



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:

- 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

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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



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 Professional Development



- Hierarchy for Professional Development
- Bilingual PD
- Collaboration Coaches

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 Development of Credentials

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



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 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

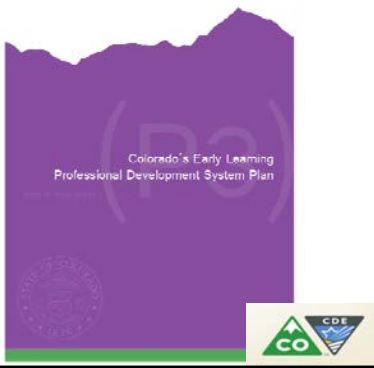


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RTT-ELC Workforce Support Systems

Colorado Initiatives

Colorado's Early Learning Professional Development System Plan




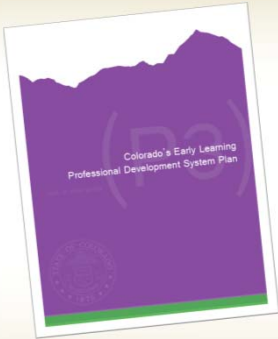
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Aligned P-3 System Plan

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

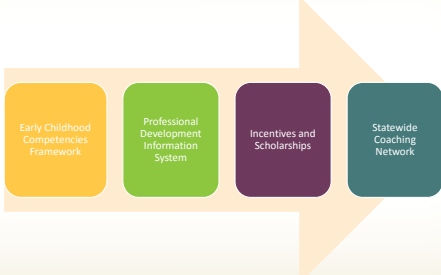



Early Learning Professional Development System Plan






Goal 1	Adopt performance-based competencies	Goal 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		




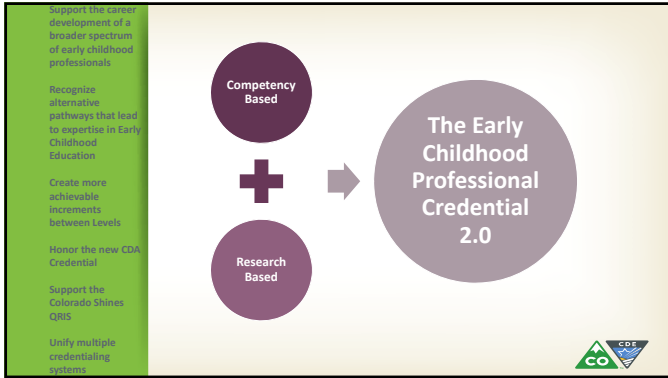
Building A Great EC Workforce: Key Elements of the Early Learning Challenge Fund

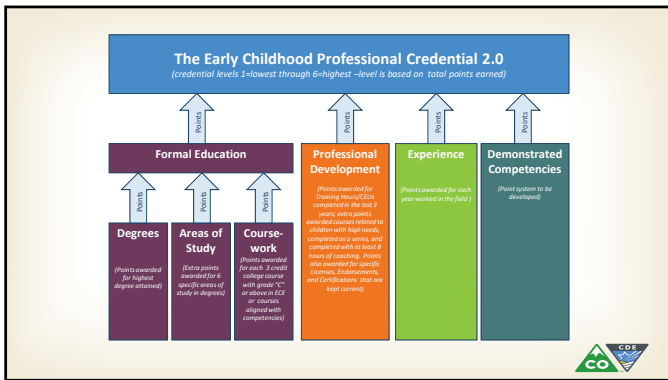



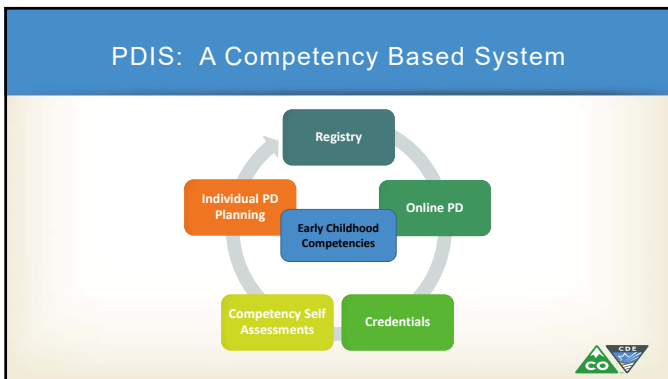
Early Childhood Professional Credential 2.0

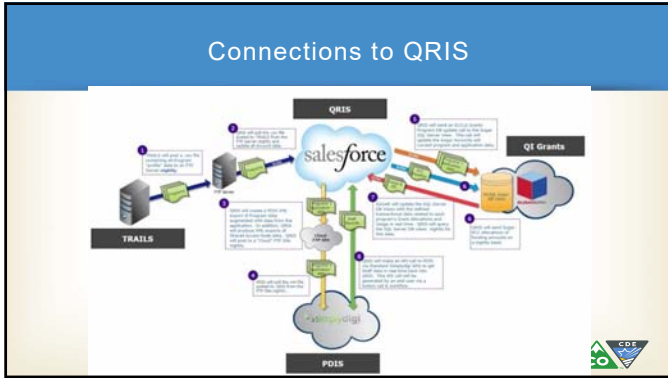
-  Formal recognition of education, training, experience and competency to provide a career pathway
-  Included in statute as part of Human Services Code; managed by CDE thru Inter-agency agreement
-  Part of Colorado Shines Quality Rating & Improvement System (QRIS) for early childhood programs
-  Included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

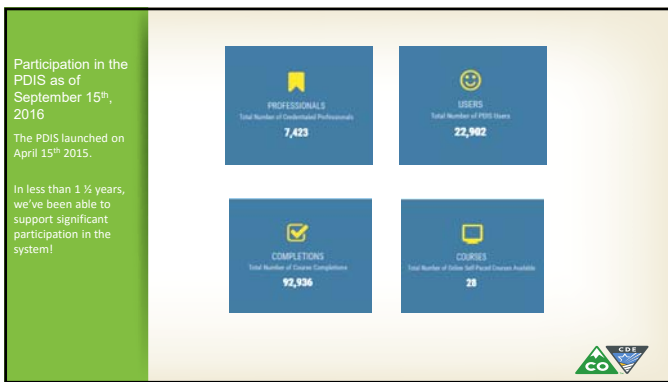












RTT-ELC Workforce Support Systems

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.



What's New

Georgia's Early Education Summit

In August 2016, the Georgia's Early Education Summit (EES) was held in Atlanta, Georgia. The summit was a key event in the state's early education reform process, where the state's early education leaders gathered to discuss the state's early education system and to share best practices.

The updated ELC TA [toolkit](#) 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 implementing their ELCs, how states are conducting all assessment activities, and how states of assessment look RTT-ELC states are developing, and how RTT-ELC states assess progress for school readiness.

August ELC TA Newsletter - August 2016

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

SPOTLIGHT ON THE STATES

GEORGIA

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

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2017 ELC TA Newsletter - August 2016

2017 ELC TA Newsletter - August 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
- Events
- Regional Conferences
- Newsletters
- 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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