Creating a Profession: Leveraging Investments in Early Childhood Education to Transform the Workforce

Registration Booklet
EARLY BIRD REGISTRATION ENDS MARCH 15!
Information Inside
Welcome to the 19th T.E.A.C.H. Early Childhood® and Child Care WAGE$® National Professional Development Symposium. The symposium will convene early on Tuesday, April 23 and conclude mid-afternoon on Wednesday, April 24 and will be held at the William and Ida Friday Conference Center, the University of North Carolina’s state-of-the-art conference center in Chapel Hill, NC.

The theme of this year’s symposium is *Creating a Profession: Leveraging Investments in Early Childhood Education to Transform the Workforce*. With the publication of last year’s Transforming the Financing of Early Care and Education report, (National Academies of Medicine, 2018), the T.E.A.C.H. Early Childhood® National Center is committed to facilitating conversations and sharing knowledge among policymakers, stakeholders, workforce members, funders and the public to move our collective contributions to this transformation forward. We see this symposium as a way to do that. The workshops at this year’s symposium offer us all an opportunity to learn about the ways that our presenters and plenary speakers are addressing systematic barriers to equity of access to higher education and better compensation and supporting more meaningful and clear professional career pathways for early educators in our field.

Aligning with our focus on higher education access barriers, this year the Center welcomes to the symposium members of two T.E.A.C.H. state teams from Florida and Pennsylvania who are engaged in a multi-state team approach to Addressing Early Childhood Higher Education Barriers. And while we always include workshops across a number of tracks, this year we have worked to ensure the higher education track addresses the learning needs and opportunities for these team members, and also for those of you who have an interest in the higher education track. This track is highlighted in blue.

We look forward to dynamic and thought provoking presentations and conversations. We hope you can join us.

### Symposium Schedule-at-a-Glance (all functions are held at the Friday Center unless noted otherwise)

<table>
<thead>
<tr>
<th>DATE/TIME</th>
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<tr>
<td><strong>Tuesday, April 23</strong></td>
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<tr>
<td>7:30 am – 5:00 pm</td>
<td>Registration</td>
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<tr>
<td>7:30 am – 8:30 am</td>
<td>Continental Breakfast (included in registration)</td>
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<tr>
<td>8:30 am – 10:15 am</td>
<td>Opening Welcome and Keynote Address</td>
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<tr>
<td>10:30 am – 12:00 pm</td>
<td>Concurrent Sessions I</td>
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<td>12:00 pm – 1:00 pm</td>
<td>Lunch on site (included in registration)</td>
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<td>1:00 pm – 2:30 pm</td>
<td>Concurrent Sessions II</td>
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<td>2:45 pm – 4:15 pm</td>
<td>Concurrent Sessions III</td>
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<tr>
<td>5:00 pm – 6:30 pm</td>
<td>Networking Reception at the Courtyard by Marriott (across the street from the Friday Center)</td>
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<td><strong>Wednesday, April 24</strong></td>
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<td>7:15 am – 1:00 pm</td>
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<td>9:45 am – 11:15 am</td>
<td>Concurrent Sessions V</td>
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<tr>
<td>11:30 am – 12:40 pm</td>
<td>Plenary Panel Presentation</td>
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<td>Lunch on site (included in registration)</td>
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<td>1:45 pm – 3:15 pm</td>
<td>Concurrent Sessions VI</td>
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Opening Welcome and Keynote Presentation

**Tuesday, April 23, 8:30 am – 10:15 am**

We kick off the symposium with a welcome and roll call/recognition of T.E.A.C.H. and WAGE$ state programs and staff. This year we are very pleased to welcome **Caitlin McLean**, Workforce Research Specialist, Center for the Study of Child Care Employment, who will present *Transforming Early Childhood Jobs: Toward a System that Works for Early Educators, Children, and Families.*

Plenary Session Panel Discussion

**Wednesday, April 24, 11:30 am – 12:40 pm**

Following a review of T.E.A.C.H. Early Childhood® and Child Care WAGE$® Program highlights from the past year, we welcome three members of the T.E.A.C.H. Early Childhood® National Advisory Committee, **Helen Blank**, Former Director of Child Care and Early Learning, National Women’s Law Center; **Ana De Hoyos O’Connor**, Associate Professor, Early Childhood Studies, San Antonio College; and **Carol Brunson Day**, President, Brunson, Phillips & Day, Inc., who will discuss and debate, *What it Will Take to Move to a Bachelor’s Degree Standard for Lead Early Educators.*

Networking Reception

**Tuesday, April 23, 5:00 pm – 6:30 pm 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. Hors d’oeuvres will be served and a cash bar will be available. Meet and network and celebrate Longevity Awards honoring T.E.A.C.H. and WAGE$ Program staff.

Door Prizes

Back by popular demand will be door prizes provided by our state T.E.A.C.H. and/or WAGE$ programs! **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.

T.E.A.C.H. and WAGE$ Database On-site Personal Service “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](#).
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 unless noted for a specific audience only. This is only a guide. Participants should make workshop choices that meet their particular professional needs.

SESSION I
Tuesday, April 23 • 10:30 am – 12:00 pm

1. Supporting A Diverse Student Population to Be Successful in Higher Education
What does it take to truly support a diverse early education workforce to be successful in higher education? Join three higher education faculty members and the Center’s Higher Education Manager for a conversation about the barriers these students face in their higher education journeys, the solutions to many of these challenges and the work still ahead to ensure access for the diverse early childhood workforce.

   Track: Higher Education
   Audience: All
   Presenters: Ana De Hoyos O’Connor, Associate Professor, Early Childhood Studies, San Antonio College; Sharon Little, Program Lead, Faculty Early Childhood Education, South Piedmont Community College; Carmen Rivers, Program Coordinator for ECCE, University of Wisconsin–Whitewater; Sharon Sullivan, Higher Education Manager, T.E.A.C.H. Early Childhood® National Center (facilitator)

2. Career Pathways and the New Uniform Articulation Agreement in Early Childhood Education
This session will provide an overview of the new uniform articulation agreement in early childhood education between the University of North Carolina System and the North Carolina Community College System. Participants will have the opportunity to explore the connection between the uniform articulation agreement and career pathway options in the field of early childhood education.

   Track: Higher Education
   Audience: All
   Presenters: Lisa Eads, Program Coordinator, NC Community College System Office; Cyndie Osborne, Early Childhood Education Online Coordinator, Stanly Community College

3. Leveraging Changes in Higher Education
Over the nearly 30 years of the T.E.A.C.H. Early Childhood® Program, state T.E.A.C.H. programs have learned quite a bit about how to leverage change in higher education. This workshop brings together representatives from three T.E.A.C.H. state programs who will highlight their successes and challenges in leveraging change. They will identify areas where change has been needed, the people who have come to the table to address those areas and the solutions they have found. Bring your successes as well as your current challenges in leveraging change in higher education and be prepared to engage in conversations that just may help bring change to your state’s early childhood higher education system.

   Track: Higher Education
   Audience: All

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4. National Workforce Registry Alliance: Understanding the Workforce Through the Lens of Registry Data
The National Registry Workforce Alliance is a national organization of state early childhood and afterschool workforce registry systems. The Alliance provides a national data set that highlights the characteristics, educational qualifications, and wages of the early childhood and school-age workforce. Learn about the work of the Alliance and the elements of workforce data available in state registry systems.

   Track: Professional Development Systems
   Audience: All
   Presenter: Kelly Smith, Director, Ohio Professional Registry and Board President, National Workforce Registry Alliance

5. Technology is Your Friend! Using Technology to Streamline Processes and Gain Efficiency
Hear about how T.E.A.C.H. Michigan has integrated tools and technology into program procedures to create an easily navigable system for recipients and sponsors, while streamlining processes for staff. Our audiences live their lives in a fast-paced, tech-savvy world. It’s up to us to captivate and engage them. Find out what tools are available and identify opportunities for implementation in your program.

   Tracks: Counselor Staff Development/T.E.A.C.H. Staff Development
   Audience: T.E.A.C.H. Staff
   Presenters: Kelsey Laird, T.E.A.C.H. Program Director, Michigan Association for the Education of Young Children; Jennifer Davis, T.E.A.C.H. Scholarship Counselor, Michigan Association for the Education of Young Children

6. New Counselor Roundtable (this workshop is for novice T.E.A.C.H. Counselors ONLY)
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 to support the workforce's professional development needs.

   Track: T.E.A.C.H. Counselor Staff Development
   Audience: Novice T.E.A.C.H. Counselors ONLY
   Presenter: Amy Duffy, T.E.A.C.H. NC Project Manager, Child Care Services Association
7. Success on Every Level: Retention and Completion of Early Childhood Students in Associate Degree Programs
This workshop presents strategies for retention and completion of early childhood students in community college settings. Learn the latest research and trends related to student completion in our field, and engage in conversations of experiences in how to move toward continuous improvement in the area of retention and completion. The take away: An outline of implementation of short and long term goals to support early childhood students as they achieve their educational goals, including how to transition from a 2-year to 4-year institution.

Tracks: Higher Education/Counselor Staff Development
Audience: All
Presenter: Sharon Little, Program Lead, Faculty Early Childhood Education, South Piedmont Community College

8. Voices from the Field: T.E.A.C.H. Counselor and Recipient Perceptions and Experiences with Higher Education Barriers and Where We Go From Here To Address Them
One of the big topics being discussed and researched at the T.E.A.C.H. National Center is the variety of barriers to access and degree and/or credential completion found in various early childhood higher education programs and systems. We believe these barriers such as remedial coursework requirements, failure to provide support for English language learners, and practicum/student teaching requirements lead to students dropping out of these degree and/or credential programs or delaying completion. To that end, the Center has surveyed T.E.A.C.H. counselors and recipients to profile these barriers nationally. This workshop will highlight the data from these two survey efforts, as well as efforts underway to seek input from higher education faculty and institutions about their assessment of barrier issues and innovative strategies to increase degree and/or credential completion for the early childhood workforce. Come prepared to share your thoughts about barriers to higher education and strategies for addressing them.

Tracks: Higher Education/Advocacy, Policy, Research
Audience: All
Presenter: Sue Russell, Executive Director, T.E.A.C.H. Early Childhood® National Center

For those of us who have been in our positions for many years, there may be days where it seems like we know the work inside and out and maybe there is not much room to grow. But with T.E.A.C.H. there is always something new. In this workshop, Edith will highlight some available resources from the Center and other early childhood organizations aimed at helping recipients as well as some new trends in the field to pay attention to and strategies that experienced counselors can use to re-freshen personally and professionally to provide optimal support.

Tracks: T.E.A.C.H. Counselor Staff Development
Audience: Veteran T.E.A.C.H. Counselors ONLY
Presenter: Edith Locke, Vice President, Professional Development Initiatives, Child Care Services Association

10. Moving the Needle on Early Childhood Workforce Compensation—Lessons Learned on How a Multi-state Team Initiative Moved the Needle Toward Better Compensation for the Early Childhood Workforce
A little over two years ago, eight T.E.A.C.H. state teams started down an 18-month path toward raising awareness of early childhood workforce compensation issues and creating new or significantly expanding policy, advocacy, and funding strategies to improve compensation within their states. Workshop presenters will discuss the rationale for a multi-state team approach; examine the ECE landscape, including barriers and opportunities toward better compensation; highlight the logistics of working as a team to accomplish this work; and share state teams’ strategies, successes, accomplishments, lessons learned and next steps toward compensation solutions.

Tracks: Professional Development Systems
Audience: All
Presenters: Anna Carter, Director, North Carolina Division of Child Development and Early Education; Phyllis Kalifeh, President, Children’s Forum, Inc.; Ruth Schmidt, Executive Director, Wisconsin Early Childhood Association; Julie Rogers, Director, T.E.A.C.H. Early Childhood® National Center (facilitator)

PHOTOGRAPHY DISCLAIMER
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11. Blending Behaviors: How to Reflect and Develop Communication Insights that Lead to Success, Part I (this is a 2-part session, Part II is scheduled immediately following this session, from 2:45 – 4:15 pm)
As we move about our work days we may not realize that both conscious and unconscious communication impacts the work we do within our programs. Developing a deeper understanding of our personality, behavior and motivators allows us to develop as leaders. In this workshop we will increase self-awareness of our communication style, behaviors and motivators and reflect on and evaluate our areas of strength to enable us to build up those around us and to build a stronger team for a stronger program.
Track: T.E.A.C.H. and WAGE$ Staff Development
Audience: T.E.A.C.H. and WAGE$ Staff
Presenters: Megan Burk, T.E.A.C.H. Program Director, Texas Association for the Education of Young Children; Ana De Hoyos O’Connor, Associate Professor, San Antonio College and T.E.A.C.H. Texas Advisory Committee Chair, Texas Association for the Education of Young Children

We are pleased to welcome back Helen Blank who will 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 its impact on your state, as well as what is needed from the field to make the case for investments in child care and early learning and maintain key safety net supports for children and families.
Track: Advocacy, Policy, Research
Audience: All
Presenter: Helen Blank, Former Director of Child Care and Early Learning, National Women’s Law Center and Member, T.E.A.C.H. Early Childhood® National Advisory Committee

13. Promoting Success from the Start: Transparency and Empowerment
Attendees will learn about some common missteps when onboarding a new scholarship recipient, and discuss tips to avoid them. Strategies will include the roles that T.E.A.C.H. counselors, program sponsors, college faculty and financial aid staff play on the recipient’s support team. Attendees will have the opportunity to share experiences and brainstorm ideas.
Track: T.E.A.C.H. Counselor Staff Development
Audience: T.E.A.C.H. Counselors
Presenters: Felicia Wilburn, T.E.A.C.H. Counselor, Alabama Partnership for Children; Tonya Jones, Associate Director, Jefferson County Committee for Economic Opportunity

Are you tired of the same old marketing ideas? Delaware and Iowa's T.E.A.C.H. and WAGE$ Programs have used a variety of creative and unique ways to promote our programs over the years. Through this interactive session, we will share how recruitment, retention, and outreach goals can be part of how you plan marketing for your programs. We will demonstrate some hands-on ideas and allow participants to share their own creative ideas with the group.
Tracks: T.E.A.C.H. and WAGE$ Staff Development/Outreach
Audience: T.E.A.C.H. and WAGE$ Program Staff
Presenters: Pam Ellis, T.E.A.C.H. Counseling Specialist, Iowa Association for the Education of Young Children; Jocee Kelly, WAGE$ Counseling Specialist, Iowa Association for the Education of Young Children; Michelle Spencer, T.E.A.C.H. Coordinator, Delaware Association for the Education of Young Children; Lisa Miller, WAGE$ Coordinator, Delaware Association for the Education of Young Children

15. Governor Led Strategies for Improving the Early Care and Education Workforce: Lessons from Two State Cohorts
This session will explain how a governor’s unique position allows them to lead change in the early care and education workforce. Through innovative state models, participants will gain a deeper understanding of how important governor support is to moving policy around the early care and education workforce in states, as well as specific examples of this, as a part of NGA’s work with two state cohorts. An overview of the NGA workforce project will also provide participants with an increased awareness of policy options states are using to increase compensation, preparation and development of the early care and education workforce through two state cohorts.
Track: Advocacy, Policy, Research
Audience: All
Presenter: Mandy Sorge, Senior Policy Analyst, Early Care and Education, National Governors Association

This session provides an opportunity for T.E.A.C.H. and WAGE$ program administrators and agency heads to meet in an open forum with Sue Russell to discuss topics important to the field of early care and education. This year’s roundtable will include a discussion of some of the Center’s new work and how it ties into national initiatives such as Power to the Profession, and efforts toward eliminating barriers to higher education and ensuring equity of access for degree completion.
Track: T.E.A.C.H. and WAGE$ Staff Development
Audience: T.E.A.C.H. and WAGE$ Administrators and Administrative Home Executive Directors ONLY
Presenter: Sue Russell, Executive Director, T.E.A.C.H. Early Childhood® National Center
17. Blending Behaviors: How to Reflect and develop Communication Insights that Lead to Success, Part II (this is a 2-part session, Part I is scheduled immediately prior to this session, from 1:00 – 2:30 pm)

As we move about our work days we may not realize that both conscious and unconscious communication impacts the work we do within our programs. Developing a deeper understanding of our personality, behavior and motivators allows us to develop as leaders. In this workshop we will increase self-awareness of our communication style, behaviors and motivators and reflect on and evaluate our areas of strength to enable us to build up those around us and to build a stronger team for a stronger program.

Track: T.E.A.C.H. and WAGE$ Staff Development
Audience: T.E.A.C.H. and WAGE$ Staff
Presenters: Barb Merrill, T.E.A.C.H. Program Director, Texas Association for the Education of Young Children; Ana De Hoyos O’Connor, Associate Professor, San Antonio College and T.E.A.C.H. Texas Advisory Committee Chair, Texas Association for the Education of Young Children

18. Supporting Infant Toddler Educators for Education and Compensation

Research indicates that infant-toddler teachers overall earn lower wages and have lower education levels than teachers working with 3-5 year olds. The brand new Infant-Toddler Educator AWARDS (AWARDS) program, administered by Child Care Services Association in North Carolina is aimed at improving the experiences of infants and toddlers in early care and education settings and retaining the best educated infant toddler teachers by helping prioritize compensation, and encourage those who do not yet have degrees to obtain them. This workshop will introduce the AWARDS Program concept, highlight the funding structure for the program, and discuss how T.E.A.C.H. NORTH CAROLINA is working in partnership with AWARDS through targeted strategies to create and enhance scholarship and educational opportunities for the infant toddler workforce in North Carolina.

Track: Professional Development Systems
Audience: All
Presenters: Edith Locke, Vice President, Professional Development Initiatives, Child Care Services Association; Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association

SESSION IV

Wednesday, April 24 • 8:00 am – 9:30 am

19. T.E.A.C.H. Early Childhood® Competency Assessment Program Updates

Some changes, big and small, have been made to the T.E.A.C.H. Early Childhood® competency assessment process. This workshop will highlight those changes and why they were made, help participants learn strategies to be successful with this process, and allow plenty of time for questions and discussion about this component of the Center’s quality assurance system for T.E.A.C.H. programs.

Track: T.E.A.C.H. Staff Development
Audience: T.E.A.C.H. Program Staff
Presenters: Barb Merrill, Consultant, T.E.A.C.H. Early Childhood® National Center; Lori Stegmeyer, Director of Workforce Initiatives, Children’s Forum, Inc.

20. Everything You Ever Wanted to Know About the CDA Credential

This session will provide an overview of the initial CDA Assessment, provide an overview of the Renewal process and provide highlights of the Council's new online “YourCouncil” platform.

Track: Professional Development Systems
Audience: All
Presenters: Raquel Andrade, CDA Communities Manager, Council for Professional Recognition; Abena Ocran-Jackson, Council Programs Director, Council for Professional Recognition

21. ECE Apprenticeship Programs + T.E.A.C.H. = Degrees & Higher Earnings for Early Childhood Educators

Registered Apprenticeship Programs have provided paid employment and education opportunities within a number of industries for many years. Recently early childhood education (ECE) apprenticeship programs have become available and are gaining more attention across the nation. Learn about a new ECE apprenticeship model implemented in PA and the role T.E.A.C.H. has played in supporting both apprentices and employers. A panel representing key partners will share information regarding design and components of the program, the critical role of higher education and the extensive collaboration needed to ensure successful implementation and outcomes for the apprentices and their employers.

Track: Professional Development Systems
Audience: All
Presenters: Laurie Litz, T.E.A.C.H. Director, Pennsylvania Child Care Association; Ta’Mora Jackson, ECE Apprenticeship Program Coordinator, District 1199-C Training & Upgrading Fund; Traci Childress, Director, Saint Mary’s Nursery School

22. Early Childhood Educators of Color: Their Lived Experiences of Change and the Policy Implications

In 2018, NAEYC and The Education Trust held focus groups with early childhood educators of color in North Carolina, Wisconsin, and New Jersey to listen and learn from those who have been through the implementation of policy changes related to increased educational requirements. We wanted to know: how did they perceive the policy changes and how had their implementation impacted their careers? What advice did they have for policymakers? Join us to hear about their perspectives and insights, and to engage in conversation about how to maintain and grow our profession’s diversity at scale, as new policies related to educational requirements are implemented around the country.

Track: Higher Education
Audience: All
Presenters: Lauren Hogan, Senior Director, Public Policy and Advocacy, National Association for the Education of Young Children; Ashley Griffin, Director of P-12 Research, The Education Trust
23. Leveraging EarlyEdU Alliance Resources to Support Access to Affordable Degree Pathways  
Come and discover the full range of free Professional Development and Higher Education competency-based resources available through the EarlyEdU Alliance. Freely available resources include modules, video library access, full semester long courses and the Higher Education Coaching Companion—a video-uploading and annotation tool used to help students develop reliable observation skills, practice providing coach quality feedback, and improve their practices with a community of their peers. We will hear about how T.E.A.C.H. programs are partnering with state stakeholders and IHES to use these resources to support affordable access into and through higher education and talk together about how you might effectively leverage them in your system.  
Track: Higher Education  
Audience: All  
Presenter: Katie Emerson-Hoss, Higher Education Outreach and Implementation Manager, EarlyEdU Alliance at University of Washington; Brandee Lengel, Co-Executive Director, Nebraska Association for the Education of Young Children

24. Child Care WAGE$® Roundtable—Part I (this is a 2-part session. Part II is scheduled immediately following this session, from 9:45 – 11:15 am. This session is for Child Care WAGE$® Staff ONLY)  
Join Allison Miller and Katherine Walker-Brooks for a 2-part conversation on all things Child Care WAGE$®. Bring your questions, your concerns and your experiences to share with the group.  
Track: Child Care WAGE$® Staff Development  
Audience: Child Care WAGE$® Staff ONLY  
Presenters: Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association; Katherine Walker-Brooks, WAGE$® Program Manager, Child Care Services Association

25. Best Practices in T5 for Counselors  
Join us while we review the common routines within the T5 database and best practices in each area. Is your program meeting the expectation? Are you running as efficiently as you could be? Our time will include everything from Applications, ROC, Claims Processing, Financials, Quality Control and Caseload Management. Bring specific questions you want answered! Plenty of time for Q&A.  
Track: T.E.A.C.H. Counselor Staff Development  
Audience: T.E.A.C.H. Early Childhood® Counselors ONLY  
Presenter: Jill Arnold, Director, Database Support and Services; Child Care Services Association

26. Outreach Show and Tell!  
This presentation will focus on the process of developing a comprehensive T.E.A.C.H. Early Childhood® Program outreach and communication plan for your state. We will start with our strategic plan, share our products and materials, and discuss the steps in the creative process that lead to an increase in education and awareness about the benefits of T.E.A.C.H. In addition we will explore various ways to target your outreach efforts to various audiences. One size does not fit all, and once is never enough!  
Track: Outreach  
Audience: T.E.A.C.H. Early Childhood® and Child Care WAGE$® Staff  
Presenters: Denise Bishop, Vice President of Outreach, Innovation, and Training, Children’s Forum, Inc.; Lori Stegmeyer, Director of Workforce Initiatives, Children’s Forum, Inc.

27. Using a Systematic Approach to Support Minnesota’s Early Childhood Workforce  
Minnesota’s early childhood workforce is in a stage of change. In recent years a documented shortage of qualified early childhood educators has led to a decrease in available high-quality programs for Minnesota’s children, a problem exacerbated by the closure of 30% of licensed family child care programs. This change in the landscape has required the state to reframe its focus on recruiting and retaining a well-prepared and engaged workforce and striving towards continuous quality improvement by way of strong outreach. This session will explore how we found success in mobilizing a network through the Child Care Aware® of Minnesota system.  
Tracks: Professional Development Systems/Outreach  
Audience: All  
Presenters: Kylie Cooper, Workforce Advising Coordinator, Child Care Aware® of Minnesota; Valerie Peterson, Director of Financial Supports, Child Care Aware® of Minnesota

28. It takes Planning and Partnerships to Bring the Blueprint to Life  
In 2015, the Early Childhood field was inspired by the publication and release of Transforming the Workforce for Children Birth Through Age 8. This document provided our field with ‘A Blueprint for Action’ (chapter 12). But, blueprints do not just become realities on their own; it takes a great deal of planning and partnership to bring a blueprint to life. Come learn how UW-Whitewater is working with other colleges and universities across WI, along with The Registry (Credentials) and the Wisconsin Early Childhood Association (T.E.A.C.H.) to create an innovative and collaborative pathway for early childhood educators seeking a bachelor’s degree in early childhood education. This ground-breaking solution has the potential to make the blueprint a reality for early childhood educators in WI.  
Tracks: Higher Education/Professional Development Systems  
Audience: All  
Presenters: Carmen Rivers, Program Coordinator for ECCE, University of Wisconsin-Whitewater; Christine Moldenhauer, Director of Professional Development, The Registry; Jeanette Paulson, Director of Workforce Initiatives, Wisconsin Early Childhood Association
29. Developing State Policy that Supports Low Income, Working Students

Last September, the Center for Law and Social Policy (CLASP) published an action framework needed to support the educational success of low-income working students, particularly students of color. The framework, developed based on feedback of higher education leaders, nonprofit advocates, state policymakers, and post-secondary students, examines how states must expand their policies beyond the traditional post-secondary landscape to acknowledge the complexity of these students' lives. Join CLASP Senior Policy Analyst/co-author of the framework to discuss the five principles for redesigning state post-secondary and other policies that better support low-income working students, aspirations and economic mobility.

Tracks: Higher Education/Advocacy, Policy, Research
Audience: All
Presenter: Rosa Garcia, Senior Policy Analyst, Center for Postsecondary and Economic Success, Center for Law and Social Policy

30. Child Care WAGE$® Roundtable—Part II (this is a 2-part session, Part I is scheduled immediately prior to this session, from 8:00 – 9:30 am. This session is for Child Care WAGE$® Staff ONLY)

Join this 2-part conversation on all things Child Care WAGE$. Bring your questions, your concerns and your experiences to share with the group.

Track: Child Care WAGE$® Staff Development
Audience: Child Care WAGE$® Staff ONLY
Presenters: Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association; Katherine Walker-Brooks, WAGE$ Program Manager, Child Care Services Association

SESSION VI
Wednesday, April 24 • 1:45 pm – 3:15 pm

31. Effective Teacher Professional Development: What's my Role?

Professional development is a critical part of a quality early childhood program. This interactive workshop discusses the importance of professional development and explores the role of counselors in becoming "change agents" for early educators' success! Ever wondered what your role is in the big picture? Come find the answers!

Tracks: T.E.A.C.H. and WAGE$ Counselor Staff Development
Audience: T.E.A.C.H. and WAGE$ Counselors
Presenter: Nita McAdoo, Lead Technical Assistant Specialist, Child Care Services Association

32. More Than A Counselor: How Iowa AEYC Utilizes Special Projects to Develop Staff

We're all tired of the "wearing many hats" saying in the nonprofit world—but it's true! At Iowa AEYC we believe it's actually a good thing. Our staffing model allows Counseling Specialists to pursue side projects and other interests, develop personal and professional skills, and stay connected within the field. Come hear about what our staff members are up to and how your organization might consider similar strategies or other outside-the-box ideas for staff development.

Track: Outreach
Audience: All
Presenter: Julie Rogers, Director, T.E.A.C.H. Early Childhood® National Center

33. The Leadership Credential for Early Childhood Professionals

This session introduces the Council for Professional Recognition's new Leadership Credential for Early Childhood Professionals. This stand-alone credential complements degree-bearing higher education program degrees to enhance an early childhood professional's documentation of their leadership skills and experience. Participants will learn about the eligibility requirements, the competencies and the value and benefits to attain it.

Track: Advocacy, Policy, Research
Audience: All
Presenter: Abena Ocran-Jackson, Council Programs Director, Council for Professional Recognition

34. Leveraging Lesson Learned: Advancing Power to the Profession in States

Significant public investment is essential to advance the early childhood profession, and early childhood educators must be in the lead to advocate for these investments. Power to the Profession (PtP) has elevated the voices of early childhood educators to develop a shared framework of career pathways, knowledge and competencies, qualifications, standards, and compensation. This unifying framework will be a guide for targeting public resources in the ECE profession. Participate in a conversation to inform the (PtP) framework, to hear lessons learned from states working to elevate the voices for educators, and to develop collective engagement opportunities.

Track: Advocacy, Policy, Research
Audience: All
Presenters: Katherine Kempe, Senior Director, Professional Recognition and Advancement, National Association for the Education of Young Children; Jillian Herink, Executive Director, Iowa Association for the Education of Young Children; Ruth Schmidt, Executive Director, Wisconsin Early Childhood Association; Hanan Osman, T.E.A.C.H. Early Childhood® Senior Director, Indiana Association for the Education of Young Children

35. Shaping Messaging in Support of Financing High Quality Early Education and Learning Programs

Over the past two years, Center staff and teams that participated in the first round of Moving the Needle on Early Childhood Workforce Compensation, had opportunities to participate in a variety of webinars and workshops that taught us about framing and re-framing our messages to help garner better public and political buy in around compensation for the workforce. In this workshop you’ll develop an understanding of re-framing messages to advance our field’s capacity to influence the public and political conversation on workforce compensation issues to close the space between our messages and the public’s perception.

Track: Outreach
Audience: All
Presenter: Julie Rogers, Director, T.E.A.C.H. Early Childhood® National Center
REGISTRATION INFORMATION

- The EARLY BIRD registration fee for the 2-day symposium is $275 per person. (Register prior to March 15)
- The registration fee for the 2-day symposium is $325 per person. (Register after March 15)
- The registration fee for 1 day only is $200 per person.
- The registration fee for presenters is $180.
- The deadline for registration is Friday, April 5, 2019.
- Conference registration includes all workshops, keynote and plenary sessions, a networking reception, continental breakfast, lunch, and mid-afternoon refreshment break on both days.

QUESTIONS?
Send inquiries to Judy Leinbach at judyl@teachechnationalcenter.org or 919-967-3272 for additional information.

Hotel Reservations
A block of rooms has been reserved at the Courtyard by Marriott, the Aloft Hotel, the Residence Inn, the Holiday Inn Express, and the Hampton Inn & Suites. Information on making reservations for each hotel is below.

Courtyard by Marriott, 100 Marriott Way, Chapel Hill
directly across the street from the Friday Center
- Group rate $129/night for single, double, triple, quad—Free parking
- Cut-off date for guaranteed rate and availability is March 22
- Register by phone: 919-883-0700 or 800-321-2211
- Register online here
- Group code: T.E.A.C.H. Early Childhood

Aloft Hotel, 1001 S. Hamilton Road, Chapel Hill
~ 1 mile from the Friday Center, offers shuttle service
- Room Rate: $124/night for single, double, triple or quad—Parking is $10/day
- Cut-off date for guaranteed rate and availability is April 5
- Register by phone: 866-716-8143
- Register online here
- Group code: T.E.A.C.H. April Event

Residence Inn, 101 Erwin Road, Chapel Hill
~ 4 miles from the Friday Center, offers shuttle service
- Group rate $119/night for single, double, triple or quad—Free Parking
- Cut-off date for guaranteed rate and availability is April 8
- Register by phone: 919-933-4848
- Register online here
- Group code: TEC

Holiday Inn Express, 6119 Farrington Road, Chapel Hill
~ 2 miles from the Friday Center, offers shuttle service
- Group rate $94/night for single, double, triple, quad—Free parking
- Cut-off date for guaranteed rate and availability is April 4
- Register by phone: 919-489-7555 or 800-465-4329
- Register online here
- Group code: TEA

Hampton Inn & Suites, 6121 Farrington Road, Chapel Hill
~ 2 miles from the Friday Center, offers shuttle service
- Group rate $94/night for single, double, triple, quad—Free parking
- Cut-off date for guaranteed rate and availability is April 4
- Register by phone: 919-403-8700 or 800-426-7866
- Register online here
- Group code: TEA

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, oatmeal, a selection of bagels, pastries and breakfast breads, tea, coffee and sodas.
- A buffet lunch on both days includes a protein, two salad options (one green and one composed salad such as couscous or bean salad), two vegetables, a starch, bread, desserts, tea and coffee. There are gluten free, vegetarian and vegan options on the lunch buffet, which are clearly labeled.
- Afternoon refreshment breaks are available each day and include assorted drinks, fruit, nuts chocolates and granola bars.
REGISTRATION FORM

2019 Professional Development Symposium
Complete one registration form for each participant. Copy as needed. Please print clearly.

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, a networking reception, continental breakfast, lunch, and mid-afternoon refreshment break on both days. Fees are non-refundable after April 12. Cancellations prior to April 12 will incur a $75 processing charge.

_____   Enclosed is my EARLY BIRD registration fee of $275.00 (Register prior to March 15)
_____   Enclosed is my registration fee of $325.00 for both days
_____   Enclosed is my registration fee of $200.00 for Tuesday only
_____   Enclosed is my registration fee of $200.00 for Wednesday only
_____   Enclosed is my presenter registration fee of $180 for both days
_____   Please accept our purchase order. Purchase order number: ____________________

*To pay by credit card contact judyl@teachecnationalcenter.org.

TOTAL Enclosed: $_________________

MEALS (vegetarian, vegan and gluten free options are labeled and available on the buffet)

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

_____  Yes, I will attend lunch on Tuesday   _____  Yes, I will attend lunch on Wednesday
_____  No, I will not attend lunch on Tuesday   _____  No, I will not attend lunch on Wednesday
_____  I need a gluten free option for my meals
_____  I need a gluten free option for my meals
_____  I need a vegetarian option for my meals
_____  I need a vegetarian option for my meals
_____  I need a vegan option for my meals
_____  I need a vegan option for my meals

RECEPTION

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

_____  Yes, I will attend the Reception
_____  No, I will not attend the Reception

CONFERENCE WORKSHOPS

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

<table>
<thead>
<tr>
<th>SESSION I</th>
<th>SESSION II</th>
<th>SESSION III</th>
<th>SESSION IV</th>
<th>SESSION V</th>
<th>SESSION VI</th>
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Mail, fax or email symposium registration including the registration fee or purchase order number by Friday, April 5, 2019. 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: judyl@teachecnationalcenter.org

For a fillable PDF Registration Form, please click here.
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, Fusion Fish, Meet Fresh, Quickly Boba Café, Chronic Tacos, and Café Carolina and Bakery as well as Harris Teeter grocery store. The Marriott Courtyard has a Bistro offering starters, soups, salads, sandwiches, cooked breakfast 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 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.

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 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.