

# Good Start, Grow Smart: The State of the States

## Professional Development Requirements

*A State plan for offering education and training activities to child care and pre-school teachers and administrators, which can also include Federally funded training initiatives.*

### Questions Raised by the States

- What kinds of training activities are required?
- Must the training relate to literacy and cognitive development? Are there any specifications related to type, content, delivery, and evaluation of the required training?
- How is this training different from ongoing training happening in States, such as already required training specified in State child care licensing regulations?
- Where will the funding for this training come from given limited CCDF funds, and general economic difficulties?



Over the past decade, States have made huge strides in how they think about and implement activities related to professional development. A systems view of career development has become commonplace in the States. *Training* is now typically viewed as a small piece of *professional development*. *Professional development* is only one of the interrelated components of a *career development system*.

### What We Know

An early childhood education career development system is complicated. There are many components of a career development system and States are at various levels of development of these system components.

Some key components of a career development system that are related to training include:

- ✓ articulation
- ✓ credentials
- ✓ core competencies (i.e.: curriculum including communication/language such as oral, written, and creative expression)
- ✓ career lattice
- ✓ practitioner and trainer registry
- ✓ training and trainer approval processes
- ✓ leadership development (including mentoring and apprenticeship programs)
- ✓ compensation improvement initiatives

### Resources

Many States have been working on developing a comprehensive early childhood education career development system. Although all of the listed aspects of training-related components that promote career development and overall quality are hard to find in one State, some States have strengths in one or more of the specific facets. The following States that involve various partners in the early childhood education field (over) were chosen as examples; they are not the only States that have implemented training related components.

Compiled by the National Child Care Information Center 

 A service of the Child Care Bureau

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### Maine

Maine Roads to Quality (MRTQ) is the State's Child Care and Early Education Career Development Center. MRTQ is funded by the Maine Department of Human Services, Office of Child Care and Head Start, and was developed with collaborative input from key stakeholders in the early childhood field. MRTQ partners include: the Maine Association of Child Care Resource and Referral Agencies (MACCRRA); the Maine Child Care Directors Association (MCCDA); the Maine Head Start Directors Association (MHSDA); the Alliance for Children's Care, Education and Supporting Services (ACCESS); the Muskie School of Public Service; the Maine Department of Education; the Early Childhood Higher Education Committee; and the Child Care Advisory Council.

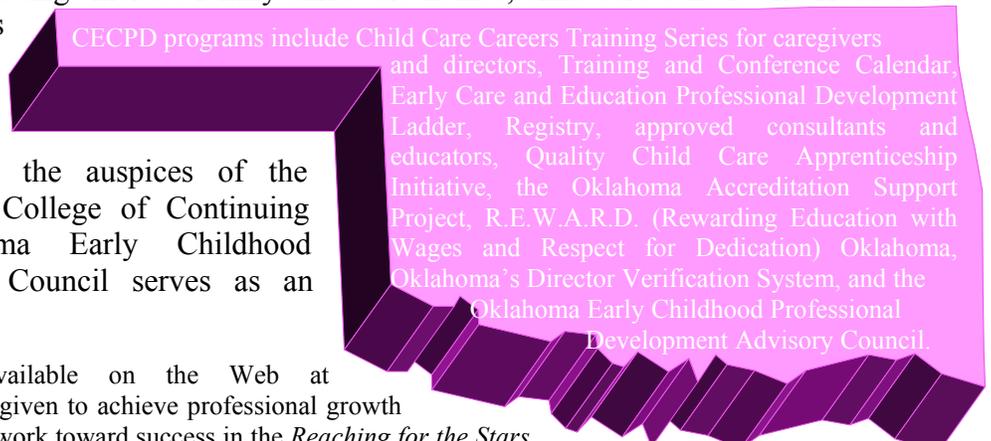
Additional information is available on the Web at <http://muskie.usm.maine.edu/maineroads/>.



### Oklahoma

The Center for Early Childhood Professional Development (CECPD) was created using Federal child care and development block grant funds, and supports the individuals who work in licensed child care settings in Oklahoma. The settings include family child care homes, child care centers and Head Start programs. CECPD operates on a grant from the Department of Human Services Division of Child Care, and operates under the auspices of the University of Oklahoma's College of Continuing Education. The Oklahoma Early Childhood Professional Development Council serves as an advisory body to the Center.

Additional information is available on the Web at <http://www.cecpd.org>. Support is given to achieve professional growth for teachers and directors as they work toward success in the *Reaching for the Stars* tiered reimbursement program.



### Washington

Washington's State Training and Registry System (STARS) is a career development system designed to improve child care through basic and on-going training for child care providers.

Additional information is available on the Web at <https://wvs2.wa.gov/dshs/stars/>. See also John R. Burbank and Nancy Wiefek's article "The Washington State Early Childhood Education Career Development Ladder," available on the Economic Opportunity Institute's Web site at <http://www.econop.org/ECE-PolicyBrief2001.htm>, or visit Washington's Child Care Coordinating Committee, Career Development Subcommittee's Web site at [http://www.dshs.wa.gov/esa/dccel/cccc\\_career.shtml](http://www.dshs.wa.gov/esa/dccel/cccc_career.shtml).

