T.E.A.C.H. EARLY CHILDHOOD® AND CHILD CARE WAGE$®
2018 NATIONAL PROFESSIONAL DEVELOPMENT SYMPOSIUM

MOVING THE NEEDLE ON EARLY CHILDHOOD WORKFORCE COMPENSATION

WILLIAM AND IDA FRIDAY CENTER FOR CONTINUING EDUCATION

CHAPEL HILL, NC

APRIL 24 - 25, 2018

2018 SYMPOSIUM PROGRAM

T.E.A.C.H. Early Childhood® NATIONAL CENTER

Tuesday, April 24

7:30 am – 5:00 pm **Registration**	**Atrium**
7:30 am – 8:30 am **Continental Breakfast**	**Atrium**
8:30 am – 10:15 am **Opening Welcome & Keynote Address**	**Dogwood**
By Appointment Only **Onsite Personal Services**	**Northwest Day Office**

OPENING WELCOME & KEYNOTE ADDRESS

Featuring the annual T.E.A.C.H. and WAGE$ state roll call. Keynote address by Marica Cox-Mitchell, Deputy Executive Director, Early Learning Systems, NAEYC. Ms. Cox-Mitchell will speak about **Power to the Profession...Looking Toward Compensation.**

10:30 am – 12:00 pm
Concurrent Sessions I

1. **Building a Quality Workforce Development Program with the National Child Development Associate**
   Location: Wintergreen
   Presenters: **Katorra Enoch-Longshore,** Strategic Alliance Services Manager, Council for Professional Recognition; **Kimberly Cephas,** Strategic Alliance Services Manager, Council for Professional Recognition

2. **FEATURED SESSION What We Talk About When We Talk About Compensation**
   Location: Dogwood
   Presenter: **Lauren Hogan,** Senior Director, Public Policy and Advocacy, NAEYC

3. **Developing Your Counseling Muscles to Support Your Recipients While Providing Self Care at the Same Time**
   Location: Azalea B
   Presenters: **Mildrianne Best,** Counselor, T.E.A.C.H. NORTH CAROLINA; **Pam Mahoney,** Counseling Specialist, T.E.A.C.H. IOWA; **Julie Rogers,** Director, T.E.A.C.H. Early Childhood® National Center; **Cindy Villani,** Counselor, T.E.A.C.H. NORTH CAROLINA; **Felicia Wilburn,** Counselor, T.E.A.C.H. ALABAMA; **Edith Locke,** Vice President, Professional Development Initiatives, Child Care Services Association (moderator)

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)**
   Location: Mt. Laurel B
   Presenter: **Sue Russell,** Executive Director, T.E.A.C.H. Early Childhood® National Center

5. **Updates from Moving the Needle on Articulation State Teams – What Have They Been Doing and What Lies Ahead?**
   Location: Azalea A
   Presenters: **Sharon Sullivan,** Higher Education Manager, T.E.A.C.H. Early Childhood® National Center; **Lisa Eads,** Program Coordinator, NC Community Colleges; **Jeanette Paulson,** Director, Workforce Initiatives, Wisconsin Early Childhood Association; **Lori Stegmeyer,** Director, Workforce Initiatives, Children's Forum; **Anne Tillett,** ECE4U, University of Wisconsin, Whitewater

6. **Database Quality Control and How It Impacts Reporting**
   Location: Mt. Laurel A
   Presenter: **Jill Arnold**, Director, Database Support and Services, Child Care Services Association

12:00 pm – 1:00 pm
Lunch
Trillium Dining Room

1:00 pm – 2:30 pm
Concurrent Sessions II

7. **The Three "C's" of Working with a Host Agency: Collaboration, Communication and Commitment**
   Location: Azalea B
   Presenters: **Ana De Hoyos O'Connor,** Advisory Committee Chair, Texas AEYC; **Megan Burk,** Program Director, T.E.A.C.H. TEXAS; **Kim Kofron,** Executive Director, Texas AEYC; **Gail Piggott,** Executive Director, Alabama Partnership for Children; **Michelle Raybon,** Director, T.E.A.C.H. ALABAMA

8. **Taking Your Program to the Next Level—Interesting Ways to Look at and Analyze Your Data**
   Location: Azalea A
   Presenters: **Jill Arnold,** Director, Database Support and Services, Child Care Services Association; **Sue Russell,** Executive Director, T.E.A.C.H. Early Childhood® National Center

9. **Counselor Roundtable: Defining the Issues and Talking About Solutions: Bringing Veteran and Novice Counselors Together—Part I (Part II is 2:45–4:15 pm, immediately after this session.) For T.E.A.C.H. Counselors ONLY**
   Location: Mt. Laurel B
   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,** Project Manager, T.E.A.C.H. NORTH CAROLINA

10. **FEATURED SESSION Federal Early Childhood in an Unusual Time: News from D.C.**
    Location: Dogwood
    Presenter: **Helen Blank,** Dir., Child Care and Early Learning, National Women's Law Center

11. **How to Use Social Media for Outreach and Communication for T.E.A.C.H. and WAGE$**
    Location: Wintergreen
    Presenter: **Michelle Spencer,** Coordinator, T.E.A.C.H. DELAWARE

12. **Leveraging Higher Education In Support of Non-Traditional Students**
    Location: Mt. Laurel A
    Presenters: **Pam Ellis,** Counseling Specialist, T.E.A.C.H. IOWA; **Jeanette Paulson,** Director, Workforce Initiatives, Wisconsin Early Childhood Association; **Dianna Wallace,** Executive Director, Indiana AEYC

2:45 pm – 4:15 pm
Concurrent Sessions III

13. **FEATURED SESSION High Wages, High Quality: Power to the Profession and the Pathway to an Effective, Diverse and Well Compensated Early Childhood Education Profession**
    Location: Dogwood
    Presenters: **Katherine Kempe,** Sr. Director, Professional Recognition and Advancement, NAEYC; **Ruth Schmidt,** Executive Director, Wisconsin Early Childhood Association; **Baji Rankin,** Executive Director, New Mexico AEYC; **Jillian Herink,** Executive Director, Iowa AEYC

14. **Moving the Needle on Compensation—Successes, Celebrations and Next Steps**
    Location: Azalea B
    Presenters: **Barb Merrill,** Consultant, T.E.A.C.H. Early Childhood® National Center; **Sharon Sullivan,** Higher Education Mgr., T.E.A.C.H. Early Childhood® National Center; **Phyllis Kalifeh,** President, Children's Forum; **Dara Madigan,** Program Manager, Child Care WAGE$ IOWA; **Shay Everitt,** Associate Director, Center for Social Measurement and Evaluation, Children at Risk

15. **Time Management for T.E.A.C.H. Counselors — Balancing on a Three Legged Stool**
    Location: Azalea A
    Presenters: **Mildrianne Best,** Counselor, T.E.A.C.H. NORTH CAROLINA; **John Cregg,** Executive Director, Nevada AEYC; **Pam Ellis,** Counseling Specialist, T.E.A.C.H. IOWA

16. **Making Higher Education Work for Working Early Childhood Educators—A Higher Education Faculty Panel Discussion**

Location: Wintergreen

Presenters: **Bweikia Foster Steen,** Associate Professor, Trinity Washington University; **Sharon Little,** Program Director, Early Childhood Education, South Piedmont Community College; **Catherine Scott-Little,** Assoc. Professor, Human Development and Family Studies, University of North Carolina at Greensboro; **Ana De Hoyos O'Connor,** Associate Professor, Early Childhood Studies, San Antonio College (moderator)

17. **Counselor Roundtable: Defining the Issues and Talking About Solutions: Bringing Veteran and Novice Counselors Together—Part II (Part I is scheduled from 1:00–2:30 pm, immediately before this session.) For T.E.A.C.H. Counselors ONLY**

Location: Mt. Laurel B

Presenters: **Amy Duffy,** Project Manager, T.E.A.C.H. NORTH CAROLINA; **Edith Locke,** Vice President, Professional Development Initiatives, Child Care Services Association

18. **Transforming Your T.E.A.C.H. and WAGE$ Recipients into Advocates**

Location: Mt. Laurel A

Presenters: **Megan Burk,** Director, T.E.A.C.H. TEXAS; **Peggy Haack,** Outreach Coordinator, Wisconsin Early Childhood Association; **Michelle Raybon,** Director, T.E.A.C.H. ALABAMA; **Qiana Peters,** Coordinator, Child Care WAGE$ FLORIDA

5:00 pm – 6:30 pm
Networking Reception and State Program Displays
Courtyard by Marriott

Featuring Music by DJ Donnie G

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T.E.A.C.H. Early Childhood®

Wednesday, April 25

7:15 am – 1:00 pm **Registration**	**Atrium**
7:15 am – 8:00 am **Continental Breakfast**	**Atrium**
By Appointment Only **On-site Personal Services "Genius Bar"**	**Northwest Day Office**

8:00 am – 9:30 am
Concurrent Sessions IV

19. **Bridging T.E.A.C.H. and Community College Programs Toward Student Success**

Location: Dogwood

Presenters: **Sharon Little,** Program Director, Early Childhood Education, South Piedmont Community College; **Mary Erickson Gerbig,** Lead Scholarship Counselor, T.E.A.C.H. WISCONSIN; **Michelle Spencer,** Coordinator, T.E.A.C.H. DELAWARE

20. **Making the Case to Funders in Support of T.E.A.C.H. and WAGE$ Program Stability and Growth**

Location: Azalea A

Presenters: **Jillian Herink,** Executive Director, Iowa AEYC; **Kara Shultz,** Development Manager, Child Care Services Association; **Gail Piggott,** Executive Director, Alabama Partnership for Children

21. **FEATURED SESSION Governor-Led Strategies for Improving the Early Care and Education Workforce**

Location: Wintergreen

Presenter: **Mandy Sorge,** Policy Analyst, Early Care and Education, National Governors Association

22. **The Empowerment Project: Early Childhood Professionals as Agents of Change—Part I (Part II is scheduled from 9:45–11:15 am, immediately after this session.)**

Location: Mt. Laurel B

Presenters: **Lisa Guerrero,** Early Childhood Professional Development Specialist/Instructor, Child Care Resource/Community College of Vermont; **Ellen Drolette,** Family Child Care Provider/Professional Development Specialist/Author, Child Care Resource/Exchange Magazine

23. **Child Care WAGE$® Roundtable—For Child Care WAGE$® staff ONLY**

Location: Mt. Laurel A

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

9:45 am – 11:15 am
Concurrent Sessions V

24. **FEATURED SESSION Guiding Principles for Change in the ECE Profession— Part I (Part II is scheduled from 1:45–3:15 pm, immediately after lunch.)**

Location: Dogwood

Presenters: **Valora Washington,** CEO, Certified Credentialing Specialist, Council for Professional Recognition; **Baji Rankin,** Executive Director, New Mexico AEYC; **Aisha Ray,** Distinguished Fellow, Build Initiative; **Dianna Wallace,** Executive Director, Indiana AEYC

25. **Making Informed Decisions: Leveraging Nebraska Early Childhood Workforce Data to Identify Opportunities to Move the Needle on Early Childhood Compensation**

Location: Wintergreen

Presenters: **Catherine Huddleston-Casas,** Associate Director, Workforce Planning and Development, Buffett Early Childhood Institute, University of Nebraska; **Brandee Lengel,** Co-Executive Director, Nebraska AEYC, and Director, T.E.A.C.H. NEBRASKA

26. **T.E.A.C.H. and WAGE$ from a State Administrator Perspective—Accountability, Funding and Making the Case**

Location: Azalea A

Presenters: **Anna Carter,** Director, NC Div. of Child Development and Early Education, Dept. of Health and Human Services; **Kimberly Krzanowski,** Exec. Director, Office of Early Learning, DE Dept. of Education

27. **The Empowerment Project: Early Childhood Professionals as Agents of Change—Part II (Part I is scheduled from 8:00–9:30 am, immediately before this session.)**

Location: Mt. Laurel B

Presenters: **Lisa Guerrero,** Early Childhood Professional Development Specialist/Instructor, Child Care Resource/ Community College of Vermont; **Ellen Drolette,** Family Child Care Provider/Professional Development Specialist/ Author, Child Care Resource/Exchange Magazine

Child Care WAGE$® Program

28. Child Care WAGE$® Roundtable—Part II (Part I will take place from 8:00–9:30 am, immediately before this session.) For Child Care WAGE$® Staff ONLY

Canceled

Location:

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

11:30 am – 12:40 pm
Plenary Panel Discussion - Dogwood

This session will open with a review of T.E.A.C.H. Early Childhood® and Child Care WAGE$® Program highlights. The panel, speaking on the topic, *Education is a Game Changer*, includes **Tracy Ehlert**, former T.E.A.C.H. recipient, in-home early educator and candidate for the Iowa House—District 70; **Bweikia Foster Steen**, Associate Professor of Education and Director of Early Childhood Programs at Trinity Washington University; and **Michele Miller-Cox**, former T.E.A.C.H. recipient, SAS Montessori Preschool teacher and Adjunct Instructor at both Wake Tech Community College and NC A&T. Panelists will share personal thoughts, experiences and knowledge including their educational journeys, how education has changed the children in their care and how T.E.A.C.H. is supporting early educators in their endeavors to succeed in college. The discussion will be facilitated by **Sue Russell**, Executive Director of the T.E.A.C.H. Early Childhood® National Center.

12:40 pm – 1:30 pm
Lunch
Trillium Dining Room

1:45 pm – 3:15 pm
Concurrent Sessions VI

29. Creating a Culture of Accountability: Effective Practices for Program Staff

Location: Wintergreen

Presenters: **Ashley Otte,** Program Manager, T.E.A.C.H. IOWA; **Dara Madigan,** Program Manager, Child Care WAGE$ IOWA

30. Continuing the Discussion on Diversity

Location: Mt. Laurel B

Presenters: **John Cregg,** Executive Director, Nevada AEYC; **Hanan Osman,** Senior Director, T.E.A.C.H. INDIANA; **Felicia Wilburn,** Counselor, T.E.A.C.H. ALABAMA; **Florianna Thompson,** Instructor, Early Childhood Education, Wake Technical Community College (moderator)

31. Taking on the Issue of Diversity in T.E.A.C.H. Program Degree Participants and Graduates —Exploring What it Takes for Participants of Color to Be Successful and What Your Program Can Do Facilitate Their Success

Location: Azalea A

Presenters: **Edith Locke,** Vice President, Professional Development, Child Care Services Association; **Lori Stegmeyer,** Director, Workforce Initiatives, Children's Forum; **Sue Russell,** Executive Director, T.E.A.C.H. Early Childhood® National Center (moderator)

32. Transitioning a Small Nonprofit to a Strong Home for T.E.A.C.H. and WAGE$

Location: Mt. Laurel A

Presenter: **Barb Merrill,** Consultant, T.E.A.C.H. Early Childhood® National Center

33. FEATURED SESSION Guiding Principles for Change in the ECE Profession — Part II (Part I is scheduled immediately before the Plenary Session and Panel Discussion.)

Location: Dogwood

Presenters: **Valora Washington,** CEO and Certified Credentialing Specialist, Council for Professional Recognition; **Baji Rankin,** Executive Director, New Mexico AEYC; **Aisha Ray,** Distinguished Fellow, Build Initiative; **Dianna Wallace,** Executive Director, Indiana AEYC

34. Using Stories and Testimonials to Demonstrate the Impact of T.E.A.C.H. and WAGE$

Location: Azalea B

Presenters: **Denise Bishop,** Vice President of Outreach, Innovation, and Training, Children's Forum; **Laurie Litz,** Director, T.E.A.C.H. PENNSYLVANIA; **Julie Rogers,** Director, T.E.A.C.H. Early Childhood® National Center

Be sure to turn in your evaluation form and you will be entered into a drawing for a half price registration to next year's symposium.

See you in 2019!

T.E.A.C.H. Early Childhood® NATIONAL CENTER

Thank you to our wonderful sponsors who contributed generously toward the success of the Symposium!

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