

**T.E.A.C.H. EARLY CHILDHOOD® AND CHILD CARE WAGES®  
2017 NATIONAL PROFESSIONAL DEVELOPMENT SYMPOSIUM**

**Addressing Equity Issues in the Early Childhood Workforce:  
Education, Compensation & Career Pathways**

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

**APRIL 25 - 26, 2017**



**Registration Brochure**



**EARLY BIRD REGISTRATION ENDS March 21!  
Information inside!**

# Welcome

Welcome to the 17th T.E.A.C.H. Early Childhood® and Child Care WAGES® National Professional Development Symposium. The symposium will convene early on Tuesday, April 25th and conclude mid-afternoon on Wednesday, April 26th and 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 Addressing Equity Issues in the Early Childhood Workforce: Education, Compensation and Career Pathways. Our work at the Center continues to be driven by the findings and recommendations of the National Academy of Medicine's (NAM) report, Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation. Many of the symposium workshops address creating solutions toward building comprehensive education, compensation and career pathways for our early education workforce. With a laser focus on these pathways for the workforce by both national and state policymakers, we should be asking ourselves, "are we creating equitable access to education pathways and addressing compensation and employment stability for the entire, diverse early childhood workforce?" And, "are our actions being guided by what the research says and being taken with intentionality?" It is our hope that the symposium program we have planned will help you answer these questions with a resounding YES!

We look forward to robust and thought provoking presentations and conversations at this year's symposium. We hope you can join us.

## SYMPOSIUM PROGRAM

### DATE/TIME

### FUNCTION

#### Tuesday, April 25

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. – 10:15 a.m.	Opening Welcome & Keynote Address
10:30 a.m. – 12:00 p.m.	Concurrent Sessions I
12:00 p.m. – 1:00 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
5:00 p.m. – 6:30 p.m.	Networking Receptions and Program Displays at the Courtyard by Marriott <i>(across the street from the Friday Center)</i>

#### Wednesday, April 26

7:30 a.m. – 1:00 p.m.	Registration
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. – 12:40 p.m.	Plenary Panel Presentation
12:40 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 25, 8:30 a.m. – 10:15 a.m.**

This year's opening session will begin with a welcome and recognition of T.E.A.C.H. Early Childhood® and Child Care WAGE\$® programs and staff. We are very pleased to welcome **Jacqueline Jones, President and CEO of the Foundation for Child Development** as our Keynote Speaker. Dr. Jones will speak on *Leveling the Playing Field for the Early Childhood Workforce: Addressing the Equity Gaps*.

## Networking Reception and T.E.A.C.H. and WAGE\$ Program Displays

**Tuesday, April 25, 5:00 p.m. – 6:30 p.m.  
at the Courtyard by Marriott Hotel**

Join staff of the T.E.A.C.H. Early Childhood® National Center and your colleagues from across the country for a networking reception and program displays. Hors d'oeuvres will be served and a cash bar will be available. Meet, network and learn more about T.E.A.C.H. and WAGE\$ programs while enjoying the sounds of a steel drum. Sponsored by:



## Plenary Panel Discussion

**Wednesday, April 26, 11:30 a.m. – 12:40 p.m.**

The plenary session will open with a review of T.E.A.C.H. Early Childhood® and Child Care WAGE\$® Program highlights. We are also very pleased to welcome a panel representing the diversity of our field. This panel continues the discussion that began at last year's symposium on race, gender and equity issues from a personal perspective. Panelists, **Carol Brunson Day, Brunson, Day & Phillips; Ana De Hoyos O'Connor, San Antonio College;** and **Rosemarie Vardell, Community Advocate and Retired Assistant Professor, North Carolina A&T State University,** 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.

## 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

- > 33 high-quality and timely workshops
- > Welcome and Keynote Presentation
- > Plenary Session Panel Presentation
- > Evening Reception and Program Displays
- > Featured sessions from leaders in the early childhood education field
- > Presenters from within the ranks of T.E.A.C.H. and WAGE\$® programs, higher education institutions and an array of national organizations including:
  - Center for the Study of Child Care Employment
  - Council for Professional Recognition
  - Erikson Institute
  - Frank Porter Graham Child Development Institute
  - KinderCare Education
  - National Academy of Medicine
  - National Association for the Education of Young Children
  - National Black Child Development Institute
  - National Center for Early Childhood Development, Teaching and Learning
  - National Governors Association
  - National Women's Law Center
  - The Urban Institute

## T.E.A.C.H. and WAGE\$ Database Onsite Personal Services "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](mailto:jilla@childcareservices.org).

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

# 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 25

10:30 am – 12:00 pm

### 1. Preparing for Challenges: Overcoming the Obstacles to Higher Education Attainment

Obtaining a college degree is a path filled with challenges. The first challenge for a student is determining WHY they want a degree and how the degree will support the life they want to live. After the WHY question is answered, students need to acknowledge that there will be obstacles and prepare to respond to them. This session will suggest responses for six of the biggest challenges for adult students - money, time, academic preparation, family, jobs, and part time attendance.

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

**Presenter:** Sharon Sullivan, Higher Education Project Manager, T.E.A.C.H. Early Childhood® National Center

### 2. From Advocacy to Policy: Finding Solid Footing – The Realities of Providing Quality

In this session, presenters will describe how the District of Columbia's commitment to increasing access to high-quality early care and education has led to programmatic and policy changes that support a more diverse, educated, and well-compensated workforce. Attendees will learn about DC's Quality Rating Improvement System and Universal Pre-K program and their roles in providing access to high quality education and well compensated jobs for a diverse population. We will also discuss the role of the State Early Childhood Development Coordinating Council, which is a council with key stakeholders, who support and advocate for policies and practices that help all children and families thrive in the District of Columbia. Finally, we will address opportunities to improve access to high-quality ECE with a well-compensated workforce by examining the gap between the reimbursements providers receive from the child care assistance program and the cost of high-quality care. Ultimately, attendees will leave the session with advocacy and policy tools and lessons they can utilize in their own communities.

**Audience:** All

**Presenters:** Cemeré James, Vice President of Policy, National Black Child Development Institute; Judy Berman, Deputy Director, DC Appleseed Center for Law and Justice; Julie Wenekes, Supervisor of Professional Development, Division of Early Learning, Office of the State Superintendent

### 3. The Lifecycle Benefits of an Influential Early Childhood Program - Recent Research on High Quality Early Childhood Education

Featured Session

A recently released study from economist and Nobel Laureate James Heckman and colleagues from two universities shows that high quality birth – five programs for disadvantaged children can deliver a 13% per child, per year return on investment, a much higher return than previously thought. Through analyzing the effects of two identical, random-controlled preschool studies conducted in North Carolina in the 1970s, they found significant gains were realized. This workshop will provide an overview of the NC studies, review the findings from this study and look at why the return on investments now are significantly higher than previous data has shown. The results will also be examined through a policy lens in terms of what it all means for the field and for our work.

**Audience:** All

**Presenters:** Frances Campbell, Senior Scientist Emerita, Frank Porter Graham Child Development Institute; Phyllis Kalifeh, President, Children's Forum, Inc.

### 4. 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 topics that are important to the field of early care and education.

**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

### 5. Innovations in Professional Development from the Council for Professional Recognition

Critical to the success of every CDA credential program in your state is the availability of adequate numbers of qualified assessors (Professional Development Specialists) to service CDA candidates. In addition, our PDS community is an untapped resource that can be channeled for a number of state workforce development initiatives, training, and other professional development opportunities. This session will provide you with innovative ways to both strengthen your state PDS network and utilize the PDS community for other workforce initiatives. The session will also highlight new Council initiatives such as our Gold Standard certifications for early care training organizations and partnership opportunities.

**Audience:** All

**Presenters:** Camille Bryan, Senior Manager, Program Services, Council for Professional Recognition; Katorra Enoch-Longshore, Manager, Strategic Alliances, Council for Professional Recognition

## 6. Cross Cultural Competence: Deepening Awareness of Our Perspectives, Knowledge and Skills

Providing guidance, mentoring and leadership in professional development programs requires being knowledgeable and competent across and with diverse cultures. This session focuses on self-awareness as a basis for strengthening the knowledge and skills that lead to competence. Implications for our professional roles will be explored.

**Audience:** T.E.A.C.H. and WAGES Counselors

**Presenters:** **Florianna Thompson**, Instructor, Early Childhood Education, Wake Technical Community College; **Rosemarie Vardell**, Community Advocate and Retired Assistant Professor, North Carolina A&T State University

## SESSION II

TUESDAY, APRIL 25

1:00 pm – 2:30 pm

## 7. Competency Assessment Portfolios at the Tier 3 Level – What to Expect and How to Succeed

Successfully completing a Competency Assessment Portfolio at the Tier 3 level takes a very different approach than at the Tier 1 and 2 levels. Unlike these Tiers, where the goals are meeting the expectations (Tier 1) and quality improvement (Tier 2), at the Tier 3 level the goal is significant self assessment and self reflection. In addition to different goals, the approach is also different; it's about discussing change and improvement over time in terms of lessons learned, new strategies, measurable progress and results. In this workshop, three T.E.A.C.H. administrators who have completed Tier 3 portfolios and the Center's director of Quality Assurance & Program Operations, will unpack the expectations and discuss what it takes to be successful at the Tier 3 level.

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

**Presenters:** **Autumn Gehri**, Program Director, T.E.A.C.H. Early Childhood® and Professional Development, Wisconsin Early Childhood Association; **Michelle Raybon**, Director, T.E.A.C.H. ALA-BAMA, Alabama Partnership for Children; **Julie Rogers**, Director, Quality Assurance & Program Operations, T.E.A.C.H. Early Childhood® National Center (facilitator)

## 8. Developing an Ambassador Program to Cultivate Growth and Expand Outreach in Florida's T.E.A.C.H. Scholarship Program

Are you reaching everyone in your state who could benefit from a T.E.A.C.H. Early Childhood® Scholarship? We weren't! Are you looking for a new, engaging approach to market the benefits of T.E.A.C.H. throughout your state? We were! Learn how Florida's T.E.A.C.H. Outreach Team developed an Ambassador program comprised of early learning professionals from Early Learning Coalitions, Head Start agencies, state colleges and training and technical institutions. We will share the conception of the program, the tools we developed, the methods we use to communicate, and the impact this program is having on the scholarships we award.

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

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

## 9. T.E.A.C.H. 101: All You Need to Know about the T.E.A.C.H. Early Childhood® Scholarship Program – Part 1 (This is a 2-part session for T.E.A.C.H. Program staff only. Participants must attend both sessions. Part 2 is scheduled immediately following this session, from 2:45 – 4:15 p.m. - Workshop #15)

If you are still becoming acclimated to your role with a T.E.A.C.H. Early Childhood® Program, this all inclusive 2-part workshop is for you. Part 1 will provide information on T.E.A.C.H. from an historical perspective. It will look at all of the licensing, monitoring, quality assurance, data collection and reporting requirements established by the T.E.A.C.H. Early Childhood® National Center for T.E.A.C.H. scholarship programs.

Part 2 of this session will be structured using a framework that provides an in-depth look at the essential elements of a T.E.A.C.H. operation and ways in which they're incorporated and managed daily within small and large T.E.A.C.H. operations. Attendees will also have an opportunity to engage in open discussion with Edith Locke and Amy Duffy.

**Audience:** T.E.A.C.H. Counselors and T.E.A.C.H. Staff Newly Hired in Their Positions

**Presenters:** **Edith Locke**, Vice President, Professional Development Initiatives, Child Care Services Association and Technical Assistance Expert, T.E.A.C.H. Early Childhood® National Center; **Amy Duffy**, Program Manager, T.E.A.C.H. NORTH CAROLINA, Child Care Services Association

## 10. Why the CDA Matters Now More Than Ever

The Child Development Associate credential is more relevant today than ever. It is still the largest professional development program for early educators in our nation; over 20,000 candidates earn or renew their CDA credential each year. This session describes how the CDA credential is being used to support workforce development and career ladders in Indiana, Ohio, and Alabama. With the reauthorization of the Child Care Development Block Grant in 2014, there is renewed focus on ensuring early childhood educators have the training and knowledge they need to educate the youngest members of our society. This session will focus on discussing the current policy environment at the state and federal levels.

**Audience:** All

**Presenters:** **Valora Washington**, CEO, The Council for Professional Recognition; **Hanan Osman**, Senior Director, Indiana Association for the Education of Young Children; **Kimberly Tice**, Executive Director, Ohio Association for the Education of Young Children; **Joy Winchester**, Early Learning Best Practice Coordinator, Alabama Department of Early Childhood Education

Featured Session

## 11. High School as a Pipeline for ECE Staff: What Our Profession Needs to Learn

This presentation/panel session will feature T.E.A.C.H. program staff and higher education faculty from Nebraska and North Carolina. The presenters will discuss their experiences with the role of high school vocational programs, developing joint curriculum, dual credit, licensing conundrums, funding and strategies to successfully move high school students into the early childhood workforce. The panel portion will include an opportunity to respond to questions from session participants.

**Audience:** All

**Presenters:** **Brandee Lengel**, Co-Executive Director, Nebraska Association for the Education of Young Children; **Julie Miller**, Program Chair, Early Childhood Education, Southeast Community College, NE; **Lori Nanney**, Education Instructor and Education Department Chair, Cleveland Community College, NC; **Sharon Sullivan**, Higher Education Project Manager, T.E.A.C.H. Early Childhood® National Center (facilitator)

## 12. Building the State Will for an Educated and Fairly Compensated ECE Workforce

This workshop will answer the following questions: what needs to be done at the state level to build the public and political will for an educated and compensated workforce; what public policy opportunities exist at the state level; what needs to happen to find the money for education and compensation, and how do states then translate that will into resources to support education and compensation?

**Audience:** All

**Presenters:** **Lauren Hogan**, Senior Director, Early Learning Programs, National Association for the Education of Young Children; **Barb Merrill**, Executive Director, Iowa Association for the Education of Young Children

Featured Session

## SESSION III

TUESDAY, APRIL 25

2:45 pm – 4:15 pm

## 13. Federal Early Childhood Challenges and Opportunities: 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 child care/ early childhood education and other supports for children and their families on the national front and what is needed from the field to make the case for greater and thoughtful investments as well as strategies to take back to your state.

**Audience:** All

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

## 14. Making the Case for T.E.A.C.H. Early Childhood® to Pre-K, Head Start and For Profit Early Childhood Education Programs

Daily, if not weekly, T.E.A.C.H. Programs either reach out to or are contacted by potential scholarship recipients and/or their employers to find out if T.E.A.C.H. is a good fit for them. And while those of us who work in T.E.A.C.H. know the many reasons why T.E.A.C.H.

is a great opportunity for early educators and their employers, it is important to be sure your messaging is on point when making the case. This workshop will bring together voices from three early childhood education auspices – Pre-K, Head Start and the for profit early childhood sector, to discuss what it is that has helped convince them that T.E.A.C.H. is a good fit for members of their workforces. They will also highlight what, if any, barriers or challenges their workforce members may face in participating in T.E.A.C.H. and what can be done to remove them.

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

**Presenters:** **Tom Rendon**, Iowa Head Start State Collaboration Office Coordinator, Iowa Department of Education; **Shelly Tollefson**, Government Relations Representative, KinderCare Education; **Joy Winchester**, Early Learning Best Practice Coordinator, Alabama Department of Early Childhood Education

## 15. T.E.A.C.H. 101: All You Need to Know about the T.E.A.C.H. Early Childhood® Scholarship Program – Part 2 (This is a 2-part session for T.E.A.C.H. Program staff only. Participants must attend both sessions. Part 1 is scheduled immediately prior to this session, from, 1:00 - 2:30 p.m. - Workshop #9)

If you are still becoming acclimated to your role with a T.E.A.C.H. Early Childhood® Program, this all inclusive 2-part workshop is for you. Part 1 will provide information on T.E.A.C.H. from an historical perspective. It will provide a look at all of the licensing, monitoring, quality assurance, data collection and reporting requirements established by the T.E.A.C.H. Early Childhood® National Center for T.E.A.C.H. scholarship programs.

Part 2 of this session will be structured using a framework that provides an in-depth look at the essential elements of a T.E.A.C.H. operation and ways in which they're incorporated and managed daily within small and large T.E.A.C.H. operations. Attendees will also have an opportunity to engage in open discussion with Edith Locke and Amy Duffy.

**Audience:** T.E.A.C.H. Counselors and T.E.A.C.H. Staff Newly Hired in Their Positions

**Presenters:** **Edith Locke**, Vice President, Professional Development Initiatives, Child Care Services Association and Technical Assistance Expert, T.E.A.C.H. Early Childhood® National Center; **Amy Duffy**, Program Manager, T.E.A.C.H. NORTH CAROLINA, Child Care Services Association

## 16. Putting Accountability Back Into Accounting: Best Practices

Implementation of accounting best practices can significantly improve your agency's ability to get accurate, timely and reliable information from your accounting system. Join us to discuss how your systems inputs-- accounting policies, internal controls, data entry, bank and other account reconciliations, etc—can be a predictor of your system outputs: financial reporting, 1099 Miscellaneous reporting, budget maintenance, etc. We will also compare T.E.A.C.H. and WAGE\$ database functions versus accounting system functions. Time will be provided for audience Q&A.

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

**Presenters:** **Emmanuel Paul**, Vice President, Finance and Human Resources, Child Care Services Association; **Jill Arnold**, Director, Database Support and Services, T.E.A.C.H. Early Childhood® National Center

Featured Session

## 17. Higher Education Panel - Promoting Equity of Access to Higher Education

There is growing concern about equity of access to higher education for disadvantaged and underrepresented groups in our society. The panel will discuss strategies to overcome the barriers to access, such as reaching those whose language for learning is not English, and those who would be first generation college students. You will also learn how distance learning can help to leverage access to higher education.

**Audience:** All

**Presenters:** **Ana De Hoyos O'Conner**, Associate Professor, San Antonio College; **Chip Donohue**, Dean of Distance Learning and Continuing Education, Erikson Institute; **Florianna Thompson**, Instructor, Early Childhood Education, Wake Technical Community College; **Sue Russell**, Executive Director, T.E.A.C.H. Early Childhood® National Center (facilitator)

## 18. Child Care WAGES® Roundtable (For Child Care WAGES® Staff Only)

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

**Audience:** Child Care WAGES® Staff

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

# SESSION IV

WEDNESDAY, APRIL 26

8:00 am - 9:30 am

## 19. 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)

This roundtable discussion will provide a forum for open discussion between experienced counselors and Amy Duffy. 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

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

## 20. Governor-Led Strategies for Growing Investments in Early Care and Education

This workshop will detail Governors' efforts on improving early care and education. The National Governors Association Center for Best Practices is helping states explore new ways to improve the development, support and compensation of the early care and education workforce. This session will provide a snapshot of innovations taking place across the country to improve early care and education and the skills and knowledge of early childhood educators.

Featured Session

**Audience:** All

**Presenter:** **Seth Gerson**, Program Director, Education Division, National Governors Association Center for Best Practices

## 21. Professional Development Frameworks: Regulations, Strategies, and State Examples

New regulations were released in September, 2016 to guide States as they work toward meeting the requirements of the Child Care and Development Block Grant Act of 2014 (CCDBG). One requirement is that States must have a framework for training, professional development, and postsecondary education for caregivers, teachers, and directors, including those working in school-age care. The requirement is an effective complement to the Head Start requirement for individual professional development plans. This session will present the six key components that are required for the professional development framework, and provide some strategies for how State leaders can bring stakeholders together for these important discussions. States are in different places with this requirement, which is to be expected! The session will also provide some examples from States that are working to develop a framework, and from States that already have a framework in place. Audience members will be encouraged to share experiences related to the professional development framework in their home State.

**Audience:** All

**Presenters:** **Jani Kozlowski**, State Professional Development Coordinator, National Center on Early Childhood Development, Teaching and Learning; **Allyson Dean**, Director of Resource Management, Development & Dissemination, National Center on Early Childhood Development, Teaching and Learning

## 22. Equity through Access: EarlyEdU Alliance – Part 1 (This is a 2-part session. Participants must attend both sessions. Part 2 is scheduled immediately following this session, from 9:45 – 11:15 a.m., Workshop #27)

Participants will examine the innovative work of the EarlyEdU Alliance, a higher education collaboration committed to making affordable and effective bachelor degrees accessible to the early childhood workforce. Examples of our competency based course design and implementation of the Coaching Companion, a video collaboration application, will highlight the power of the coursework to improve teacher practices. States and institutions of higher education are leveraging the resources of the EarlyEdU Alliance to improve equity through affordable access to higher education for the early childhood workforce. Participants will have time and guidance to consider application to their own states and other contexts.

**Audience:** All

**Presenters:** **Gail Joseph**, Founding Director, EarlyEdU Alliance, University of Washington; **Katie Emerson-Hoss**, Higher Education Manager, EarlyEdU Alliance, University of Washington



### 23. Best Practices for the T5 Database

The T.E.A.C.H. database aims to be flexible enough to support programs of different sizes. That being said, there are certain Best Practices that we recommend to ALL programs and users of the database. Topics that we will cover in this session include changing models, how and when to do Quality Control, how to get data out of the system, the best way to stay on top of financial activity and how to identify and track specific populations of recipients or employers. Plus, plenty of time for questions!

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

**Presenter:** **Jill Arnold**, Director of Database Support and Services, T.E.A.C.H. Early Childhood® National Center

## SESSION V

WEDNESDAY, APRIL 26

9:45 am – 11:15 am

### 24. Same Goals, Same Recipients: Leveraging the Combined Power of T.E.A.C.H. & WAGE\$ in Counseling

Join us for an engaging session on how Iowa developed strategies for cross counseling recipients between T.E.A.C.H. and WAGE\$. We will discuss lessons learned, effective strategies for cross counseling, and overall program benefits of working closely together. This information is not applicable only to states with T.E.A.C.H. and WAGE\$ - any organization with multiple projects serving the same population can benefit from this discussion.

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

**Presenters:** **Ashley Otte**, Manager, T.E.A.C.H. IOWA, Iowa Association for the Education of Young Children; **Dara Madigan**, Manager, Child Care WAGE\$, Iowa Association for the Education of Young Children

### 25. Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation - An Implementation Update

In 2015, the consensus report, *Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation*, laid out 13 recommendations for providing consistent, high-quality support for the development and education of children from birth through age 8. In this session, Kimber Bogard will provide a brief overview of the report's recommendations and an update on the implementation of the *Birth Through Age 8 Workforce* pilot project. Hear what various states have done to begin executing implementation and learn about next steps.

**Audience:** All

**Presenter:** **Kimber Bogard**, Director, Innovation to Incubation Program, National Academy of Medicine

### 26. Critical Thinking for T.E.A.C.H. Program Administrators: What It Is, How It Affects Your Life in the Workplace and How to Apply These Concepts in Your Work

Everyone thinks, but do we pay attention to the quality of our thinking? Critical thinking improves the quality of our thinking and enables us to understand logical connections between ideas; detect inconsistencies and common mistakes in reasoning; identify the relevance and importance of ideas; and solve problems systematically. This workshop will delve into the theoretical foundation of critical thinking and how to use critical thinking in

your work managing a T.E.A.C.H. Program, including how to manage when the unexpected pops up. Presenters will discuss how to use the tools and resources available to all T.E.A.C.H. Program administrators when thinking critically about your work and when making decisions. Come prepared to put some of the elements of critical thinking to work in problem solving using real life T.E.A.C.H. Program examples.

**Audience:** T.E.A.C.H. Administrators

**Presenters:** **Teresa Derrick-Mills**, Researcher, The Urban Institute; **John Cregg**, Executive Director, Nevada Association for the Education of Young Children

### 27. Equity through Access: EarlyEdU Alliance – Part 2 (This is a 2-part session. Participants must attend both sessions. Part 1 is scheduled immediately prior to this session, from 8:00 – 9:30 a.m., Workshop #22)

Participants will examine the innovative work of the EarlyEdU Alliance, a higher education collaboration committed to making affordable and effective bachelor degrees accessible to the early childhood workforce. Examples of our competency based course design and implementation of the Coaching Companion, a video collaboration application, will highlight the power of the coursework to improve teacher practices. States and institutions of higher education are leveraging the resources of the EarlyEdU Alliance to improve equity through affordable access to higher education for the early childhood workforce. Participants will have time and guidance to consider application to their own states and other contexts.

**Audience:** All

**Presenters:** **Gail Joseph**, Founding Director, EarlyEdU Alliance, University of Washington; **Katie Emerson-Hoss**, Higher Education Manager, EarlyEdU Alliance, University of Washington

### 28. The Early Childhood Workforce Index: Principles & Recommendations for Improving Early Childhood Jobs

The *Early Childhood Workforce Index* by the Center for the Study of Child Care Employment represents the first effort to establish a baseline description of early childhood employment conditions and policies in every state and to track progress on a state-by-state basis. Come hear about the *Early Childhood Workforce Index* and the accompanying interactive mapping tool and discuss how this tool can be used to support advocacy in your state. Topics include discussing what the *Early Childhood Workforce Index* is, strategies for promoting effective workforce policies such as principles and policy recommendations and how to use the Index.

**Audience:** All

**Presenters:** **Caitlin McLean**, Workforce Research Specialist, Center for the Study of Child Care Employment, University of California, Berkeley

Featured Session

Featured Session



## SESSION VI

WEDNESDAY, APRIL 26

1:45 pm – 3:15 pm

### 29. How to Deal with Difficult People and Keep Your Sanity

Dealing with difficult people is never easy, and can weigh on you physically, mentally, and emotionally. These difficult people can be recipients, sponsors, or even your coworkers! In this session, you will learn the difference between “difficult” people and “angry” people and get tips on how to handle them. You will also learn some techniques to help you de-stress after such interactions.

**Audience:** T.E.A.C.H. and WAGES Counselors

**Presenters:** **Teresa Graves**, T.E.A.C.H. Early Childhood® Alliance Manager, T.E.A.C.H. Early Childhood® National Center; **Megan Burk**, Program Director, T.E.A.C.H. TEXAS, Texas Association for the Education of Young Children; **Darleta McKinnis-Weems**, T.E.A.C.H. Counselor, Texas Association for the Education of Young Children

### 30. Making the Case for T.E.A.C.H. Early Childhood® to Family Child Care Educators

Trying to convince family child care educators to join T.E.A.C.H. is a challenging task. The presenters in this session will discuss the obstacles that hinder family child care educators from joining the program. You will hear from a former family child care educator who will discuss what made the case for her to go back to school through T.E.A.C.H. You will also hear from two T.E.A.C.H. program administrators who will reveal strategies that they are using to engage family child care educators in taking the next steps to go to college.

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

**Presenters:** **Kelsey Laird**, Director, T.E.A.C.H. MICHIGAN, Michigan Association for the Education of Young Children; **Michele Miller-Cox**, Adjunct Instructor, North Carolina A&T State University; **Michelle Spencer**, Coordinator, T.E.A.C.H. DELAWARE, Delaware Association for the Education of Young Children

### 31. Advancing a Diverse and Well Compensated Early Childhood Workforce: Envisioning Professional Preparation and Development Systems

Power to the Profession is a national initiative led by NAEYC, national partners, and the NAEYC affiliate network. The aim is to establish a shared framework of career pathways, knowledge and competencies, qualifications, standards, and compensation that unifies the entire early childhood profession. To achieve this vision while maintaining, celebrating and increasing the diversity of the early childhood workforce, we need professional preparation and development systems and wage supports that meet the needs of diverse professionals. Workshop participants will have the opportunity to inform the initiative through thoughtful dialogue regarding what is required to assist professionals in attaining their higher education degrees and ensuring ongoing best practice.

**Audience:** All

**Presenters:** **Katherine Kempe**, Senior Director, Professional Recognition and Advancement, National Association for the Education of Young Children; **Baji Rankin**, Executive Director, New Mexico Association for the Education of Young Children; **Dianna Wallace**,

Executive Director Indiana Association for the Education of Young Children; **Barb Merrill**, Executive Director, Iowa, Association for the Education of Young Children; **Ruth Schmidt**, Executive Director, Wisconsin Early Childhood Association

### 32. Equity of Access to Higher Education through T.E.A.C.H. Early Childhood®: Reaching Latina/Hispanic Populations

For many early educators, there are a number of obstacles to obtaining education beyond high school including finding the time and money as well as balancing work, school and family life. For Latina/Hispanic early educators, the addition of a language barrier can put a college education even farther out of reach. The T.E.A.C.H. Early Childhood® Initiative helps address equity of access for this population. The presenters in this session will explore these obstacles and discuss the ways in which they are reaching out to this group of people to help them in taking the steps to go to college and support them through their higher education journey.

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

**Presenters:** **Martha Grant**, Counselor, T.E.A.C.H. FLORIDA, Children’s Forum, Inc.; **Olga Neira**, Professional Development Counselor, Wisconsin Early Childhood Association; **Ana De Hoyos O’Connor**, Associate Professor, San Antonio College (facilitator)

### 33. Exploring the Next Step on the ECE Education Pathway: A T.E.A.C.H. Early Childhood® and National Board Certification Model

The 2015 report, Transforming the Workforce for Children Birth through Age 8, challenges the ECE system to think creatively about new ways to improve teaching practices. This workshop will highlight developments that are underway at the T.E.A.C.H. Early Childhood® National Center to offer a T.E.A.C.H. model designed to assist Head Start and community based early education teachers in earning National Board Certification. We will provide an overview of current research that makes the case for why this is needed at this time, analyze policy climates and discuss states’ readiness for this model.

**Audience:** All

**Presenters:** **Sue Russell**, Executive Director, T.E.A.C.H. Early Childhood® National Center; **Julie Rogers**, Director, Quality Assurance & Program Operations, T.E.A.C.H. Early Childhood® National Center

## Photography Disclaimer

*The T.E.A.C.H. Early Childhood® National Center (the Center) reserves the right to use any photograph taken at the Symposium without expressed written permission of those included within the photograph. The Center may use photographs in publications or other media material produced or used and by the Center including but not limited to: brochures, newsletters, annual reports, website placement, etc. A person attending the Symposium who does not wish to have their image recorded for distribution should make their wishes known to the photographer and/or the event organizers. By participating in the Symposium or by failing to notify the Center, in writing, your desire to not have your photograph used by the Center, you are agreeing to release, defend, hold harmless and indemnify the Center and Child Care Services Association from any and all claims involving the use of your picture or likeness.*

## REGISTRATION INFORMATION

- **Early Bird registration for the two-day symposium is \$250 per person. (Register by March 21)**
- **Registration for the two-day symposium is \$275 per person. (After March 21)**
- **Registration for one-day only is \$150 per person.**
- **The deadline for registration is Friday, March 31, 2017.**
- **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, the Aloft Hotel, the Hampton Inn and Holiday Inn. Information on making reservations for each hotel is below.

### **Courtyard by Marriott ~ 100 Marriott Way, Chapel Hill**

Across the street from the Friday Center

- Group rate \$144/night for single, double, triple, quad
- Cut-off date for guaranteed rate and availability is April 7, 2017
- Register by phone: 800-321-2211 or 919-883-0700
- Register on line [here](#)
- Group Code: T.E.A.C.H. Early Childhood Symposium

### **Aloft Hotel ~ 1001 S. Hamilton Road, Chapel Hill**

About 1 mile from the Friday Center

- Group rate \$119.00/night for single, double, triple, quad
- Cut-off date for guaranteed rate and availability is April 12, 2017
- Register by phone: 866-716-8143
- Register on line [here](#)
- Group code: TEACH Symposium 2017

### **Hampton Inn ~ 6121 Farrington Road, Chapel Hill**

About 2 miles from the Friday Center and offers a shuttle service

- Group rate \$89.00/night for single, double, triple, quad
- Cut-off date for guaranteed rate and availability is April 12, 2017
- Register by phone: 919-403-8700 or Toll Free: 800-426-7866
  - Phone group code: TEACH Symposium
- Register on line [here](#), online group code: TEA

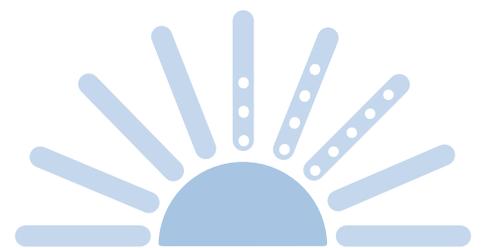
### **Holiday Inn Express ~ 6119 Farrington Road, Chapel Hill**

About 2 miles from the Friday Center and offers shuttle service

- Room Rate: \$85/night for single, double, triple or quad
- Cut-off date for guaranteed rate and availability: April 12, 2017
- Register by phone: 919-489-7555 Toll Free: 800-465-4329
- Register on line [here](#)
- Group Code: TEA

## Meals (all included in registration fee)

- Continental breakfast is available in the Conference Center Atrium 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.
- A gluten free lunch is available on request. A vegetarian lunch is available on request or there are vegetarian options on the lunch buffet.



## Questions?

Send inquiries to

**Judy Leinbach at 919-967-3272**

**or [judy@teachecnationalcenter.org](mailto:judy@teachecnationalcenter.org)**

**for additional information.**

## 2017 Professional Development Symposium

**DEADLINE – Friday, March 31, 2017**

Complete one registration form for each participant.

Name to appear on your name tag: \_\_\_\_\_

Organization: \_\_\_\_\_ Title: \_\_\_\_\_

Address: \_\_\_\_\_ City/State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

### REGISTRATION

Conference registration includes all workshops, keynote and plenary sessions, networking reception/poster session, continental breakfast, lunch, and mid-afternoon refreshment break on both days.

Enclosed is my EARLY BIRD registration fee of \$250.00. (Register by March 21)

Enclosed is my registration fee of \$275.00. (After March 21)

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: \_\_\_\_\_ **TOTAL Enclosed: \$** \_\_\_\_\_

\*To pay by credit card (Visa or MasterCard only) contact us at [judy@teachecnationalcenter.org](mailto:judy@teachecnationalcenter.org)

### 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 a gluten-free lunch.

\_\_\_\_\_ I need a vegetarian lunch instead of the buffet.

**Wednesday Lunch** (included in the conference registration)

\_\_\_\_\_ Yes, I will attend lunch on Wednesday.

\_\_\_\_\_ No, I will not attend lunch on Wednesday.

\_\_\_\_\_ I need a gluten-free lunch.

\_\_\_\_\_ I need a vegetarian lunch instead of the buffet.

**RECEPTION, Tuesday, at the Marriott Courtyard, directly across from the Friday Center** (included in the conference registration)

\_\_\_\_\_ Yes, I will attend the Reception.

\_\_\_\_\_ No, I will not attend the Reception.

### 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 31, 2017.**

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: [judy@teachecnationalcenter.org](mailto:judy@teachecnationalcenter.org)

# WELCOME TO CHAPEL HILL

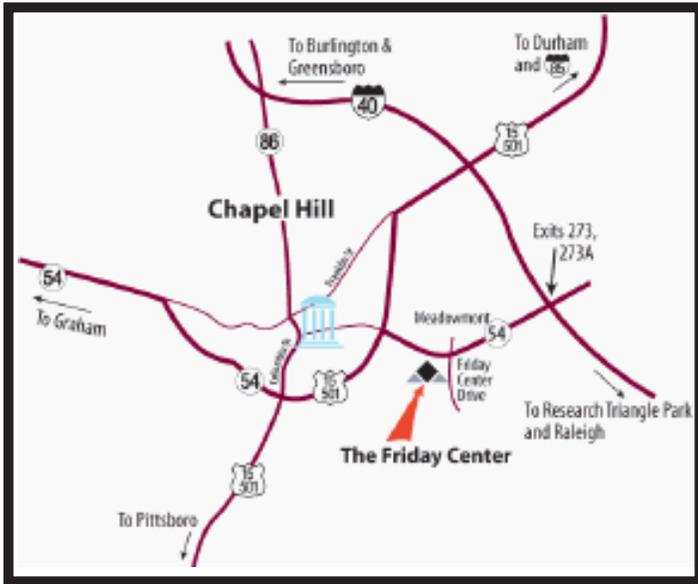
## What to Do While in Town

Across the street from the Friday Center are the Shops at Meadowmont where there are several eateries including Brixx Pizza, Market Street Coffee House, Chronic Tacos, and Café Carolina and Bakery as well as 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, home to more restaurants and shops, 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 Place 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:

<https://www.visit Chapel Hill.org/>



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.

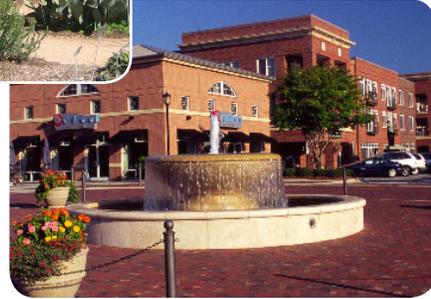
## William and Ida Friday Center for Continuing Education UNC-Chapel Hill

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

NC Botanical Garden



Southern Season



Meadowmont

## 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 15-501/54 East 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.®