

Regular School Attendance Design Team

Work group: Quality Educators and Leadership

High quality, well-educated and well-trained teachers, principals and center directors create positive school climates and high quality school environments that encourage regular attendance.

Outcomes related to Quality Educators and Leadership, as it impacts Regular School Attendance:

- Birth-to-eight early childhood teachers, administrators and principals have post-secondary education
- Birth-to-age-eight teachers, administrators and principals have early childhood and child development knowledge and competencies
- Teachers receive professional development on children's mental health, including trauma
- Teachers working with special populations, including English-language learners and children with disabilities, receive specific training and coaching for these populations

North Carolina has a lot of assets in place! There has been a lot of excellent work already done in North Carolina around these issues. Pathways would like to lift up and leverage these assets. We have talked with some of you and surveyed the larger Pathways Partners (stakeholders) group to learn about some of the great initiatives that are helping us move towards these outcomes. Here is what we have learned.

Quality Educators and Leadership Asset Map, as related to Regular School Attendance:

- More online modules for teacher training and professional development are being developed by NC DPI and made accessible through CANVAS, the state's chosen learning management system.
- There are proposals to increase education standards and compensation for 0-5 teachers, based on national recommendations (NC Early Education Coalition and the NC Institute for Child Development Professionals)
- NC is writing a professional development plan for early educators as part of the state's Child Care and Development Fund (CCDF) state plan.
- Focus groups have been held around the state to inform the state's professional development plan for the early care workforce (0-5).
- There is some cultural competence training available for the early care workforce.
- Community Colleges and Universities offer early education certifications and degrees for 0-5 educators.
- TEACH Early Childhood Scholarship Program supports the cost of education for 0-5 educators.

- The Child Care Wages Program is an evidence-informed salary supplement program that increases teacher education (0-5) and reduces turnover.
- NC has a Birth to Kindergarten (BK) certificate that includes training on both regular and special education.
- NC Infant and Young Child Mental Health Association Workforce Development Project's *Developing a System of Core Competencies to Support North Carolina's Early Childhood Workforce* reports on progress developing mental health core competencies for the early childhood workforce.
- NCAEYC speaks on behalf of early childhood professionals working with or on behalf of young children birth through age eight.
- Early educators are coming into the field with stronger technology backgrounds, which is bringing innovation into the classroom.
- Massive Open Online Courses (MOOCs) are available to train educators on needs of students in special education (Friday Institute, NC State)
- Frank Porter Graham Center on Secondary Education for students with autism (not early childhood)
- There is pilot work to build trauma-sensitive whole school learning environments through specific professional development for educators and building students' resilience, in six school districts over a 3-year period. (Public School Forum's NC Resilience and Learning Project)
- Frank Porter Graham National Professional Development Center is focused on teacher's use of evidence-based practices for early (pre) and school-age children with autism.
- The NC House of Representatives passed a bill this session to mandate a statewide articulation agreement between two- and four-year state institutions of higher education.
- UNC-G and UNC-W each have an online Masters' Degree focused on Early Childhood Leadership and Administration, to help develop a pipeline for program and system leaders across North Carolina.