A Rich History, A Promising Future: 30 Years of T.E.A.C.H. Early Childhood® and 25 Years of Child Care WAGE$®

Registration Booklet
EARLY BIRD REGISTRATION ENDS MARCH 20!
Information Inside

The symposium will convene early on Tuesday, April 21 and conclude mid-afternoon on Wednesday, April 22. It will be held at the William and Ida Friday Center for Continuing Education, the University of North Carolina’s state-of-the-art conference center in Chapel Hill, NC.

The theme of this year’s symposium is **A Rich History, A Promising Future: 30 Years of T.E.A.C.H. Early Childhood® and 25 Years of Child Care WAGE$®**. This year’s symposium offers us an opportunity to reflect back on our journey and envision the road ahead. For two days, presenters and plenary speakers will share their experiences, visions and roadmaps for what comes next. Collectively they have contributed deeply to shaping the early care and education field for decades. With the much-anticipated release of the *Unifying Framework for the Early Childhood Education Profession*, it certainly is an exciting time to be in this field.

This year, in addition to our usual workshop tracks, we offer once again a robust higher education track to meet the learning needs of members of three T.E.A.C.H. state teams from Florida, Pennsylvania and South Carolina who are engaged in a multi-state team approach to Addressing Barriers in Early Childhood Higher Education. These workshops are highlighted in **yellow** and are open to all symposium attendees.

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

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**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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<tbody>
<tr>
<td><strong>Tuesday, April 21</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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<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 22</strong></td>
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<tr>
<td>7:15 am – 1:00 pm</td>
<td>Registration</td>
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<tr>
<td>7:15 am – 8:00 am</td>
<td>Continental Breakfast (included in registration)</td>
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<td>8:00 am – 9:30 am</td>
<td>Concurrent Sessions IV</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>12:45 pm – 1:45 pm</td>
<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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SYMPOSIUM HIGHLIGHTS AND SPECIAL EVENTS

Opening Welcome and Keynote Presentation

**Tuesday, April 21, 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 Marquita Davis, Deputy Directory of Early Learning-Pacific Northwest, Bill and Melinda Gates Foundation, who will present, *Building an Early Childhood Education System that Supports the Early Educators Our Children Need—A Call to Action.*

Plenary Session Panel Conversation

**Wednesday, April 22, 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 Toshiba Adams, Instructor/Instructional Chair, Milwaukee Area Technical College; Marinel Russo, Manager, Early Childhood Initiatives, Rhode Island Association for the Education of Young Children; and Edith Whitmore, Lead Teacher, Children’s Village, who will discuss *Leveling the Playing Field for Success for Our Diverse ECE Workforce.*

Networking Reception

**Tuesday, April 22, 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 through the link below or appointments can be scheduled on site 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@teachecnationalcenter.org. Schedule an onsite database support session **here.**

PHOTOGRAPHY DISCLAIMER

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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 21 • 10:30 am – 12:00 pm

1. Exploring Innovations in Higher Education to Better Support Early Childhood Educators
   Many early childhood educators pursuing higher education fall into the category of “non-traditional student.” They face different challenges than their traditional peers and yet many institutions of higher education (IHEs) fail to meet their needs. These educators juggle school work with their taxing jobs and family responsibilities, all while earning low wages. As more states and programs increase qualification requirements, major changes are needed in the systems and programs that prepare these professionals. In this session, we will explore the systems-level changes required to enable IHEs to better meet the needs of and prepare the workforce.
   **Track:** Higher Education  
   **Audience:** All  
   **Presenter:** Laura Bornfreund, Director of Early & Elementary Education Policy, New America

2. Using Higher Education Data to Inform Policy, Practice and Advocacy
   The Early Childhood Higher Education Inventory, developed and administered by the Center for the Study of Child Care Employment (CSCCE), is a mechanism to describe the landscape of a state’s early childhood degree program offerings, at the associate, bachelor’s and graduate levels. The Inventory captures variations in program goals, content, child age-group focus, student field-based learning and faculty characteristics and professional development needs. This session will explore the Inventory tool, data on higher education degree programs and faculty that the Inventory can provide to states, and several examples of ways in which state partners have utilized Inventory data to inform practice in degree programs, state policy and advocacy efforts for the ECE workforce.
   **Track:** Higher Education  
   **Audience:** All  
   **Presenter:** Abby Copeman Petig, Research and Policy Specialist, Center for the Study of Child Care Employment

3. T.E.A.C.H. Overview and the Role of the Counselor – Training Module Two
   In 2020, the Center is rolling out a four-module training series for all new T.E.A.C.H. Counselors. If you’re a new Counselor, join us at this year’s symposium to complete Modules Two & Three. Counselor supervisors are invited to join us to learn about this training series and how it will supplement your state’s orientation and training. In this module participants will be provided an overview of the T.E.A.C.H. Early Childhood® program. By the end of this module participants will be able to describe the purpose and benefits of the program to the early childhood profession and describe the critical role of the counselor within the T.E.A.C.H. Early Childhood® scholarship program. Join us to provide feedback on the new Counselor training series. We encourage the completion of Module One online before arriving at the symposium.
   **Track:** Professional Development Systems  
   **Audience:** All  
   **Presenters:** Megan Burk, T.E.A.C.H. Program Director, Texas AEYC; Julie Rogers, Director, T.E.A.C.H. National Center, Child Care Services Association; Edith Locke, Vice President, Professional Development Initiatives, Child Care Services Association

4. Child Care WAGE$® Session 1 – A Conversation for All WAGE$® Program Staff
   Join Allison Miller and Katherine Walker-Brooks for a conversation on all things Child Care WAGE$®. Bring your questions, concerns and experiences to share with the group. Two additional workshops for Child Care WAGE$® Program Staff will be offered at the symposium. Child Care WAGE$® Session 2 is open to WAGE$® counselors and administrative support personnel only. Child Care WAGE$® Session 3 is open only to Child Care WAGE$® program coordinators/administrators who are involved with the daily work of the Program.
   **Track:** Staff Development, Child Care WAGE$® Program  
   **Audience:** Child Care WAGE$® Program Staff ONLY  
   **Presenters:** Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association; Katherine Walker-Brooks, WAGE$ Program Manager, Child Care Services Association

5. Navigating Ethical Issues as You Implement T.E.A.C.H. or WAGE$® Programs
   Participants will have a chance to review the Ethical Guidelines and engage in discussions on how to handle difficult situations that come up in their daily work. Copies of the Ethical Guidelines will be available, but participants are encouraged to visit the password-protected website to review these prior to attending this session. Bring an ethical dilemma you are facing and we can talk about it.
   **Track:** Staff Development, T.E.A.C.H. and WAGE$® Programs  
   **Audience:** T.E.A.C.H. Early Childhood® and Child Care WAGE$® Program Staff  
   **Presenter:** Sue Russell, Executive Director, T.E.A.C.H. National Center, Child Care Services Association

   Many people still believe that working in early childhood education is a dead-end proposition. This workshop will prove them wrong. Together we will unpack this myth by putting a laser focus on what those pathways look like, including the careers that are available in our field. We’ll spend time talking about our own career pathways and what can be done to promote careers in early childhood education.
   **Track:** Professional Development Systems  
   **Audience:** All  
   **Presenters:** Megan Burk, T.E.A.C.H. Program Director, Texas AEYC; Julie Rogers, Director, T.E.A.C.H. National Center, Child Care Services Association; Edith Locke, Vice President, Professional Development Initiatives, Child Care Services Association
7. Advancing the ECE Profession: A Federal Higher Education Agenda
The path to high-quality early childhood education requires a well-prepared and well-compensated early childhood education workforce. Yet this workforce faces significant challenges and barriers when trying to pursue professional preparation; and professional preparation programs face limited resources to address those challenges and barriers. But don’t give up hope! There are multiple existing opportunities across federal agencies and through federal legislation to support both early childhood educators and the programs that prepare them. In addition, there is the potential to increase these opportunities, particularly with the looming reauthorization of the Higher Education Act (HEA). In this session, we’ll focus on opportunities in HEA to support educators working across all settings, in the context of the broader federal landscape, as we look to an advocacy agenda that supports both students and higher education programs together.
Track: Higher Education
Audience: All
Presenter: Mary Harrill, Senior Director, Higher Education Accreditation and Program Support, National Association for the Education of Young Children

8. Creating Higher Education Pathways for the Bilingual Early Childhood Workforce
The presenters bring first hand experiences about their work with bilingual students from diverse cultures. Their experiences include providing bilingual curriculum, identifying successful instructional methods and recognizing not only language but also cultural and emotional barriers bilingual students must address to be successful.
Track: Higher Education
Audience: All
Presenters: Ana De Hoyos O’Connor, Associate Professor, Early Childhood Studies, San Antonio College; Toshiba Adams, Instructor/Instructional Chair, Milwaukee Area Technical College; Iris Strachan, Chair, Early Childhood Education, Miami Dade College

In 2020, the Center is rolling out a four-module training series for all new T.E.A.C.H. Counselors. If you’re a new Counselor, join us to complete Modules Two & Three. Counselor supervisors are invited to join us to learn about this training series and how it will supplement your state’s orientation and training. Participants will learn to identify and differentiate the primary roles of the counselor in providing both counseling support and scholarship management, and best practices in each role. Participants will also be able to identify how to find and utilize resources such as procedures manuals, college directories, the T.E.A.C.H. database, the Center’s website, and other resources. Provide feedback on the new counselor training series. We encourage the completion of Module One online before arriving at the symposium.
Track: Staff Development, T.E.A.C.H. Program
Audience: T.E.A.C.H. Counselors
Presenters: Barb Merrill, Special Projects Consultant, T.E.A.C.H. National Center, Child Care Services Association; Sharon Sullivan, Higher Education Manager, T.E.A.C.H. National Center, Child Care Services Association

One method the T.E.A.C.H. Early Childhood® National Center uses to ensure the integrity of T.E.A.C.H. Early Childhood® programs is a competency assessment process. The Competency Assessment Tool is designed to help T.E.A.C.H. programs and the T.E.A.C.H. Early Childhood® National Center evaluate how well programs are doing in meeting specific benchmarks of success. In the 20 years since the tool was created, improvements have been made. This soup-to-nuts review and discussion will cover the why, what and how of competency assessment, a review of the competencies themselves and recent changes to the tool.
Track: Staff Development, T.E.A.C.H. Program
Audience: T.E.A.C.H. Early Childhood® Program Staff
Presenter: Julie Rogers, Director, T.E.A.C.H. National Center, Child Care Services Association

11. Child Care WAGE$® Session 2 – A Roundtable for Program Counselors and Administrative Support Only
For WAGE$ counselors or administrative support professionals with less than three years of program experience. Topics include daily work flow, customer service and caseload management from a counselor or support perspective. You do not have to participate in the Child Care WAGE$® Session 1 to participate in this workshop.
Track: Staff Development, Child Care WAGE$® Program
Audience: Child Care WAGE$® Program Counselors and Administrative Support ONLY
Presenters: Katherine Walker-Brooks, WAGE$ Program Manager, Child Care Services Association; Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association

12. T.E.A.C.H. Early Childhood® and Child Care WAGE$® Administrator Roundtable
This session provides an opportunity for T.E.A.C.H. and WAGE$ 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 and the workforce. This year’s roundtable will include a discussion of some of the Center’s new work and offer continuing discussion on some of the challenges we collectively face in our work advancing the education, compensation and retention of the early childhood workforce.
Track: Staff Development, T.E.A.C.H. and WAGE$ Programs
Audience: T.E.A.C.H. and WAGE$ Program Administrators and Agency Executive Directors ONLY
Presenter: Sue Russell, Executive Director, T.E.A.C.H. National Center, Child Care Services Association

For attendees working to improve their quality initiatives and career pathways. Learn about recent systems-building changes at The Texas Early Childhood Professional Development System (TECPDS), including technology changes to their Workforce Registry, which directly supports professional development and career pathways for the early childhood workforce. We’ll also highlight updates on early childhood systems development taking place in Florida. Learn about the process for improving systems integration related to workforce registries, career lattices, professional development opportunities and QRIS.
Track: Professional Development Systems
Audience: All
Presenters: Tracy Anne Jones, Senior Program Manager, Children’s Learning Institute; April Crawford, Associate Professor and Director of Strategic Initiatives and Program Implementation, Children’s Learning Institute; LaShonda Brown-Hollis, Project Manager, TSR Expansion and Outreach, Children’s Learning Institute; Phyllis Kalifeh, President, Children’s Forum, Inc.
14. The History of Early Childhood Education Policy in the US – A Look Back
This workshop will focus on the history of early childhood education policy from the perspective of someone who was part of much of the debate over the past several decades. It will also look at the intersection of child care and early education strategies and policies including a focus on the workforce.
Track: Advocacy/Policy/Research
Audience: All
Presenter: Helen Blank, Former Director of Child Care and Early Learning, National Women’s Law Center

15. Creating Systems to Organize Your Caseload Using the Resources You May Already Have
T.E.A.C.H. counselors have many diverse roles and responsibilities in their position. How do you balance it all and still stay organized? Join two T.E.A.C.H. counselors to learn what has worked for us and share your own tips on efficiently managing your caseload. We will demonstrate proactive case management tools and will have time for participants to share their own ways to stay organized.
Track: Staff Development, T.E.A.C.H. Early Childhood® Program
Audience: T.E.A.C.H. Counselors
Presenters: Dianna Erickson, Lead Counselor and Data Specialist, Michigan AEYC; Jennifer Davis, T.E.A.C.H. Counselor, Michigan AEYC

16. Helping Recipients Become Advocates
Are you passionate about the early childhood education field? Do you want to help T.E.A.C.H. scholarship recipients raise their visibility and voices as advocates for the work they do and for their chosen field? This workshop will bring together the perspectives and lived experiences of presenters who have provided this support for early educators as well as a T.E.A.C.H. scholarship recipient and lead teacher who is a voice for the workforce.
Track: Advocacy/Policy/Research
Audience: All
Presenters: Kim Kofron, Executive Director, Texas AEYC; Mary Erikson, Co-Director, T.E.A.C.H. WI and T.E.A.C.H. Counselor, Wisconsin Early Childhood Association; Mary Graham, Executive Director, Children's Village; Edith Whitmore, Lead Teacher, Children's Village

The T.E.A.C.H. Early Childhood® Initiative offers a multifaceted approach to addressing the need for an educated early childhood workforce, a workforce that works full time for low wages, wants to go to college, but can’t afford the time or expense to do so and that leaves the work they love for better paying jobs to support their own children. This workshop will highlight the history of T.E.A.C.H., the rationale for why the program is needed, the guiding principles and core values of T.E.A.C.H., the program design, the role of data and the accountability strategies in place to ensure the fidelity of each state program to the T.E.A.C.H. model.
Track: Professional Development
Audience: All
Presenter: Edith Locke, Vice President, Professional Development Initiatives, Child Care Services Association

18. Celebrating 45 Years of the CDA
This session will illustrate how three states led workforce initiatives for all early childhood educators. Participants in this session will describe the strategies and resources they use, including their use of the Child Development Associate credential as a foundational step.
Track: Professional Development Systems
Audience: All
Presenters: Abena Ocran-Jackson, Director, Council Programs, Council for Professional Recognition; Hanan Osman, T.E.A.C.H. Early Childhood® Indiana Senior Director, Indiana AEYC; Judith Santmire, Chief Operating Officer, Ohio Child Care Resource and Referral Association; Angeline Bishop-Oshoko, Branch Chief of Credentialing, Maryland Office of Child Care

19. Child Care WAGE$® Session 3 – A Roundtable for Program Coordinators/Administrators Only
If you are a coordinator/administrator who is involved with the daily work of the Child Care WAGE$® Program, this roundtable is for you! This session will continue the conversation from Child Care WAGE$® Session 1 with a focus on supervisory/management topics and questions. (Space is limited to one representative per licensed state).
Track: Staff Development, Child Care WAGE$® Program
Audience: Child Care WAGE$® Program Administrators ONLY
Presenter: Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association; Katherine Walker-Brooks, WAGE$ Program Manager, Child Care Services Association

SESSION IV
Wednesday, April 22 • 8:00 am – 9:30 am

20. State Strategies to Support Non-Traditional Students and the Higher Education Institutions that Serve Them
There is a symbiotic relationship between the responsiveness of higher education institutions and the success of non-traditional students who both need and want a college education. In this workshop, presenters from three states will highlight strategies that have been useful to them, including the benefits of convening a Higher Education Summit/Forum, the value of supporting student cohorts to address issues of isolation, the importance of knowing the context and characteristics of their states higher education systems and the value of developing relationships with higher education institutions and faculty.
Track: Higher Education
Audience: All
Presenters: Judith Santmire, Chief Operating Officer, Ohio Child Care Resource and Referral Association; Nar Doumbya, Co-Director, T.E.A.C.H. Early Childhood® WISCONSIN, Wisconsin Early Childhood Association; Ashley Otte, T.E.A.C.H. Early Childhood® and Child Care WAGE$® Program Manager, Iowa AEYC; Sharon Sullivan, Higher Education Manager, T.E.A.C.H. National Center, Child Care Services Association (facilitator)
21. How Early Educator Education and Compensation Impact Retention, Quality and Child Outcomes
How can we better make the case for public investment in a well-qualified, well-compensated early educator workforce? In this workshop, find out a) what the latest research has to say about the relationship between higher education and compensation and retention, program quality and child outcomes, and b) how this research can be used to advocate for better support of early childhood educators.

**Track:** Higher Education and Compensation

**Audience:** All

**Presenters:** Caitlin McLean, Workforce Research Specialist, Center for the Study of Child Care Employment; Abby Copeman Petig, Research and Policy Specialist, Center for the Study of Child Care Employment

22. Federal Developments in Child Care & Early Learning: Challenges & Opportunities in a Changing Environment
Child care is having a moment in the national debate—from presidential candidates talking about big, bold plans to members of Congress championing visionary child care legislation, just to name a few. Now is the time to seize this momentum so we can all achieve what we know is needed—high-quality, affordable child care for everyone. But how can we do this? This session will provide an in-depth overview of the current federal early childhood landscape, including its perils and opportunities, and what we can all do this year to lay the groundwork for child care for all.

**Track:** Advocacy/Policy/Research

**Audience:** All

**Presenter:** Catherine White, Director, Child Care and Early Learning, National Women’s Law Center

23. Supporting and Retaining a Diverse Early Education Workforce: Policy, Advocacy and Culture Matter
Using T.E.A.C.H. Scholarships to support ECE staff in their education has many interlocking elements. In this session, a team from Pennsylvania will highlight the complex way that real life experiences for ECE directors, teachers and T.E.A.C.H. staff interface with state systems. This session will frame issues relevant to the early childhood field that help ensure all staff are supported and potential systems gaps are addressed. This can be done while maintaining and strengthening the diversity of our workforce and also ensuring the availability of high-quality programs for children and families. Presenters will share concrete examples of challenges and successful strategies that highlight the role of policy, advocacy and culture in supporting and developing a more professional workforce.

**Track:** Professional Development Systems/Diversity

**Audience:** All

**Presenters:** Traci Childress, Executive Director, St. Mary’s Nursery School; Mary Graham, Executive Director, Children’s Village; Laurie Litz, T.E.A.C.H. Early Childhood® Director, Pennsylvania Child Care Association

24. Spreading the Seeds of Investment Through Outreach: Let Us Show You How to Grow and Sustain an Ambassador Program in Your State
Iowa and Florida are working to create and sustain statewide networks of professionals as ambassadors who represent T.E.A.C.H. Early Childhood® and Child Care WAGE$® in Iowa and T.E.A.C.H. Early Childhood® and Early Educator INCENTIVE$ in Florida. These ambassadors are trained to explain the benefits and provide support for these programs in their own communities and at local conferences. Join us to learn how we’ve overcome unique challenges, ways to pilot an ambassador program and grow an ambassador program and gain insight on how an ambassador program can help you maximize the impact of T.E.A.C.H. scholarships and WAGE$ and INCENTIVE$ participation throughout your state.

**Track:** Staff Development, T.E.A.C.H. Early Childhood® and Child Care WAGE$® Programs

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

**Presenters:** Elizabeth Vitiritto, T.E.A.C.H. Early Childhood® Counseling Specialist, Iowa AEYC; Kate Granzow, WAGE$ Counseling Specialist, Iowa AEYC; Denise Bishop, Vice President, Chief Outreach, Innovation and Training Officer, Children’s Forum, Inc.; Jinan As-Saddiq, Outreach Coordinator, Children’s Forum, Inc.

25. State Higher Education Articulation Policies Covering the Early Care and Education Workforce
ECE professionals who seek to increase their education levels may experience a loss of course credit and a disruption in degree progress when transferring between two-year and four-year colleges. These delays can discourage them from pursuing or completing a bachelor’s degree. To address this issue, some states have developed articulation policies and agreements to facilitate the transfer of credits between ECE degree programs. This session will highlight findings from a study of state higher education articulation policy and give participants an opportunity to reflect on articulation in their states and in their colleges.

**Track:** Higher Education

**Audience:** All

**Presenters:** Aleksandra Holod, Senior Researcher, American Institutes for Research; Janice Keizer, Senior Technical Assistance Consultant, American Institutes for Research

SESSION V

Wednesday, April 22 • 9:45 am – 11:15 am

26. College Success for Non-Traditional Students – Associate and Baccalaureate Higher Education Perspectives
This workshop will focus on college success for non-traditional students. We will encourage participants to rethink, reconnect and envision possibilities for collaboration between institutions of higher education and the local early education workforce. The discussion will encompass strategies for collaboration between associate and baccalaureate college programs and higher education and EC workforce development.

**Track:** Higher Education

**Audience:** All

**Presenters:** Sharon Little, Program Lead, Faculty, Early Childhood, South Piedmont Community College; Bweikia Foster Steen, Associate Professor, Early Childhood Education, George Mason University
27. Toward a More Cohesive Early Childhood Education Professional Preparation Pipeline
Early childhood professional preparation programs are the pipeline for the early childhood education workforce, yet they are often underfunded and undervalued within institutions of higher education. But this cannot remain a reality if higher education is to effectively implement the consensus recommendations in The Unifying Framework for the Early Childhood Education Profession, the Advancing Equity in Early Childhood Education Position Statement, the Professional Standards and Competencies for Early Childhood Educators and the forthcoming revised Developmentally Appropriate Practice Position Statement. Collectively, these documents call for a high quality, well-prepared, well-compensated and effective early childhood education workforce so that each and every young child has access to high-quality early learning and care. Successful implementation of the recommendations will require shifts in program design and content, investing in accreditation and developing an aggressive campaign to adequately resource (and grow respect for) early childhood degree programs. This session will synthesize the key recommendations across these documents through a higher education lens and connect them to promising practices underway and challenges to be tackled.
Track: Higher Education
Audience: All
Presenter: Mary Harrill, Senior Director, Higher Education Accreditation and Program Support, National Association for the Education of Young Children

The pathway to justice for young children and families is a long and arduous road, yet we continue to trek on. If it were easy, it would have already been done. In this session, we examine how the personal story either helps or hinders our progress toward a just society for children and discuss strategies for welcoming difficult conversations about bias, both implicit and explicit.
Track: Diversity/Advocacy/Policy/Research
Audience: All/Counselors
Presenter: Betsy Ayankoya, Equity, Diversity, Inclusion Officer, Frank Porter Graham Child Development Institute

29. Efficient State Coordination of CDA Efforts – Building a CDA System, Iowa’s Journey
Ever wonder how your state agencies can come together to support a comprehensive system related to the CDA? Presenters will discuss the actions Iowa has taken to increase training and formal education supports for CDA education and more efficient coordination of CDA efforts across the state. They will highlight how EC educators who receive their CDA with training hours and/or college credit can articulate this into an associate degree program, and they will connect the dots between increased education levels that can be reached through the use of T.E.A.C.H. scholarships and WAGE$ salary incentive supports and the career pathways available for EC educators.
Track: Professional Development Systems/Diversity
Audience: All
Presenters: Marianne Rodrigues, CDA Coordinator, Iowa AEYC; Pam Mahoney, T.E.A.C.H. Counselor, Iowa AEYC

30. Reaching T.E.A.C.H. and WAGE$ Participants through Technology and Social Media
Technology and social media are powerful tools for engaging and connecting with program participants. Sometimes it seems almost too powerful as more and more avenues for connecting seem to pop up regularly. This workshop will highlight the many and varied technologies and social media platforms that can be used, the strategies T.E.A.C.H. and WAGE$ programs and their administrative homes use to connect with participants and how to plan your outreach activities to cover the bases and get the results you’re looking for.
Track: Outreach
Audience: T.E.A.C.H. and WAGE$ Staff

31. Elevating Nebraska’s Early Childhood Workforce – The Work of the NE Early Childhood Workforce Commission to Narrow the Gap Between What is Best for Children and The Reality of ECE in The State
In 2017, the Nebraska Early Childhood Workforce Commission considered how to best strengthen and expand Nebraska’s ECE workforce. Their work was based on the recommendation of the Transforming the Workforce report for states to collaborate across systems to study the gap between what is best for children and what is actually happening in early care and education and to come up with plans to address this gap. The workshop will look at how this diverse group of public-private leaders approached their work. Presenters will discuss strategies used to gather information to inform key findings and conclusions, and develop their vision, goals, and recommendations. Plans for moving the vision, goals and recommendations off the page and into concrete solutions for the workforce will be highlighted.
Track: Advocacy/Policy/Research
Audience: All
Presenter: Susan Sarver, Director of Workforce Planning and Development, Buffett Early Childhood Institute, University of NE; Catherine Huddleston-Casas, Associate Director of Workforce Planning and Development, Buffett Early Childhood Institute, University of NE; Cama Charlet, Program Specialist, Buffett Early Childhood Institute, University of NE
32. Everything I Always Wanted to Know I Learned from T.E.A.C.H. or WAGE$  
Long-term staff in T.E.A.C.H. and WAGE$ programs know that successful implementation of these programs is much more than just finding money to offer scholarships and supplements and collecting amazing results! Join us as we talk about everything ELSE we have learned in our time at T.E.A.C.H.: program management, working with auditors, keeping the IT running, how to use Twitter or Facebook, where to find benefits, marketing... and more! Bring your stories and tips for time management and finding resources as you join us for this engaging session.  
**Track:** Staff Development, T.E.A.C.H. and WAGE$ Programs  
**Audience:** T.E.A.C.H. Early Childhood® and Child Care WAGE$® Program Administrators  
**Presenters:** Barb Merrill, Special Projects Consultant, T.E.A.C.H. National Center, Child Care Services Association; Beth Ann Lang, Chief Program Officer/ T.E.A.C.H. Director, Child Care Aware® of Missouri

33. The Humanistic Side of Counseling  
Counselors play a multi-faceted, critical role in T.E.A.C.H. and WAGE$ programs. From advisor to coach to mentor to cheerleader and more, they help remove barriers, result in stronger, more resilient recipients and participants capable of sustaining their commitment to education and continuing their work in their early childhood setting. And while the day-to-day management of scholarships and supplements is key to each counselor, recipient or participant’s success, equally important is the more personal side of counseling. This dynamic workshop will dig deep into this aspect of counseling, from tips on how to understand who the recipient is right from initial application screening to perspective taking, conversation starters, professional development planning and use of tools like the Careers in Early Childhood Directory. Come learn about the multi-faceted counseling role and how to ensure that all aspects are engaged.  
**Track:** Staff Development, T.E.A.C.H. and WAGE$ Programs  
**Audience:** T.E.A.C.H. Early Childhood® and Child Care WAGE$® Counselors  
**Presenter:** Edith Locke, Vice President, Professional Development Initiatives, Child Care Services Association

34. Making Strides in the Early Care and Education Workforce: Lessons from Two Governor-led State Cohorts  
This session will serve as an overview of the two governor-led state cohorts of NGA Early Care and Education Workforce state teams. These state teams addressed issue areas such as increasing compensation, preparation and development of the ECE workforce and communications and messaging. Through innovative state models, participants will gain a deeper understanding of the governor’s role in supporting policy around the early care and education workforce in states. An overview of the NGA workforce project will also provide participants with an increased awareness of implemented state policy options.

35. Developing and Supporting Diverse Leaders for the Early Education Workforce  
Developing and supporting new diverse leaders for the early education workforce is a critical need. What skills, knowledge and dispositions are needed for effective leaders for early childhood? What kind of leadership is needed at the state level? This session will serve as an overview of the two governor-led state cohorts of NGA Early Care and Education Workforce state teams. These state teams engaged together and found common ground around the early education workforce state teams. These state teams worked with a national panel on leadership development in early childhood leadership, advocacy and policy, as well as work with a national panel on leadership development in the field.  
**Track:** Professional Development Systems/Diversity  
**Audience:** All  
**Presenters:** Susan Catapano, Cille and Ron Williams Endowed Community Chair for Early Childhood Education, University of Nebraska at Kearney and The Buffett Early Childhood Institute at the University of Nebraska; Meredith Jones, Assistant Professor, Department of Education Early Childhood, Elementary, Middle, Literacy and Special Education, University of North Carolina—Wilmington

36. Moving the Needle on Early Childhood Workforce Compensation – The Journey Continues  
Low compensation keeps qualified and committed teachers from staying and prevents those who could become qualified and committed teachers from ever choosing early childhood as a career. Now in its third year of supporting states to move the needle on early childhood workforce compensation, the Center continues to witness the states’ power to effect change by bringing together state-based teams to examine their ECE landscape, set goals to create new or significantly expand existing policy, funding and strategy development strategies and make progress toward accomplishing their goals. This session brings together leadership from the Ohio state team and the Center’s project manager for this initiative to discuss the rationale for this approach, accomplishments that have been achieved, work that continues, lessons learned and next steps.  
**Track:** Compensation  
**Audience:** All  
**Presenters:** Judith Santmire, Chief Operating Officer, Ohio Child Care Resource and Referral Association; Julie Rogers, Director, T.E.A.C.H. National Center, Child Care Services Association
REGISTRATION INFORMATION

- The **EARLY BIRD** registration fee for the two-day symposium is $285 per person. (Register by March 20.)
- The registration fee for the two-day symposium is $340 per person. (Register after March 20.)
- The registration fee for one day only is $210 per person.
- The registration fee for presenters is $195. (Only two presenters from any one workshop are eligible for this reduced rate.)
- The deadline for registration is Friday, April 3, 2020.

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@teachecnationalcenter.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 Hampton Inn, Holiday Inn and the Residence Inn. 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 $132/night for single, double, triple, quad—Free parking
- Cut-off date for guaranteed rate and availability is March 20
- Register online here or by phone: 919-883-0700
- 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: $129/night for single, double, triple or quad—Parking is $10/day
- Cut-off date for guaranteed rate and availability is March 31
- Register online here or by phone: 919-932-7772
- 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 March 30
- Register online here or by phone: 919-933-4848
- Group code: **TSC**

**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 March 20
- Register online here or by phone: 919-403-8700
- Group code: **T.E.A.C.H. April Event**

**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 March 20
- Register online here or by phone: 919-489-7555
- Group code: **T.E.A.C.H. April Event**

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 large salad bar, two hot entrees (one fish and one meat), vegetables and starches, bread, desserts, tea and coffee.
- Gluten free meals are available on request. Vegetarian options are available on the lunch buffet.
REGISTRATION FORM

2020 Professional Development Symposium  

DEADLINE: Friday, April 3, 2020

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 10. Cancellations prior to April 10 will incur a $75 processing charge.

_____ Enclosed is my EARLY BIRD registration fee of $285 (Register by March 20)
_____ Enclosed is my registration fee of $340 for both days
_____ Enclosed is my registration fee of $210 for Tuesday only
_____ Enclosed is my registration fee of $210 for Wednesday only
_____ Enclosed is my presenter registration fee of $195 for both days (Only two presenters from any one workshop are eligible for this reduced rate)

Please accept our purchase order. Purchase order number: ____________________

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

TOTAL Enclosed: $_________________

MEALS (vegetarian and vegan options available on the buffet and gluten free options available on request)

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 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
_____ I need a gluten free option for my meals       _____ I need a gluten free 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.

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Mail, fax or email symposium registration including the registration fee or purchase order number by Friday, April 3, 2020. 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, Chronic Tacos and Café Carolina and Bakery, as well as a Harris Teeter grocery store and a Starbucks. 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 that are accessible on the citywide free bus line. Check out the Chapel Hill Visitors Center.

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.