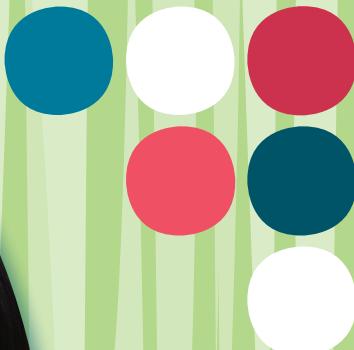


T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2016 National Professional Development Symposium



Strategic Opportunities:

Exploring Multiple Pathways to a Diverse, Well-Compensated and Professional Early Childhood Workforce

2016 Symposium REGISTRATION BROCHURE

April 26-27, 2016

William and Ida Friday Center for Continuing Education . Chapel Hill, NC

Welcome

Welcome to the 16th T.E.A.C.H. Early Childhood® and Child Care WAGE\$® National Professional Development Symposium. The symposium will convene early on Tuesday, April 26th and conclude mid-afternoon on Wednesday, April 27th. It will be held at the William and Ida Friday Center for Continuing Education, the University of North Carolina's state-of-the-art conference center in Chapel Hill, NC.

The theme of this year's symposium is Strategic Opportunities: Exploring Multiple Pathways to a Diverse, Well-Compensated and Professional Early Childhood Workforce. In thinking about this theme, we should be asking ourselves, "do the early childhood educators in our field mirror the diversity of the children we serve?" And "are we doing all we can to be sure they are able to access the education they want and deserve and that they are fairly compensated for all they know and are able to do?" These are not easy questions and require some deep thinking and self reflection in terms of our values, our biases, our hopes and our actions.

The release last year of the Institute of Medicine's (IOM) report, Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation, sets the perfect backdrop for our work in helping ensure early educators have the education they need, earn the money they deserve, stay in the field they love and look like the children they serve. We look forward to robust and thought provoking presentations and conversations at this year's symposium. We hope you will join us.

Symposium workshops are selected based on topics of interest identified in the previous year's symposium evaluations, T.E.A.C.H. and WAGE\$ state program technical assistance requests and topics that are timely to the field of early education in general and professional development in particular.

SYMPOSIUM PROGRAM

DATE/TIME	FUNCTION
Tuesday, April 26	
7:30 a.m. – 5:00 p.m.	Registration
7:30 a.m. – 8:30 a.m.	Continental Breakfast (<i>included in registration</i>)
8:30 a.m. – 10:00 a.m.	Opening Welcome & Keynote Address
10:15 a.m. – 11:45 a.m.	Concurrent Sessions I
11:45 a.m. – 12:45 p.m.	Lunch on site (<i>included in registration</i>)
1:00 p.m. – 2:30 p.m.	Concurrent Sessions II
2:45 p.m. – 4:15 p.m.	Concurrent Sessions III
4:30 p.m. – 5:30 p.m.	Networking Poster Session
Wednesday, April 27	
7:15 a.m. – 8:00 a.m.	Continental Breakfast (<i>included in registration</i>)
8:00 a.m. – 9:30 a.m.	Concurrent Sessions IV
9:45 a.m. – 11:15 a.m.	Concurrent Sessions V
11:30 a.m. – 12:30 p.m.	Plenary Panel Presentation
12:30 p.m. – 1:30 p.m.	Lunch on site (<i>included in registration</i>)
1:45 p.m. – 3:15 p.m.	Concurrent Sessions VI



SYMPOSIUM HIGHLIGHTS & SPECIAL EVENTS

Opening Welcome & Keynote Address

Tuesday, April 26, 8:30 a.m. – 10:00 a.m.



This year's opening session will begin with a welcome, a T.E.A.C.H. and WAGE\$ national update and recognition of T.E.A.C.H. Early Childhood® and Child Care WAGE\$® programs and staff. We are very pleased to welcome Dr. Aisha Ray, Professor Emerita of Child Development at Erikson Institute. Dr. Ray will speak on *What Will It Take? – Creating a Highly Effective, Diverse, and Adequately Compensated Early Childhood Workforce.*

Plenary Panel Discussion

Wednesday, April 27, 11:30 a.m. – 12:30 p.m.

We are also very pleased to welcome a panel of presenters representing the diversity of our field who will discuss race, gender and equity issues from a personal perspective. Panelists, *Carol Brunson Day*, Brunson, Day & Phillips Consultants; *Ana De Hoyos O'Connor*, San Antonio College; and *Dan Haggard*, New Mexico Children, Youth and Families Department, will share personal thoughts, experiences and knowledge from their past and their present and help us think about the future in terms of discussions that should be taking place in our workplaces, homes and communities.

T.E.A.C.H. and WAGE\$ Database Onsite Personal Services (OPS) "Genius Bar"

Also back by popular demand will be an opportunity for T.E.A.C.H. and WAGE\$ program staff to schedule appointments to get on site database support at the symposium. An appointment registration system has been set up to schedule appointments ahead of time through the link below or appointments can be scheduled onsite based on availability. The database support team recommends that you bring a laptop for your appointment. Database team members will contact those that sign up with further details. Questions? Contact Jill Arnold at jilla@childcareservices.org.

Schedule an onsite database support session [here](#).

Door Prizes

Back by popular demand, door prizes will be provided by each T.E.A.C.H. and/or WAGE\$ Program! **NOTE: Since many people who attend the symposium travel by air, please consider baggage restrictions for size, weight, liquids and gels when creating your door prize.**

Symposium Highlights

- > 35 high quality and timely workshops
- > 2 plenary sessions
- > Presenters from within the ranks of T.E.A.C.H. and WAGE\$ Programs, higher education institutions and an array of non-profit and other organizations including
 - Council for Professional Recognition (CDA)
 - Erikson TEC Center
 - National Association for the Education of Young Children
 - National Governor's Association
 - National Women's Law Center
 - Office of Child Development, Administration on Children & Families, Department of Health and Human Services
- > 4 featured sessions

Networking Poster Session

Once again we are offering an opportunity for symposium attendees to network at the end of the first day. This year we ask T.E.A.C.H. and WAGE\$ programs to focus posters on work being done or preparing to be done that address one or more of the recommendations from the IOM report, Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation. Recommendations can be found on the T.E.A.C.H. Early Childhood® National Center website [here](#).

We will provide each of the T.E.A.C.H. and WAGE\$ programs and any other partner who requests one with a 6 foot table, a foam board (30"x 40") and adhesive and other supplies to create a small display representative of your program's efforts. We encourage poster session participants to bring materials to share with others.

T.E.A.C.H. Early Childhood® Counselor Workshop Tracks

This year we have created two workshop tracks geared specifically toward T.E.A.C.H. Counselors. Each track is comprised of three workshops across the three concurrent sessions each day. The first track, on Tuesday, April 26, is for newer counselors (those with less than two years experience in a T.E.A.C.H. counselor position). The second track, on Wednesday, April 27, is for more experienced counselors (those with more than two years experience in a T.E.A.C.H. counselor position). While counselors are not required to register for these tracks, they are each organized in a way that offers two workshops with content that is specific to the counselor role and one that supports professional growth and wellness.

CONCURRENT SESSIONS

Participants must register in advance for sessions on the registration form. Preferences for sessions will be given on a first-come, first-served basis. Space is limited, so register early. Workshops are marked for the intended audience. This is only a guide. Participants should make workshop choices that meet their particular professional needs.

SESSION I

TUESDAY, APRIL 26

10:15 am – 11:45 am

1. **Counselor Roundtable – An Open Discussion for Newer Counselors (*Newer counselors for this purpose are considered those with less than two years counseling experience with the T.E.A.C.H. Early Childhood® Program*)**
NEWER COUNSELOR TRACK – SESSION I

This roundtable discussion will provide a forum for open discussion between newer counselors and Amy Duffy. The discussion will be guided by the issues and concerns raised by the group and may include topics such as file management, caseload management and counseling with an ear toward student success.

Audience: Newer T.E.A.C.H. Counselors

Presenter: **Amy Duffy**, Project Manager, T.E.A.C.H. NORTH CAROLINA, Child Care Services Association

2. **Strengthening the Education, Compensation and Retention of the Early Childhood Workforce: An Update from the Office of Early Childhood Development, Administration for Children & Families, HHS**

The Office of the Deputy Assistant Secretary for Early Childhood Development (ECD) promotes a joint approach at the federal level to improving the availability of high quality early learning and development programs. This workshop will highlight the work being done to address the education, compensation and retention of the early childhood workforce at the federal level across Head Start, Child Care and Pre-K; how these issues are addressed in the Child Care and Development Block Grant; and how this work aligns with the recommendations of the Institute of Medicine's report, Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation.

Audience: All

Presenter: **Shannon Rudisill**, Deputy Assistant Secretary for Early Childhood Development, Administration for Children & Families, U.S. Department of Health and Human Services

3. **Barriers to Learning and Community College Program Completion: Got a Plan?**

This session will examine common barriers early childhood students face during their higher education journey in all modalities of learning, including seated and online, and how they relate to the delay, completion or non-completion of a degree or other early childhood credentials. Using research and practical hands on experiences, together we will examine an

outline of strategies and supports that will yield successful educational journeys for early childhood professionals across the board.

Audience: All

Presenter: **Sharon Little**, Faculty, Early Childhood, South Piedmont Community College

4. **T.E.A.C.H. Early Childhood® Competency Assessment – A Basic Review and Updates**

We at the T.E.A.C.H. Early Childhood® National Center see the Competency Assessment Process as an iterative one, whereby, as we learn more, changes and updates are made. This workshop will provide an overview of and updates to the T.E.A.C.H. Competency Assessment tool, instructions and process.

Audience: T.E.A.C.H. Program Staff

Presenter: **Julie Rogers**, Director, Quality Assurance and Program Operations, T.E.A.C.H. Early Childhood® National Center

5. **Investments in the Education, Compensation and Retention of Early Childhood Staff - Making the Case to Child Care Administrators**

With the rising costs of everything and limits on both subsidy reimbursements and what programs can expect parents to pay, squeezing out time and funding to support early childhood teachers on an educational pathway can be a hard sell to program directors. This workshop will provide an opportunity to learn how the nation's largest provider of early childhood education programs works with their early childhood program directors in support of teacher education, compensation and retention.

Audience: T.E.A.C.H. and WAGE\$ Program Staff

Presenter: **Celia Hartman Sims**, Vice President, Government Relations, KinderCare Education

6. **Build It Better: A Unifying Framework for Integrated, Cross Sector Professional Development Systems**

The early childhood workforce has been challenged to raise the bar on professional qualifications across sectors and settings especially in response to new research reports and new state and federal funding opportunities. State and national professional development leaders are responding to the call. Building on the 2008 NAEYC PD system policy blueprint, NAEYC developed and tested PD system indicators that look across early childhood education sectors, settings and roles to build a better system - one that can integrate PD regulations and initiatives, raise PD quality, address workforce equity and diversity, and make the case for compensation parity. In this session we'll see how the NAEYC PD System Indicators can be used to support state initiatives, meet new federal requirements for state child care plans, and work on the IOM Transforming the Workforce report recommendations. We'll use the new NAEYC PD system indicators to construct goals and benchmarks that measure real progress and build better PD systems.

Audience: All

Presenter: **Alison Lutton**, Senior Advisor, Early Childhood Workforce Systems Initiative, National Association for the Education of Young Children

SESSION II

TUESDAY, APRIL 26

1:00 pm – 2:30 pm

7. Time Management: Juggling Multiple Demands in the High Paced and Complex T.E.A.C.H. Early Childhood® Program – NEWER COUNSELOR TRACK – SESSION II

The roles and responsibilities for T.E.A.C.H. counselors are many – paper pusher, interventionist, academic advisor, career advisor, referral specialist and more. How to juggle all of this while at the same time providing excellent customer service takes careful consideration and attention. This workshop will take a look at the multidimensional demands of this job and provide tips and tricks to be sure you organize your days to maximize your productivity.

Audience: T.E.A.C.H. Counselors

Presenters: **Megan Burke**, T.E.A.C.H. Program Director, Texas Association for the Education of Young Children; **Kelsey Laird**, Director, T.E.A.C.H. Early Childhood® MICHIGAN, Michigan Association for the Education of Young Children; **Felicia Wilburn**, Early Childhood Resource Coordinator, Alabama Partnership for Children

8. Federal Early Childhood Funding and Policy: News from the National Front

We are pleased to welcome back Helen Blank, Director, Child Care and Early Learning at the National Women's Law Center to provide us with an update on what's happening in early childhood education on the national front. This workshop will highlight up to date information on the new Every Student Succeeds Act (ESSA) law and its impact on early learning; information on the proposed regulations for the Child Care and Development Block Grant; the status of the Child Nutrition reauthorization as it impacts the Child and Adult Care Food Program (CACFP); FY17 budget and appropriations issues; the varied efforts to insert child care/early learning into the 2016 campaigns and the varied agendas; what is needed from the field to support early learning efforts on the national front and strategies to take back to your state.

Audience: All

Presenter: **Helen Blank**, Director, Child Care and Early Learning, National Women's Law Center

9. Higher Education at the Fulcrum: New Markets, New Content and New Modalities in Early Childhood Professional Preparation

As the educational attainment of the early childhood teaching workforce continues to rise, albeit slowly, and teachers with more education and somewhat better pay are staying in their classrooms, strategies will need to change to keep students coming to higher education for continuing professional preparation. Who are you driving to come to your programs? Where do students get the next deep dive in their education, i.e., where are the strong Infant/Toddler credentials beyond the associate degree and what are the next steps for administration and leadership? What new modalities are being considered for offering courses, certificates and degrees? How are trends in technology a part of the context and changing landscape of higher education? These questions and others will be answered in this workshop designed to look at the directions being taken and strategies being explored to reach

new audiences and what this all means for faculty and students.

Audience: All

Presenters: **Chip Donohue**, Dean of Distance Learning and Continuing Education, TEC Center Director, Erikson Institute; **Carmen Rivers**, Early Childhood Education, Lecturer, Department of Curriculum and Instruction, University of Wisconsin – Whitewater

10. Child Care WAGE\$® Roundtable *(For Child Care WAGE\$® Staff Only)*

This workshop will provide staff of Child Care WAGE\$® programs the opportunity to meet with Allison and Katherine to discuss timely issues related to all aspects of the WAGE\$® Program.

Audience: Child Care WAGE\$® Staff

Presenters: **Allison Miller**, Vice President, Compensation Initiatives, Child Care Services Association; **Katherine Walker-Brooks**, WAGE\$ Program Manager, Child Care Services Association

11. Non-Traditional Outreach: New and Successful Messaging for Potential T.E.A.C.H. and WAGE\$ Participants

What if your T.E.A.C.H. Program were given \$1.5 million to get new scholarship models (or supplements) out the door ASAP? What would you do? Given the reality that more and more teachers are earning degrees and staying in the field, finding new participants can be difficult. Would you be ready to gear up fast? Would you be able to craft new messages? This workshop will highlight the realities of how T.E.A.C.H. FLORIDA geared up to spend this new money by using out of the box thinking when it came to outreach and messaging to grow their recipient base.

Audience: T.E.A.C.H. and WAGE\$ Program Staff

Presenters: **Denise Bishop**, T.E.A.C.H. Early Childhood® Outreach Coordinator, Children's Forum, Inc.; **Lori Stegmeyer**, Director, Workforce Initiatives, Children's Forum, Inc.

12. T.E.A.C.H. Early Childhood® and Child Care WAGE\$® Administrator Roundtable *(For T.E.A.C.H. and WAGE\$ Program Administrators and Administrative Home Executive Directors Only)*

This session provides an opportunity for T.E.A.C.H. and WAGE\$ program administrators and agency heads to meet together in an open forum with Sue Russell to discuss timely topics of the day. The session will focus on the symposium theme of Strategic Opportunities: Exploring Multiple Pathways to a Diverse, Well-Compensated and Professional Early Childhood Workforce.

Audience: T.E.A.C.H. and WAGE\$ Administrators and Administrative Home Executive Directors

Presenter: **Sue Russell**, Executive Director, T.E.A.C.H. Early Childhood® National Center



SESSION III

TUESDAY, APRIL 26

2:45 pm – 4:15 pm

13. Professional Wellness and Growth (*This session is offered again on Wednesday, April 27, from 1:45 – 3:15 p.m.*) – NEWER COUNSELOR TRACK – SESSION III

This workshop will discuss the importance of attendees learning how to deal with challenges in the workplace with calmness and professionalism and the importance of taking care of themselves and working on their professional growth.

Audience: T.E.A.C.H. and WAGE\$ Counselors

Presenter: **Kayelynn Ogden**, Training Coordinator, The Children's Cabinet and T.E.A.C.H. Advisory Committee Chair, T.E.A.C.H. NV

14. Race to the Top Early Learning Challenge Grants – Sustaining the Efforts

Eleven T.E.A.C.H. states were awarded Race to the Top Early Learning Challenge (RttTELC) grants. With grant funding winding down, states are working to address sustainability issues. This workshop will highlight the work of three T.E.A.C.H. states and their efforts to sustain work started with RttTELC grant funding.

Audience: All

Presenters: **Leslie Gell**, Director, T.E.A.C.H. Early Childhood® RHODE ISLAND Coordinator, Ready to Learn Providence; **Baji Rankin**, Executive Director, New Mexico Association for the Education of Young Children; **Erica Willard**, Executive Director, Michigan Association for the Education of Young Children; **Debra Torrence**, Director, Resource Development, T.E.A.C.H. Early Childhood® National Center (Facilitator)

15. Tips and Tricks of the T5 Database (*For T.E.A.C.H. Staff Currently Using T5*)

Now that you've got the day-to-day of using T5 perfected, let's take it to the next level! Do you know how to pull a list of all courses a recipient took? Do you know how to change the model that someone is on? Have you tried doing some Quality Control? Join us to see a few neat features. Some features will be highlighted, but LOTS of time will be available for your questions and demonstration of the answers!

Audience: T.E.A.C.H. Program Staff Using the T5 Database

Presenter: **Jill Arnold**, National Database Support, Child Care Services Association

16. The Child Care WAGE\$® Project: How A Compensation Strategy Can Address the Education, Compensation and Retention of the Early Childhood Workforce

For 22 years, Child Care WAGE\$® has been an effective strategy for providing young children more stable relationships with better educated teachers by rewarding teacher education and continuity of care. This workshop will feature staff from two WAGE\$ Programs who will discuss the program in their states – from how it got started to current outcomes. They will look at how WAGE\$ fits into their state early education systems and share lessons learned.

Audience: All

Presenters: **Dara Madigan**, WAGE\$ Program Coordinator, IOWA

Association for the Education of Young Children; **Erika Williams**, WAGE\$ Senior Counselor; Children's Forum, Inc.; **Allison Miller**, Vice President, Compensation Initiatives, Child Care Services Association (Facilitator)

17. The Challenges and Opportunities for Keeping Pace With the Changing Dynamics of the Early Childhood Education Profession

Higher education is the major pipeline for the early childhood education profession. Multiple drivers, though, are changing expectations for and working conditions of the profession. Federal and state policies, state and local market-forces, and influential reports (such as the IOM) compel professional preparation programs to continually redesign and retool their programs to meet the needs of the profession and the demands of the early childhood field. This workshop will provide an overview of the changing landscape and the key issues that need to be explored to help ensure the continuation of robust early childhood degree programs at higher education institutions. NAEYC will highlight how it is responding to the challenge of advancing the profession using lessons learned from its own research of early childhood education degree programs as well as from its long-standing work in accrediting and recognizing early childhood education programs.

Audience: All

Presenter: **Mary Harrill**, Senior Director, Higher Education Accreditation and Program Support, National Association for the Education of Young Children

SESSION IV

WEDNESDAY, APRIL 27

8:00 am – 9:30 am

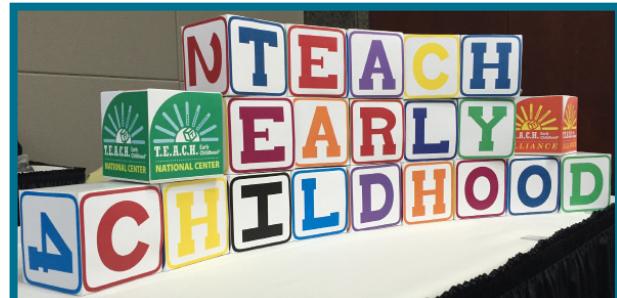
18. Counselor Roundtable: An Open Discussion for Experienced T.E.A.C.H. Early Childhood® Counselors (*Experienced counselors for this purpose are considered those with two years or more counseling experience with the T.E.A.C.H. Early Childhood® Program*)

EXPERIENCED COUNSELOR TRACK – SESSION I

This roundtable discussion will provide a forum for open discussion between experienced counselors and Edith Locke. The discussion will be guided by the issues and concerns raised by the group and may include topics such as supervising other T.E.A.C.H. counselors, caseload management and counseling with an ear toward student success..

Audience: Experienced T.E.A.C.H. Counselors

Presenter: **Edith Locke**, Vice President, Professional Development Initiatives, Child Care Services Association



19. Building an Early Childhood Education Profession - What Will It Take? (This is part I of a 2-Part Workshop. Participants must sign up for both parts. Part II is offered immediately following this session on Wednesday, April 27, from 9:45 – 11:15 a.m.)

The hours are long, the pay is not enough and the respect for the work of an early educator is sometimes lacking in our public discourse. And while the perception of early education is slowly changing, pursuing a career in early childhood can still be a tough sell. This 2-part workshop will tackle some tough questions: What is a profession? How do we move from what some consider simply an occupation to a well regarded profession? Where is the early childhood education field in the process of defining professional education and standards? What can we be doing in our states to advance this process? How do we as a field take ownership of and demonstrate leadership for the change that needs to happen? Through group discussion, answers to these questions and more will be formulated.

Audience: All

Presenter: **Valora Washington**, CEO, Council for Professional Recognition

20. Progress on Recommendations from the Institute of Medicine (IOM) Report, Transforming the Workforce for Children Birth Through Age 8, A Unifying Foundation: A Three State Update

States across the country are working hard to figure out how to utilize recommendations from the IOM report in their program and policy work. Some activities to date include using the recommendations to drive conversations related to credentials, degrees and certificates; to advance recommendations on career lattice and pathways, core knowledge and competencies and strategic planning; and to update state CCDBG plans. This workshop will highlight work to date taking place in three T.E.A.C.H. Early Childhood® Program states.

Audience: All

Presenters: **Barb Merrill**, Executive Director, Iowa Association for the Education of Young Children and Program Manager, T.E.A.C.H. IOWA and Child Care WAGE\$® IOWA, Iowa Association for the Education of Young Children; **Debra Torrence**, Director, Resource Development, T.E.A.C.H. Early Childhood® National Center; **Dianna Wallace**, Executive Director, Indiana Association for the Education of Young Children

21. Innovative Strategies for Growing Investments in the Early Childhood Workforce

The recent report, Transforming the Workforce for Children Birth through Age 8, sets out lofty goals for the education and competence for the teachers of our nation's young children. Yet early childhood teachers are poorly compensated, making it hard to attract, retain and build career pathways for highly skilled teachers. The National Governors Association is helping states explore new ways of utilizing workforce investment strategies to improve the development and compensation of the early care and education workforce. This session will explore innovations that are taking place across the country.

Audience: All

Presenter: **Aaliyah A. Samuel**, Senior Policy Analyst, Education Division, National Governors Association Center for Best Practices

22. Higher Education Panel: Innovation and Implementation in Higher Education – Recommendations from the IOM Report

Higher education is a key component throughout the IOM report recommendations and is the focus of Recommendation #4: Build an interdisciplinary foundation in higher education for child development and Recommendation #5: Develop and enhance programs in higher education for care and education professionals. With an eye toward implementation of these recommendations and others in the report, this workshop will explore with two- and four-year faculty what is taking place in their higher education programs in general and what is innovative and different.

Audience: All

Presenters: **Deb Cassidy**, Professor, Human Development and Family Studies, University of North Carolina – Greensboro; **Ana De Hoyos O'Connor**, Associate Professor, San Antonio College; **Carmen Rivers**, Early Childhood Education, Lecturer, Department of Curriculum and Instruction, University of Wisconsin – Whitewater; **Dan Haggard**, Deputy Director, Early Childhood Services Division, NM, Children You and Families Department (facilitator)

23. Voter Polls – What Market Research Tells Us about Public Opinion Related to the Image of and Commitment to Investments In the Early Childhood Profession

Amazing as this may seem, the value of investments in early education may be getting the traction it has needed with the public and policymakers across the country. Last year, the National Association for the Education of Young Children worked with a bipartisan team of researchers on a large-scale market research project. The poll, conducted on the importance of early education, revealed strong support for federal and state investments in the field with findings in three areas: the image of the profession; paths to define and grow the profession; and voters' commitment to investing in the profession. This workshop will highlight the results of this poll and the implications for the field.

Audience: All

Presenter: **Lauren Hogan**, Senior Director, Public Policy and Advocacy, National Association for the Education of Young Children

SESSION V

WEDNESDAY, APRIL 27

9:45 am – 11:15 am

24. Business Partnerships and Workforce Investments for Early Childhood Education

We in the early education field are very inclusive when it comes to engaging stakeholders within our own field. But are we doing enough to engage the business community and Workforce Boards when it comes to supporting education, compensation and retention of our early educator workforce? This workshop will highlight some interesting strategies to engage these entities in our work as well as helping attendees in creating some first or next steps in their own states.

Audience: All

Presenter: **Dianna Wallace**, Executive Director, Indiana Association for the Education of Young Children

25. Building an Early Childhood Education Profession - What Will It Take? (This is part II of a 2-Part Workshop. Participants must sign up for both parts. Part I is offered immediately prior to this session on Wednesday, April 27, from 8:00 – 9:30 a.m.)

The hours are long, the pay is not enough and the respect for the work of an early educator is sometimes lacking in our public discourse. And while the perception of early education is slowly changing, pursuing a career in early childhood can still be a tough sell. This 2-part workshop will tackle some tough questions: What is a profession? How do we move from what some consider simply an occupation to a well regarded profession? Where is the early childhood education field in the process of defining professional education and standards? What can we be doing in our states to advance this process? How do we as a field take ownership of and demonstrate leadership for the change that needs to happen? Through group discussion, answers to these questions and more will be formulated.

Audience: All

Presenter: **Valora Washington**, CEO, Council for Professional Recognition

26. Building Strong Program Leaders through Higher Education Opportunities

Work being done around the country has identified the need for advanced degrees in early childhood education leadership/management as early childhood program directors and other leaders have long expressed a desire to learn more about leading/managing early education programs. This workshop will frame the issues; highlight director competencies and the content needed for degrees; discuss the impact this work is having; and explore system integration and education/compensation strategies for getting this population the education it wants and deserves.

Audience: All

Presenters: **Pam Boulton**, Leadership Instructor, Center for Early Childhood Professional Development and Leadership , UW-Milwaukee and Director, Wisconsin Early Childhood Association – Milwaukee; **Deb Cassidy**, Professor, Human Development and Family Studies, University of North Carolina – Greensboro; **Edith Locke**, Vice President, Professional Development Initiatives, Child Care Services Association

27. Lessons from the Innovative Counseling Project and Where We Go From Here

EXPERIENCED COUNSELOR TRACK – SESSION II

All T.E.A.C.H. programs offer a combination of economic and social supports to early educators receiving T.E.A.C.H. scholarships. And while participants in all T.E.A.C.H. programs receive the same types of economic support (tuition, books, paid leave, travel stipend and a bonus), targeted social supports (counseling) may vary from one state to another. Although the T.E.A.C.H. framework requires that states provide a designated T.E.A.C.H. counselor, expectations about how counselors should relate to students and what they actually do will vary across and within states. This workshop will highlight the findings of a two-phase project designed to study if additional counselor contacts and supports coupled with goal setting help project participants continue reaching for their academic goals.

Audience: T.E.A.C.H. Program Staff

Presenters: **Bob Konrad**, Research Professor and Senior Scientist, UNC-Chapel Hill; **Sharon Sullivan**, Higher Education Manager, T.E.A.C.H. Early Childhood® National Center

28. T.E.A.C.H. and WAGE\$ Advisory Committees: Why We Have Them and How States are Working to Strengthen Them

Every T.E.A.C.H. and WAGE\$ Program is required to establish an advisory committee. But not all advisory committees are created equal. This workshop will provide a primer on the purpose, requirements and vision for this work along with a check in with states that implemented new strategies in the past year to strengthen their advisory committees.

Audience: T.E.A.C.H. and WAGE\$ Program Staff

Presenters: **Megan Burk**, Program Director, T.E.A.C.H. Early Childhood® TEXAS, Texas Association for the Education of Young Children; **Penny Mosher**, T.E.A.C.H. MISSOURI Assistant Director, Child Care Aware® of Missouri; **Barb Merrill**, Executive Director, Iowa Association for the Education of Young Children and Program Manager, T.E.A.C.H. IOWA and Child Care WAGE\$® IOWA, Iowa Association for the Education of Young Children; **Baji Rankin**, Executive Director, New Mexico Association for the Education of Young Children; **Julie Rogers**, Director, Quality Assurance & Program Operations, T.E.A.C.H. Early Childhood® National Center (Facilitator)

29. Using the T5 Database for Quality Control

The T.E.A.C.H. Early Childhood® Database is a multifaceted tool. This workshop will highlight how the database can be used by T.E.A.C.H. administrators to provide programmatic oversight and will cover topics such as conducting quality control, monitoring counselor caseloads, and how these activities support reporting and competency assessment requirements. Tips that administrators can pass along to counselors to help them do their jobs more easily and more efficiently will be shared.

Audience: T.E.A.C.H. Program Staff

Presenters: **Amy Duffy**, Project Manager, T.E.A.C.H. NORTH CAROLINA, Child Care Services Association; **Michelle Raybon**, Director, T.E.A.C.H. ALABAMA, Alabama Partnership for Children

Photography Disclaimer

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SESSION VI

WEDNESDAY, APRIL 27

1:45 pm – 3:15 pm

30. Professional Wellness and Growth (This session is also offered Tuesday, April 26, from 2:45 – 4:15 p.m.) EXPERIENCED COUNSELOR TRACK – SESSION III

This workshop will discuss the importance of attendees learning how to deal with challenges in the workplace with calmness and professionalism and the importance of taking care of themselves and working on their professional growth.

Audience: T.E.A.C.H. and WAGE\$ Counselors

Presenter: **Kayelynn Ogden**, Training Coordinator, The Children's Cabinet and T.E.A.C.H. Advisory Committee Chair, T.E.A.C.H. NEVADA

31. The Compensation Conundrum: What Needs to Happen in Our Early Childhood Professional Development Systems To Help Our Under-resourced Workforce Earn Wages That Help Keep Them In The Jobs They Love

Research continues to find that early educators are not well paid despite many years of experience and commitment to the field. Further, lack of resources and an effort to maintain affordability for parents often make it difficult for individual early education programs to reward or encourage teacher education through salaries. As a result, many teachers leave the field or never even consider the profession an option. In this workshop you will hear about the conversations around fair compensation that are currently taking place in our field and the challenges we as a field face in addressing this issue in a way that results in meaningful compensation for early educators. Learnings from salary supplement and other compensation strategies, including data, outcomes and stories of how these strategies can make a real difference for early educators, will be shared.

Audience: All

Presenter: **Sue Russell**, Executive Director, T.E.A.C.H. Early Childhood® National Center

32. The Art of Communicating and Building Strong Relationships With T.E.A.C.H. Program Participants: From Conversations to ROCs and Everything In Between

Communication plays an integral part in the relationship between T.E.A.C.H. counselors and scholarship recipients, and there are many facets of communication that come into play in this relationship. This workshop will focus on the varied ways in which counselors and recipients communicate with each other and how counselors can best assure they are leaning in when it comes to successful communication efforts.

Audience: T.E.A.C.H. Program Staff

Presenter: **Edith Locke**, Vice President, Professional Development Initiatives, Child Care Services Association

33. Unpacking Competency #3 of the T.E.A.C.H. Competency Assessment Tool – Regularly Seeking the Input of Recipients and Sponsors

One of the T.E.A.C.H. Early Childhood® Guiding Principles for T.E.A.C.H. customers as outlined in our Core Values is to be guar-

anteed satisfaction with the services they receive as measured through evaluation feedback. This principle plays out in Competency #3 of the Competency Assessment Tool. This workshop will provide a detailed review of the competency rationale, documentation and benchmarks and unpack it all, including how to plan for and conduct evaluations; how to analyze evaluation results and report them and how to create strategies to address findings raised in evaluations.

Audience: T.E.A.C.H. Program Staff

Presenters: **Mary Martin**, Vice President, Systems Research and Development, Child Care Services Association; **Julie Rogers**, Director, Quality Assurance & Program Operations, T.E.A.C.H. Early Childhood® National Center

34. All In: Organizational Fund Development Using a Florida Case Study

Fund development for T.E.A.C.H. Early Childhood® must be multidimensional, including a focus on funding for T.E.A.C.H. Early Childhood® as well as the entire T.E.A.C.H. administrative home. This workshop examines work accomplished via a technical assistance program provided by the T.E.A.C.H. Early Childhood® National Center to Children's Forum, Inc., the administrative home for T.E.A.C.H. FLORIDA. Learn about the technical assistance approach that was used, the strategies that were identified and how this has all played out for Children's Forum, Inc., and T.E.A.C.H. FLORIDA.

Audience: T.E.A.C.H. and WAGE\$ Program Administrators

Presenters: **Phyllis Kalifeh**, President, Children's Forum, Inc.; **Debra Torrence**, Director, Resource Development, T.E.A.C.H. Early Childhood® National Center

35. Early Education Articulation Issues, Outcomes, Strategies and Next Steps: Lessons Learned from a 2-Year National Initiative

As the field moves in the direction of increased expectations for degreed teachers in early education classrooms, issues and strategies around solid and meaningful articulation agreements become all the more important. This workshop will highlight outcomes of Phase I of the T.E.A.C.H. Articulation Project, including outcomes, lessons learned and next steps for Phase II of the project. In addition, learn about how articulation is working for early childhood education via the competency based Indiana Transfer Single Articulation Pathways (TSAP) framework.

Audience: All

Presenters: **Hanan Osman**, Senior T.E.A.C.H. Director, Indiana Association for the Education of Young Children; **Sharon Sullivan**, Higher Education Manager, T.E.A.C.H. Early Childhood® National Center



REGISTRATION INFORMATION

- Registration for the 2-day symposium is \$250 per person.
- Registration for one day only is \$150 per person.
- The deadline for registration is Friday, March 25, 2016.
- The registration fee includes all workshops and plenary sessions, breakfast, lunch and afternoon refreshments on both days.

Hotel Reservations

A block of rooms has been reserved at the Courtyard by Marriott, which is almost directly across the street from the Friday Center, the Hampton Inn, which is about two miles from the Friday Center and offers shuttle service to the conference center and the Aloft Hotel, which is about one mile from the Friday Center and also offers shuttle service to the conference center.

Information on making reservations for each hotel is below .

Marriott Courtyard ~ across the street from the Friday Center.

- Group rate \$126/night for single, double, triple, quad
- Cut-off date for guaranteed rate and availability is March 27, 2016
- Register by phone: 800-321-2211 or 919-883-0700
- Group Code: T.E.A.C.H. Early Childhood
- Register on line [here](#)

Hampton Inn ~ about 2 miles from the Friday Center and offers a shuttle service.

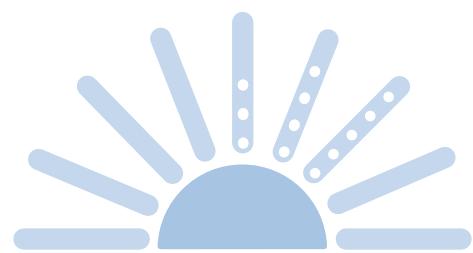
- Group rate \$84.00/night for single, double, triple, quad
- Cut-off date for guaranteed rate and availability is April 15, 2016
- Register by phone: 919-403-8700
- Register on line [here](#)
- Group code: TSY (all caps when registering online)

Aloft Hotel about 1 mile from the Friday Center and offers a shuttle service.

- Group rate \$119.00/night for single, double, triple, quad
- Cut-off date for guaranteed rate and availability is April 7, 2016
- Register by phone: 919-932-7772
- Register on line [here](#)
- Group code: 2016 T.E.A.C.H. Symposium
- Parking is \$10 per day.

Meals (all included in registration fee)

- Continental breakfast is available in the Conference Center Atrium from 7:15 – 8:30 a.m. and includes assorted juices, fresh fruit, hard-boiled eggs, a selection of muffins and breakfast breads, tea and coffee.
- Afternoon refreshment breaks are available each day and include assorted drinks, fruit, nuts and fresh baked goods.
- A buffet lunch on both days offers soup, a salad bar, two hot entrees (one fish and one meat), vegetables and starches, bread, desserts, tea and coffee.
- Vegetarian and gluten free meals are available on request.



Questions?

Send inquiries to

info@teachecnationalcenter.org

or contact Julie Rogers at 850.566.0465 or

julier@childcareservices.org

for additional information.

2016 Professional Development Symposium

DEADLINE – Friday, March 25, 2016

Complete one registration form for each participant. This form may be completed by typing into the fields where indicated.

Name to appear on your name tag: _____

Organization: _____ Title: _____

Address: _____ City/State: _____ Zip: _____

Phone: _____ E-mail: _____

REGISTRATION

Conference registration includes a continental breakfast, lunch and mid-afternoon refreshment break on both days.

- Enclosed is my registration fee of \$250.00.
- Enclosed is my registration fee of \$150.00 for Tuesday only.
- Enclosed is my registration fee of \$150.00 for Wednesday only.
- Enclosed is my presenter registration fee of \$150 for both days.
- Please accept our purchase order. Purchase order number: _____

To pay by credit card (Visa or MasterCard only) contact us at info@teachecnationalcenter.org

TOTAL Enclosed: \$ _____

MEALS

Tuesday Lunch (included in the conference registration)

- ____ Yes, I will attend lunch on Tuesday.
- ____ No, I will not attend lunch on Tuesday.
- ____ I need gluten free options for my meals.
- ____ I need vegetarian options for my meals.

Wednesday Lunch (included in the conference registration)

- ____ Yes, I will attend lunch on Wednesday.
- ____ No, I will not attend lunch on Wednesday.
- ____ I need gluten free options for my meals.
- ____ I need vegetarian options for my meals.

CONFERENCE WORKSHOPS

Indicate your first, second, and third choices by writing in the number corresponding to that session. Numbers are listed next to each session description.

	SESSION I	SESSION II	SESSION III	SESSION IV	SESSION V	SESSION VI
First Choice	_____	_____	_____	_____	_____	_____
Second Choice	_____	_____	_____	_____	_____	_____
Third Choice	_____	_____	_____	_____	_____	_____

Mail, fax or email conference registration including the registration fee or purchase order number by Friday, March 25, 2016.

Checks should be made out to **Child Care Services Association** and forwarded to:

T.E.A.C.H. Early Childhood® National Center Symposium
Child Care Services Association
PO Box 901
Chapel Hill, N.C. 27514
Telephone: 919.967.3272 • Fax: 919.442.1988 • Email: info@teachecnationalcenter.org

WELCOME TO CHAPEL HILL

What to Do While in Town

Across the street from the Friday Center are the Shops at Meadowmont where there are several eateries including Brixx Pizza, Firehouse Subs, Five Guys Burgers & Fries, One Restaurant and Café Carolina and Bakery as well as a coffee shop and a Harris Teeter grocery store. The Marriott Courtyard has a Bistro offering starters, soups, salads, sandwiches and more. Just a few miles into the heart of Chapel Hill is Franklin Street, the home of many more restaurants, which are accessible on the citywide free bus line.

In addition to the Shops at Meadowmont and Franklin Street there are several malls within a few miles. University Mall is located 2.4 miles from the Friday Center. The Streets at Southpoint Mall is just minutes away at the very next exit on I-40.

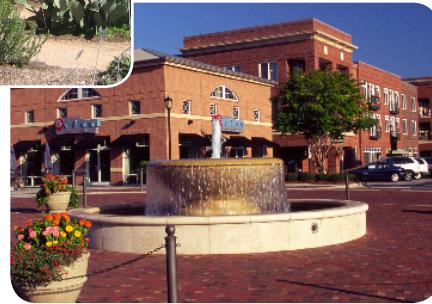
Visit the web for more on planning your time in Chapel Hill:

<http://www.chocvb.org>

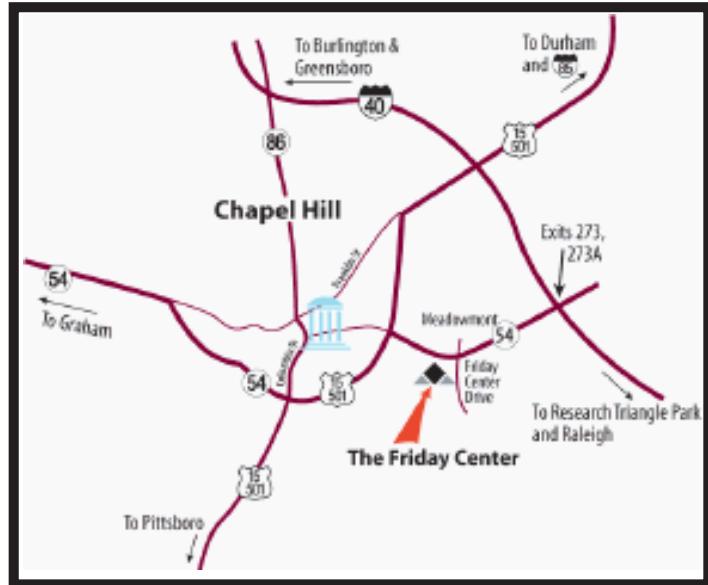
NC Botanical Garden



Southern Season



Meadowmont



The Friday Center is in the Central Piedmont section of North Carolina, near the state capital, three major universities, the Raleigh-Durham International Airport (RDU), and the Research Triangle Park.

William and Ida Friday Center for Continuing Education UNC-Chapel Hill

100 Friday Center Drive
Chapel Hill NC 27599-1020
(919) 962-3000
Toll-free (866) 441-3683

DIRECTIONS TO THE FRIDAY CENTER

The Friday Center is located approximately three miles east of the UNC-Chapel Hill campus, just off Highway 54 East (Raleigh Road). The Center is a short distance from Interstate 40 (from Raleigh, I-40 exit 273A; from Greensboro, I-40 exit 273).

From Winston-Salem, Greensboro and points West:

Take I-40 East to Exit 273 (Hwy 54 West/Chapel Hill). Turn right at top of ramp. Proceed to the fourth stoplight, turn left onto Friday Center Drive (approximately two miles), and take the second right into the Friday Center parking area. Guest parking is on the left; the Friday Center is on the right.

From Durham:

Take I-85 South to 15-501. Take I-40 East to Exit 273 and follow the directions above.

From Charlotte:

Take I-85 North to Greensboro (I-85 and I-40 intersect in Greensboro) and follow the directions from Greensboro above.

From Raleigh and RDU:

Take I-40 West to Exit 273A (Hwy 54 West/Chapel Hill). Proceed to the fourth stoplight, turn left onto Friday Center Drive (approximately two miles), and take the second right into the Friday Center parking area. Guest parking is on the left; the Friday Center is on the right.

From Points South of Chapel Hill, Arriving on Hwy 15-501 North:

Take the Hwy 54/15-501 bypass as you approach Chapel Hill. Take the Hwy 54 East exit (approximately two miles) toward Raleigh. Proceed to the fourth stoplight, turn right onto Friday Center Drive, and take the second right into the Friday Center parking area. Guest parking is on the left; the Friday Center is on the right.

I make a **Difference** for young children.

Ask me how.[®]

