing funds		




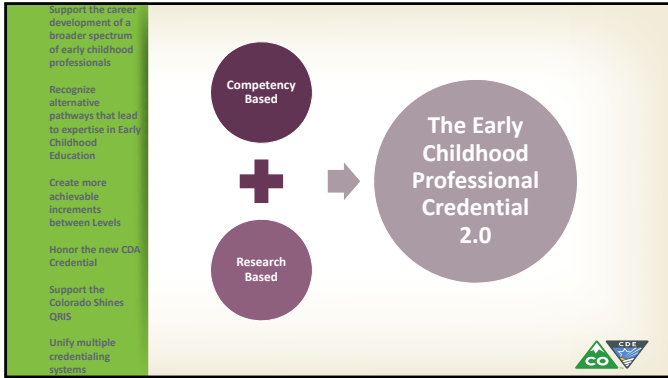
Building A Great EC Workforce: Key Elements of the Early Learning Challenge Fund

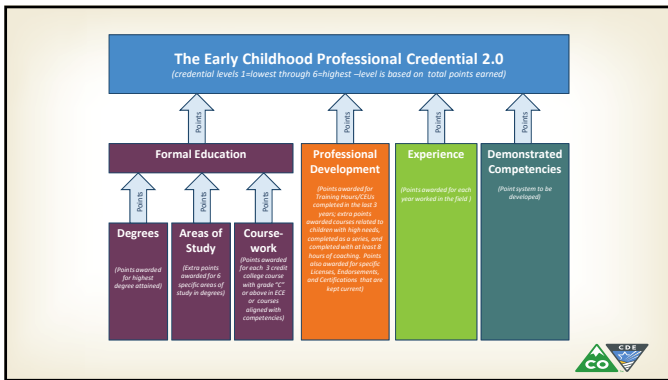



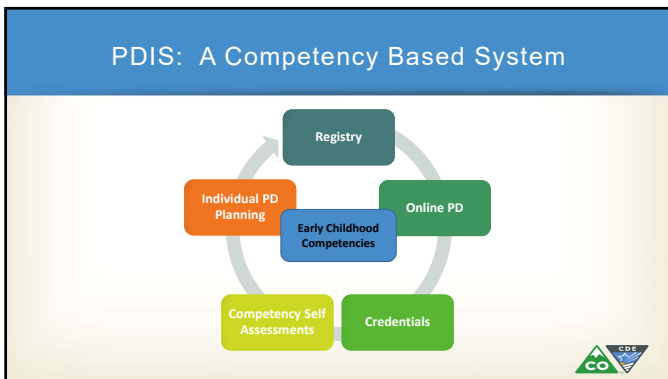
Early Childhood Professional Credential 2.0

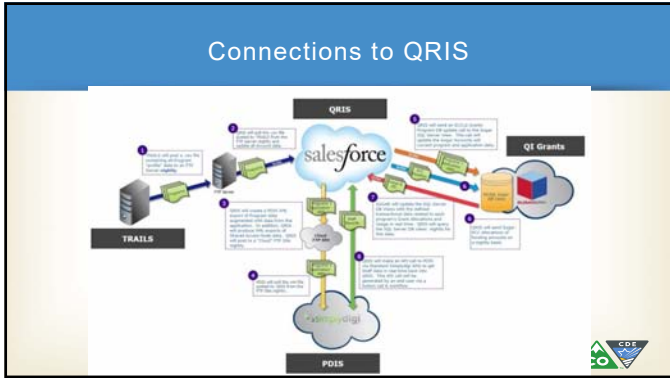
-  Formal recognition of education, training, experience and competency to provide a career pathway
-  Included in statute as part of Human Services Code; managed by CDE thru Inter-agency agreement
-  Part of Colorado Shines Quality Rating & Improvement System (QRIS) for early childhood programs
-  Included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











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!

PROFESSIONALS <small>Total Number of Credentialed Professionals</small> 7,423	USERS <small>Total Number of PDIS Users</small> 22,902
COMPLETIONS <small>Total Number of Course Completions</small> 92,936	COURSES <small>Total Number of Online Self-Paced Course Profiles</small> 28

RTT-ELC Workforce Support Systems

Rhode Island Initiatives

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Basic Education Program Regulations
DCYF Licensing Regulations

Knowledge and Competency Frameworks

- WKC for Early Childhood Teachers and Early Intervention/Early Childhood Special Educators
- WKC for Teacher Assistants
- WKC for Family Child Care Educators
- WKC for PD Providers and Higher Education Faculty/Staff
- WKC 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

- CCRl 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/>
- <http://www.ride.ri.gov/InstructionAssessment/EarlyChildhoodEducation/EarlyLearningChallenge.aspx>



Wrap Up & Q/A



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

Welcome to the **Early Learning Challenge Technical Assistance Program Website!**
Click here to learn about the program.

elcta

What's New

Georgia's Early Education Summit
August 2016

In August 2016, the Georgia's Early Education Summit (EES) was held in Atlanta, Georgia. The purpose of the Summit was to provide an overview of the early education landscape in South Georgia and discuss early efforts, as well as to emphasize the importance of high-quality early learning opportunities for children ages 0-5.

2016-17 21st Century Education Early Assessments in RTT-ELC Creation States
August 2016

The updated ELC TA **ELC-2016** provides an overview of the following information related to ELC systems, when the 20 RTT-ELC States are in the assessment and implementation processes, when they are not, and when they are not. The States are categorized by assessment availability, and State of Assessment (SOTA) RTT-ELC States are identified, and when RTT-ELC States assess (pending) for school readiness.

August ELC TA Newsletter
August 2016

The Early Learning Challenge States are Rapidly Improving the Quality of Early Learning.

SPOTLIGHT ON THE STATES

GEORGIA

South Early Education (Empowerment) Zone Holds the Early Education Summit

In August 2016, the Georgia's Early Education Summit (EES) was held in Atlanta, Georgia. The purpose of the Summit was to provide an overview of the early education landscape in South Georgia with a focus on early efforts, and also to emphasize the importance of high-quality early learning opportunities for children ages 0-5.

2017 ELC TA Newsletter
September 2016

QUICK LINKS

- Home
- About RTT-ELC
- About ELC TA
- Overview Profiles
- Continuum Pathway
- Early Learning Library (EOL)
- State TA Initiatives
- ELC TA Central Dashboard
- ELC TA
- Regional Collaborative
- Technical Assistance
- Webinars
- Annual Performance Reports
- 2017 Learning Challenge Tracking
- FAQ

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Coming Soon . . .

RACE TO THE TOP - EARLY LEARNING CHALLENGE


StateTAResources elcta

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

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

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Thank you!



Need more information?

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