



T.E.A.C.H. EARLY CHILDHOOD® AND CHILD CARE WAGES®
**2021 NATIONAL
PROFESSIONAL DEVELOPMENT
VIRTUAL SYMPOSIUM**



APRIL 27 – 29, 2021

Supporting the Essential Early Childhood Workforce Behind the Workforce



Registration information inside | Register by **April 9, 2021**

WELCOME

Welcome to the T.E.A.C.H. Early Childhood® and Child Care WAGES® National Professional Development Virtual Symposium. The symposium will begin Tuesday, April 27, and conclude Thursday, April 29.

As we continue the need for social distancing, the staff of the T.E.A.C.H. Early Childhood® National Center, our keynote, plenary and roundtable presenters and our workshop presenters plan to offer you quality experiences virtually.

The theme of this year's symposium is *Supporting the Essential Early Childhood Workforce Behind the Workforce*. This past year, as COVID-19 affected everyone's lives, including the devastating impact it had on early childhood education programs and early childhood educators, one thing stayed the same--this workforce is and always has been essential. As we move forward with hope that the pandemic will be behind us sometime this year, we must work tirelessly to ensure that this diverse and invaluable yet underfunded workforce continues to be recognized as essential and that investments to equitably and fully fund high quality early childhood education programs, including workforce compensation, are a priority. The workshops and general sessions over the symposium's three days will energize us to get this done.

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

SYMPOSIUM SCHEDULE AT-A-GLANCE

DATE/TIME**	FUNCTION
Tuesday, April 27	
10:00 a.m. – 11:15 a.m.	Opening Welcome and Keynote Address
11:15 a.m. – 11:45 a.m.	Break
11:45 a.m. – 1:00 p.m.	Concurrent Workshops I
1:00 p.m. – 2:00 p.m.	Lunch Break
2:00 p.m. – 3:15 p.m.	Concurrent Workshops II
Wednesday, April 28	
10:00 a.m. – 11:15 a.m.	Concurrent Workshops III
11:15 a.m. – 11:45 a.m.	Break
11:45 a.m. – 12:45 p.m.	Plenary Session
12:45 p.m. – 1:45 p.m.	Lunch Break
1:45 p.m. – 3:00 p.m.	Concurrent Workshops IV
Thursday, April 29	
10:00 a.m. – 11:15 a.m.	Concurrent Workshops V
11:15 a.m. – 11:45 a.m.	Break
11:45 a.m. – 1:00 p.m.	Concurrent Workshops VI
1:00 p.m. – 2:00 p.m.	Lunch Break
2:00 p.m. – 3:15 p.m.	Closing Roundtable Conversation

*****All times listed in Eastern Daylight Time.***



Photo by Andrea Piacquadio from Pexels

SYMPOSIUM HIGHLIGHTS AND SPECIAL EVENTS



Opening Welcome and Keynote Presentation

Tuesday, April 27, 10:00 a.m. – 11:15 a.m. EDT

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 **Dr. Calvin Moore Jr.**, CEO of the Council for Professional Recognition (CDA), who will present *Exploring and Ensuring Equitable Pathways Leading to a Diverse, Well-Compensated and Professional Early Childhood Workforce*.

Plenary Session

Wednesday, April 28, 11:45 a.m. – 12:45 p.m. EDT

Following a review of T.E.A.C.H. Early Childhood® and Child Care WAGE\$® Program highlights from the past year, we welcome **Marica Cox-Mitchell**, Director of Early Learning, Bainum Family Foundation, who will discuss *Reimagining Child Care Means Centering Equity*.

Closing Roundtable Conversation

Thursday, April 29, 2:00 p.m. – 3:15 p.m. EDT

A panel of funders will join us at the closing session to discuss, *From the Funders' Perspective: Making the Case for Early Childhood Workforce Investment*. The panel includes **Sara Slaughter**, Executive Director, W. Clement and Jessie V. Stone Foundation; **Ariel Ford**, Director, Division of Child Development and Early Learning, NC; and **Rachel Spector**, Associate Director of Programs, The Children's Trust. The panel will be facilitated by **Albert Wat**, Senior Policy Director, Alliance for Early Success.



SYMPOSIUM HIGHLIGHTS

- 18 High-Quality and Timely Workshops
- Welcome and Keynote Presentation
- Plenary Session
- Closing Roundtable Conversation
- Presenters from within the ranks of T.E.A.C.H. and WAGE\$® programs, higher education institutions and an array of national organizations and foundations, including:
 - Alliance for Early Success
 - Bainum Family Foundation
 - Buffett Early Childhood Institute
 - CAYL Institute
 - Center for the Study of Child Care Employment
 - Center for Law and Social Policy
 - Council for Professional Recognition
 - EarlyEdU Alliance
 - Frank Porter Graham Child Development Institute
 - National Governors Association
 - National Women's Law Center
 - National Workforce Registry Alliance
 - New America
 - Pritzker Children's Initiative
 - W. Clement and Jessie V. Stone Foundation

CONCURRENT WORKSHOPS

Participants must register in advance for workshops on the registration form. Preferences for workshops will be given on a first-come, first-served basis. Workshops are marked for the intended audience. This is only a guide, except when noted for a specific audience only. Participants should choose workshops that meet their particular professional needs.

SESSION I

Tuesday, April 27 | 11:45 a.m. – 1:00 p.m. EDT

1. The Human Side of Counseling

T.E.A.C.H. and WAGE\$ program counselors wear many hats, and the impact of COVID-19 made this work even more complex when supporting the essential early childhood workforce that is facing so many more challenges. Some have lost their jobs or their hours have been cut. Their college courses have moved online, while for many their children's schools may be closed. And food insecurity is at an all-time high. Layer onto that the challenges that you as a counselor are facing. If there's ever a time to focus on the humanistic side of counseling while remembering to take good care of yourself, it's now. This workshop will examine and discuss the tools counselors need to be successful at both.

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

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

Presenters: **Edith Locke**, Vice President, Child Care Services Association; **Sharon Little**, Program Lead, Faculty Early Childhood Education, South Piedmont Community College; **Megan Burk**, Program Manager, T.E.A.C.H. Early Childhood® National Center at Child Care Services Association

2. Supporting Early Educator Degree Attainment - Takeaways from New America's Working Group

In fall 2019, New America brought together a workgroup to explore barriers higher education institutions face in preparing early childhood educators, and to identify promising practices to address those barriers. With five pressing barriers highlighted, the group examined policy and institutional levers needed for broader reform. In this workshop you'll hear about the workgroup findings and promising practices from across the country.

Track: Higher Education Systems

Audience: All

Presenter: **Abbie Lieberman**, Senior Policy Analyst, Early & Elementary Education, New America

3. Early Educator Activism: Embracing our Heritage As a Bridge To Our Future

Early educators seldom are taught the heritage of teacher activism to improve their jobs and services or encouraged to organize on their own behalf. This cross-generational conversation will encourage participants to learn about the history of the Worthy Wage Campaign, a national grassroots teacher and provider-led movement for rights, raises and respect in the 1990s and how the spirit and lessons of that movement provide perspective and inspiration for a new era of teacher activism.

Track: Advocacy, Public Policy, Research, Leadership

Audience: All

Presenters: **Ashley Williams**, Senior Policy Analyst, Center for the Study of Child Care Employment; **Peggy Haack**, Early Childhood Consultant; **Marcy Whitebook**, Director Emerita, Center for the Study of Child Care Employment

SESSION II

Tuesday, April 27 | 2:00 p.m. – 3:15 p.m. EDT

4. Supervising, Orienting and Providing Virtual Oversight of T.E.A.C.H. Counselors

Supervision, including orientation of counselors, is so important that it's one of the 16 competencies in both the T.E.A.C.H. and WAGE\$ Competency Assessment Tools, and the New Counselor Training Four Module Series is now a requirement for all new T.E.A.C.H. Counselors. Using the modules as a jumping off point, presenters will discuss how supervisors can enhance counselor orientation, considerations for supervision and what it takes to successfully provide oversight in our continuing virtual reality.

Track: Staff Development, T.E.A.C.H. Early Childhood® programs

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

Presenters: **Amy Duffy**, T.E.A.C.H. Program Manager, Child Care Services Association; **Ashley Otte**, Director of Workplace Initiatives, Iowa AEYC

5. Moving the Needle on EC Workforce Compensation - Lessons Learned and Next Steps

Over the past three years, the National Center has supported three cohorts of T.E.A.C.H. state-based teams and one non-T.E.A.C.H. state-based team to move the needle on the intractable issue of early childhood education workforce compensation through policy, strategy development/expansion and funding. Presenters will discuss the rationale for a multi-state team approach, examine the ECE landscape, including barriers and opportunities for better compensation, highlight the logistics of working as a team to accomplish this work and share state strategies, successes, accomplishments, lessons learned and next steps toward compensation solutions.

Track: Professional Development Systems

Audience: All

Presenters: **Lisa Hildebrand**, Executive Director, Rhode Island AEYC; **Cynthia Rice**, Senior Policy Analyst, Advocates for Children of New Jersey; **Julie Rogers**, Director, T.E.A.C.H. Early Childhood® National Center at Child Care Services Association

6. Inspirational Leadership for the Next Generation: Setting the Tone for Equity, Quality and Child Outcomes

Join this workshop to consider new ideas about who we are leading, why inspirational leadership matters now and how you might apply this information to your own work. Research is clear that the Alpha generation (those born since 2010) are being reared in more complex families, and that our roles as early childhood education leaders must change to better serve them. Leadership matters as a means to inspire the existing workforce while transforming teacher preparation. Anchored in the ideals of equity, quality and opportunity for all children, we will explore specific strategies for participants, individually, to apply and model these ideas in their everyday work.

Track: Advocacy, Public Policy, Research, Leadership

Audience: All

Presenters: Valora Washington, CEO and President, The CAYL Institute; Hawani Nguisse, Assistant Professor, Early Childhood Education, Brandman University; Sandra Gonzalaz, Director II, Child Development, Garvey School District

SESSION III

Wednesday, April 28 | 10:00 a.m. – 11:15 a.m. EDT

7. Embedding Equity into Your Counseling Practice

We're having a lot of discussions about equity these days, which are long overdue. But how do we move from discussion to taking action? This workshop will take a deep look at what equity really means in our work and provide concrete strategies to mindfully embed equity in your work as a counselor.

Track: Staff Development, T.E.A.C.H. Early Childhood® and Child Care WAGES® programs

Audience: T.E.A.C.H. and WAGES staff only

Presenters: Iheoma Iruka, Research Professor of Public Policy and Director of the Early Childhood Health and Racial Equity Program, Frank Porter Graham Child Development Institute; Ana De Hoyos O'Connor, Associate Professor, San Antonio College

8. Lowering Barriers to Competency-Based Higher Education: EarlyEdU Alliance 2.0

Discover the free EarlyEdU Alliance resources available to support equity of access to effective higher education coursework and degrees for the early childhood workforce. We will provide an overview of the Competency-based Educator Development Model and how the available resources can be used to support implementation across higher education and professional development contexts. Higher education partners in PA will share their successes and challenges as they have leveraged EarlyEdU to develop their system including T.E.A.C.H. Available resources include 2-3 hour training modules and full course materials that can be used in virtual training and coursework. Outcomes from our study of national faculty and state implementation of the course materials will be shared.

Track: Higher Education Systems

Audience: All

Presenters: Katie Emerson Hoss, Higher Education

Outreach and Implementation Manager, EarlyEdU Alliance; Jennifer L. Pyles, Assistant Professor and Graduate Program Coordinator, Early Childhood Education, Shippensburg University

9. Where the Rubber Meets the Road – Bridging Early Childhood Education and Workforce Development

Workforce development systems are designed to support economic expansion, develop the talents of the nation's workforce and prepare a talent pipeline by ensuring incumbent workers have a chance for skill development and career advancement. In workforce terms, this work is about creating career pathways and enabling employment retention, which is all too familiar to those in the ECE space. Now more than ever, bringing these two systems together presents a win-win all the way around: helping people get back to work with access to quality child care and ensuring equitable access to training and employment opportunities for EC educators. We'll explore the tensions that have traditionally existed between these systems: what should be the role of child care in workforce development; how do we better understand and listen across our systems; and how do we strengthen partnerships for win-win opportunities? And we'll brainstorm how strategic investments can be leveraged to support the essential early childhood education workforce.

Track: Professional Development Systems

Audience: All

Presenter: Loren Shimanek, Senior Policy Analyst, National Governors Association

SESSION IV

Wednesday, April 28 | 1:45 p.m. – 3:00 p.m. EDT

10. The Impact of COVID-19 on Early Care and Education: Learnings and Lessons from California and Nebraska

Since the COVID-19 pandemic hit in early 2020, the Center for the Study of Child Care Employment in California has been closely monitoring the impact of the pandemic on the state's ECE programs and workforce through a series of surveys. In Nebraska, the Unicameral Legislature's Appropriations Committee recently released its interim study report on Legislative Resolution 390, "Examination of the Fiscal and Economic Impact of the COVID-19 Pandemic on Nebraska's Early Childhood Workforce and the Early Childhood care and Education System." Join these two states for a discussion about the impacts of COVID-19 on early educators in their states ranging from health risks to financial challenges and the effects on the ECE sector as a whole. Come learn about our key takeaways and contribute to a dialogue about learnings and strategies from your own states.

Track: Advocacy, Public Policy, Research, Leadership

Audience: All

Presenters: Elena Montoya, Research & Policy Associate, Center for the Study of Child Care Employment; Cathey Huddlestone-Casas, Associate Director of Workforce Planning and Development, Buffett Early Childhood Institute, University of Nebraska; Jennifer M. Goettemoeller, Prairie Oak Publishing & Consulting

11. Federal Early Childhood Challenges and Opportunities: News from the National Front

This session will provide 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 and what is needed from the field to make the case for greater and thoughtful investments in child care and early childhood education and strategies to take back to your states.

Track: Advocacy, Public Policy, Research, Leadership
Audience: All

Presenters: **Kate Gallagher Robbins**, Director, Child Care and Early Education, Center for Law and Social Policy; **Shana Bartley**, Director of Community Partnerships, National Women's Law Center

12. How are States Supporting Early Childhood Educators? Findings from the 2020 Early Childhood Workforce Index

Come hear about the newest edition of the Early Childhood Workforce Index, which describes early childhood employment conditions and policies in every state. Highlights and updates about what's new and exciting with the 2020 Early Childhood Workforce Index include how state policies have changed since 2018; how states have supported the workforce during the COVID-19 pandemic; and updated policy recommendations for how to support early educators going forward. Discussion will include how to use updated Index materials like the interactive 50-state mapping tool and individual state profiles to support advocacy in your state.

Track: Advocacy, Public Policy, Research, Leadership
Audience: All

Presenters: **Caitlin McLean**, Senior Research Analyst, Center for the Study of Child Care Employment; **Krista Olson**, Research and Policy Associate, Center for the Study of Child Care Employment

14. Building Better Care for Babies

The Pritzker Children's Initiative (PCI) has launched a 10-20 year initiative focused on increasing policies and investments in states and communities on behalf of infants, toddlers and their families, beginning prenatally. PCI is currently funding policy and advocacy efforts in 20 states and 10 communities but with a goal that every state in the nation will prioritize the needs of babies. Learn more about this ambitious initiative and particularly their work to expand the supply and quality of infant/toddler child care through increased education and compensation of the infant/toddler workforce.

Track: Professional Development Systems
Audience: All

Presenters: **Brenda Blasingame**, Program Officer, Pritzker Children's Initiative; **Jovanna Archuleta**, Assistant Secretary for Native American Early Education and Care, NM Early Childhood Education and Care Department; **Adam Feser**, Policy Advisor, First Five Nebraska

15. Putting Workforce Data to Work

Join us to get the most up-to-date information on Workforce Registry developments across the country. We will present for you the trends and status of Workforce Registry functions nationwide. You can see how your state measures up and how data is currently being used to inform policy and systems in several states. If you want to see the application and possibilities of putting ECE workforce data to work, please visit with us in this session! We look forward to answering your questions and learning your thoughts on what registries get right and where our sticking points are.

Track: Advocacy, Public Policy, Research, Leadership
Audience: All

Presenters: **Diana Diaz**, Registry Director, NY Professional Development Institute and President, National Workforce Registry Alliance; **Kelly Smith**, Registry Director, Ohio Child Care Resource and Referral Association

SESSION V

Thursday, April 29 | 10:00 a.m. – 11:15 a.m. EDT

13. Innovative Practice: How to Provide Outreach During a Pandemic

The COVID-19 pandemic has brought with it many challenges to everyone about almost everything, including how T.E.A.C.H. and WAGE\$ program staff have been able to stay connected with existing participants while continuing outreach activities to bring new early childhood educators into the fold. This workshop will highlight the innovative ways in which T.E.A.C.H. and WAGE\$ programs have provided outreach during the pandemic. Bring your strategies to share with others.

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

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

Presenters: **Julie Warford**, T.E.A.C.H. and WAGE\$ Counselor and Program Coordinator, Nebraska AEYC; **Lauren Linnenbrink**, T.E.A.C.H. and WAGE\$ Program Coordinator, Iowa AEYC; **Megan Burk**, Program Manager, T.E.A.C.H. Early Childhood® National Center at Child Care Services Association



SESSION VI

Thursday, April 29 | 11:45 a.m. – 1:00 p.m. EDT

16. Being Flexible in General and in a Time of Crisis – What T.E.A.C.H. and WAGE\$ Programs Can Do to Ease the Burdens of Program Participants

As the COVID-19 pandemic continues to disrupt the working and living conditions of early childhood educators, T.E.A.C.H. and WAGE\$ programs need to continue thinking about how to best help our program participants in their efforts to be successful on their journey to increase their education, earn more money and stay in the early childhood field that they love. Many of our participants have had both their college education and their jobs disrupted. Many are facing even bigger financial crises than before, with the loss of wages, child care for their own children and possibly their health insurance, if they even have it. This workshop will highlight things we believe T.E.A.C.H. and WAGE\$ programs can do to make this all easier and better.

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

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

Presenters: **Amy Duffy**, T.E.A.C.H. Program Manager, Child Care Services Association; **Laurie Litz**, T.E.A.C.H. Program Director, Pennsylvania Child Care Association

17. Building the Bridge to Connect Learning to Best Practices and Quality Programming – 53206 Early Childhood Initiative

Improving the academic success of educators of color requires more than financial support. It requires a systemic approach to providing financial, culturally responsive, and equitable supports. Through this workshop, we will share our journey of providing a comprehensive scholarship and professional development package aligned with a Governor's initiative and in partnership with Milwaukee Area Technical College. The project aimed to increase access to high-quality early care and education for Milwaukee's youngest learners in the 53206 zip code, the most incarcerated zip code in the nation.

Track: Higher Education Systems

Audience: All

Presenters: **Gina Hobbs**, T.E.A.C.H. Scholarship Counselor, Wisconsin Early Childhood Association; **Tanya Johnson**, Professional Development and Training Specialist, Wisconsin Early Childhood Association

18. Building Stronger High School Pipelines to Careers in Early Childhood Education

As the early childhood education field finds it increasingly difficult to fill early childhood educator positions, states are looking to the career technical education pipeline from high school into the workforce to address the supply and demand dilemma facing the field. This workshop will highlight the findings of a dissertation, *An Investigation of the Post-Graduation Outcomes of High School Students Completing an Early Childhood Education Career and Technical Program*, and showcase a new effort underway at the Council for Professional Recognition to help high school students attain a Child Development Credential.

Track: Professional Development Systems

Audience: All

Presenters: **Denise Bishop**, Vice President, Chief Outreach, Innovation and Training Officer, Children's Forum; **Chonda Walden**, Manager, Training & Development, Council for Professional Recognition; **Raquel Andrade**, Manager, CDA Communities, Council for Professional Recognition



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REGISTRATION INFORMATION AND FORM

The registration fee for the Virtual Symposium is \$95. We are not offering registration for individual workshops. After we receive your registration fee and workshop selections, we will email log-in information for each individual workshop and the general sessions (emails will be sent April 9-15).

Click [here](#) for a fillable PDF registration form.

2021 Professional Development Symposium

DEADLINE – Friday, April 9, 2021

Complete one registration form for each participant. Copy as needed. Please print clearly.

Name: _____

Organization: _____

Title: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ E-mail: _____

- Registration fee: \$95
- Presenter registration: \$45

Total Enclosed: \$ _____ **PO #:** _____

To pay by credit card contact judy@teachecnationalcenter.org.

WORKSHOPS

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

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

- I plan to attend the Keynote Address.
- I plan to attend the Plenary Session.
- I plan to attend the Closing Roundtable.

Mail, fax or email conference registration (including the registration fee or purchase order number) to ensure receipt by **Friday, April 9, 2021**.

Checks should be made out to Child Care Services Association

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