

Leadership Series: BE INSPIRED!

Designing Strategic Personalized Professional Learning Plans



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Our presenters



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Today's Objectives

LEARN

Learn strategies to establish short- and long-term learning goals for early childhood educators.

DISCOVER

Discover ways to design personalized professional learning plans that includes trainings, coaching, and mentoring, to help your teachers refine their teaching skills.

NAEYC

Standards for Early Childhood Professional Preparation Program

Students prepared in early childhood degree programs understand that child observation, documentation, and other forms of assessment are central to the practice of all early childhood professionals. They know about and use systematic observations, documentation, and other effective assessment strategies in a responsible way, in partnership with families and other professionals, to positively influence the development of every child.



Reflect

Learn to reflect on the strengths and challenges of teachers in your early childhood program.

- Employee Selection
- Orientation
- Expectations
- Professional Responsibility

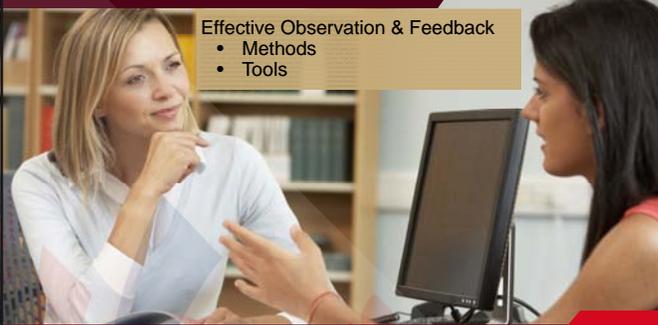




Employee Evaluations

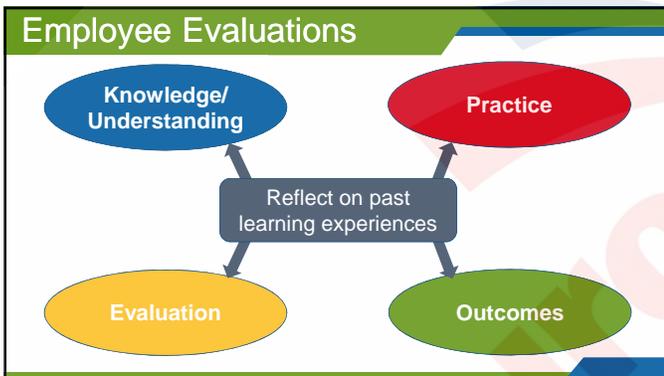
- Effective observation & feedback
- Reflect on past learning experiences
- Examine transcripts
- Consider peer evaluations & supervisor evaluations
- Self-evaluation

Employee Evaluations



Effective Observation & Feedback

- Methods
- Tools



Employee Evaluations



Examine Transcripts

Employee Evaluations



Consider peer evaluations & supervisor evaluations

Employee Evaluations



Peer Supervisor Self



S.M.A.R.T. Goals

Develop strategies for short-term and long-term learning goals with each child care teacher.

- Short-term goals
- Long-term goals
- Way you get to these goals

Trainings/Workshops

- Online
- Face-to-face
 - ✓ Onsite
 - ✓ Offsite

MOVING FORWARD
Partnership Career Pathways Initiative

June 2016

Credentialing, Apprenticeship and College Courses

Early Learning Career Pathways Initiative: Credentialing in the Early Care and Education Field, technical assistance report written and produced by Kratos Learning and Manhattan Strategy Group
March 2016

Credentials

What is a credential?

Credentials are a foundational component of a successful career pathway, since they serve as both end goals to achieve and provide intermediate milestones along the trajectory toward those goals.

Apprenticeship

What is Apprenticeship?

Apprenticeships are a proven training model for growing and retaining a skilled workforce in today's competitive business environment. This "earn while you learn" approach combines on the job training and related academic instruction to benefit both the company and the employee.

College Coursework

Certificates to Advanced Degrees

- Career Award certificate
- 1-year Certificate
- 2-year Associate Degree Program
- Articulation
- 4-year Degree Program plus

Coaching and Mentoring



COACHING

- Trained coach
- Short term
- Designed to learn and enhance specific skills

MENTORING

- Someone with experience
- Long term
- Supports development of less experienced staff



Resources

Networking

Local, State, National

Professional Memberships and Conferences

Professional Learning Plan Elements

Evaluation

Shared Goals

Co-Creation

Resources

Strategic Personalized Professional Learning Plans

Resources

1. The Early Childhood Coaching Handbook, Dathan D Rush and M'Lisa L Sheldon, Paul H Publishing Co., Baltimore MD, 2011
2. *Leaders and Supervisors in Child Care Programs*, Dorothy June Sciarra and Anne G Dorsey, Delmar Publishing, 2002
3. Early Learning Career Pathways Initiative: Credentialing in the Early Care and Education Field, technical assistance report written and produced by Kratos Learning and Manhattan Strategy Group, March 2016
<https://www2.ed.gov/programs/racetothetop-earlylearningchallenge/pathways/elpathways.pdf>
4. *Blueprint for Action*, Paula Jorde Bloom, New Horizons, Educational Consultants and Learning Resources, 2005.



NEXT webinar series

Early Childhood Teaching: Easing Stress, Increasing Engagement

Your guide to professional, personal, classroom, & child management strategies.

January 2018

NEW Series! Early Childhood Teaching: Easing Stress, Increasing Engagement

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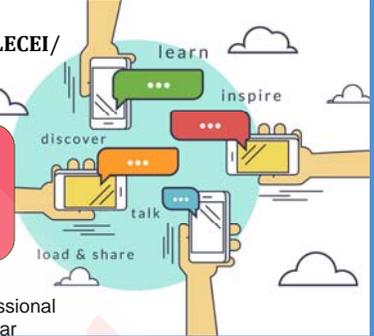
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The Virginia Early Childhood Administrator Professional Credential (VA-ECAP)

ONLINE CREDENTIALING PROGRAM
The program is a joint offering with Northern Virginia Community College (NOVA) that is recognized by NAEYC. Participants earn a combination of credit hours and CEUs.

Learn more: <https://www.sourceforlearning.org/vaecap/>

