## Arizona Early Childhood Workforce Registry

The First Things First College Scholarship Program and Preschool Development Grant (PDG) Scholarships











Understanding How a Comprehensive Professional Development System Can Enhance the Workforce

## Early Childhood Workforce

#### The system is being developed to support:

- Professionals working directly with children
  - Early Childhood Teachers
  - Teachers Assistants
  - Child Care Home Providers
  - Child Care Administrators
  - Disability Specialists
  - Health Specialists
- Professionals working on behalf of young children
  - Professional Development Instructors/Trainers
  - Mental Health Consultants
  - Parent Educators
  - Early Childhood Regulators
  - Students pursuing Early Childhood Education Degrees







## AZ Career & Professional Development Network

- \* Professional Development website provides access to a variety of professional development resources:
  - Competencies and standards
  - Education pathways and opportunities
  - Career pathways
  - Employment opportunities
  - Arizona Early Childhood Workforce Registry

\* www.azearlychildhood.org







### AZ Career & Professional Development Network Website















#### ut Us Advance Your Career

- Conferences and Events
- Find a Professional Development Opportunity
- CPR & First Aid Training
- Requirements
- Careers in Early Childhood
- Credentials, Certifications and Degrees
- Scholarships and Incentives
- Job Bank
- · Salary Information

#### **Resources & Information**

- Workforce Knowledge & Competencies
- Instructor and TA Standards
- Arizona Career Lattice
- Arizona Standards and Guidelines
- News & Information

#### Organizations & Agencies

- Arizona Child Care Resource and Referral
- State of Arizona Resources and Programs
- State & National Professional Organizations

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- Arizona Community-Based Organizations, Resources & Programs
- Additional Organizations, Resources & Programs

#### Registry

- Join or Log In
- Benefits of the Registry



#### ABOUT THE REGISTRY

The Arizona Registry will help you grow your skills and advance your career.

#### **REGISTER NOW**



Find professional development opportunities available near you and online



Keep a record of your experience, education, professional development and credentials in one place that is easy to update



Share your experience and understanding of how to work with young children to potential employers



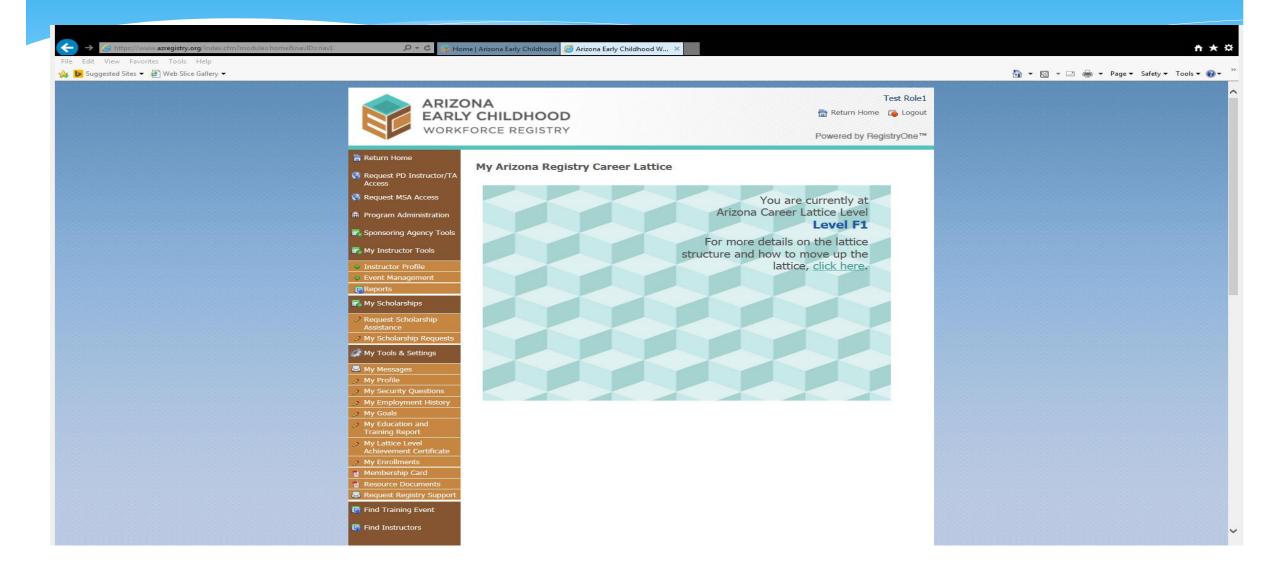




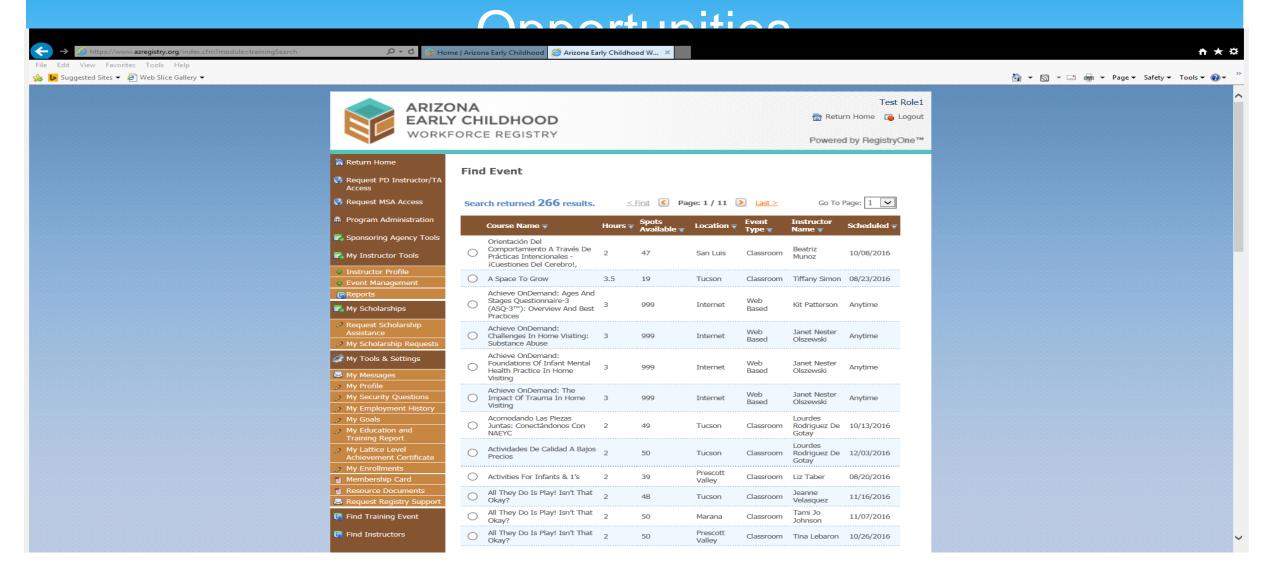
## AZ Early Childhood Workforce Registry

- Web-based system that enables early childhood professionals to
  - In a central location keep a record of their
    - experience
    - education
    - professional development
    - credentials
  - Find and register for professional development opportunities
  - Identify career lattice level
- It is also used to manage application for First Things First College Scholarships for Early Childhood Professionals.

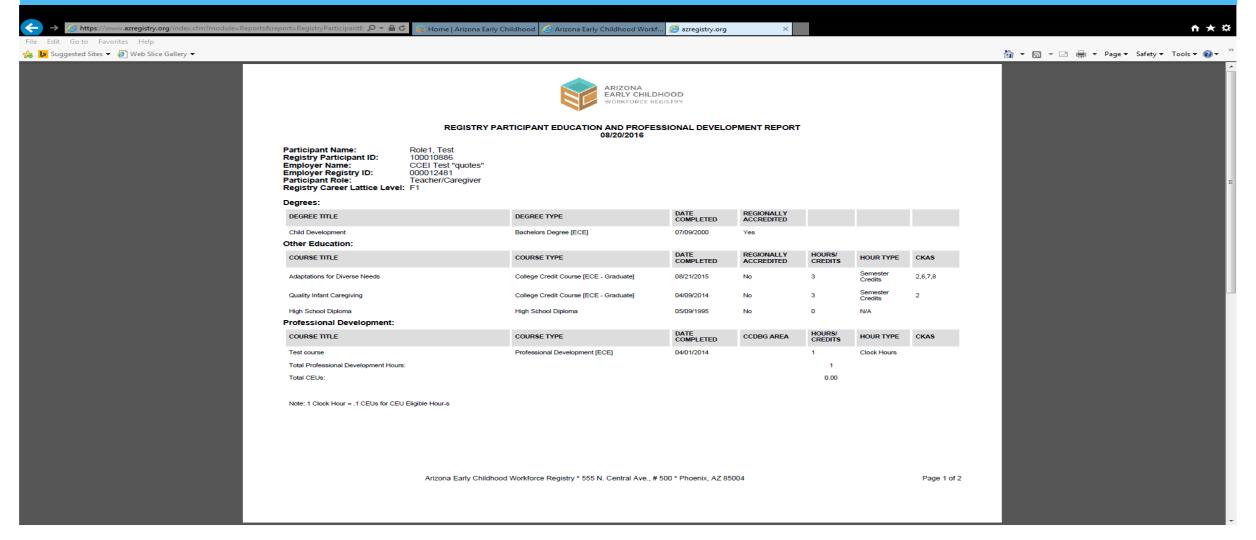
### AZ Early Childhood Workforce Registry Account



## AZ Workforce Registry Gives Access to Training Events & Professional Development



## Registry Members Have Access to Their Education and Training Events Record



## Registry Members Have Access to Scholarship Opportunities and Incentives

#### **ADE PDG Grant**

- Bachelor & Master's Degrees in ECE Leading to Certification
- Endorsement in ECE and Special Education
- \* Tuition, Books, Course and College Fees

#### **FTF College Scholarship**

- Associate's Degree in ECE or Related Field
- CDA Assessment Fees /Renewals
- Tuition, Books, Course and College Fees
- BA Scholarships are offered in the following Regions: Navajo Nation, Northwest Maricopa, Pascua Yaqui Tribe, Pima North and Pima South

## Scholarships

#### **ADE PDG Grant**

- \* Working on behalf of children birth-age 5 in the following counties:
  - Cochise, Maricopa, Pima, Pinal, Santa Cruz & Yuma/ NOW STATEWIDE
- \* Must have an Associate's Degree or CDA Credential to apply for BA or Bachelor to Apply for Master's
- \* Arizona Resident
- Lawful Presence per A.R.S. §1-502

#### FTF College Scholarship

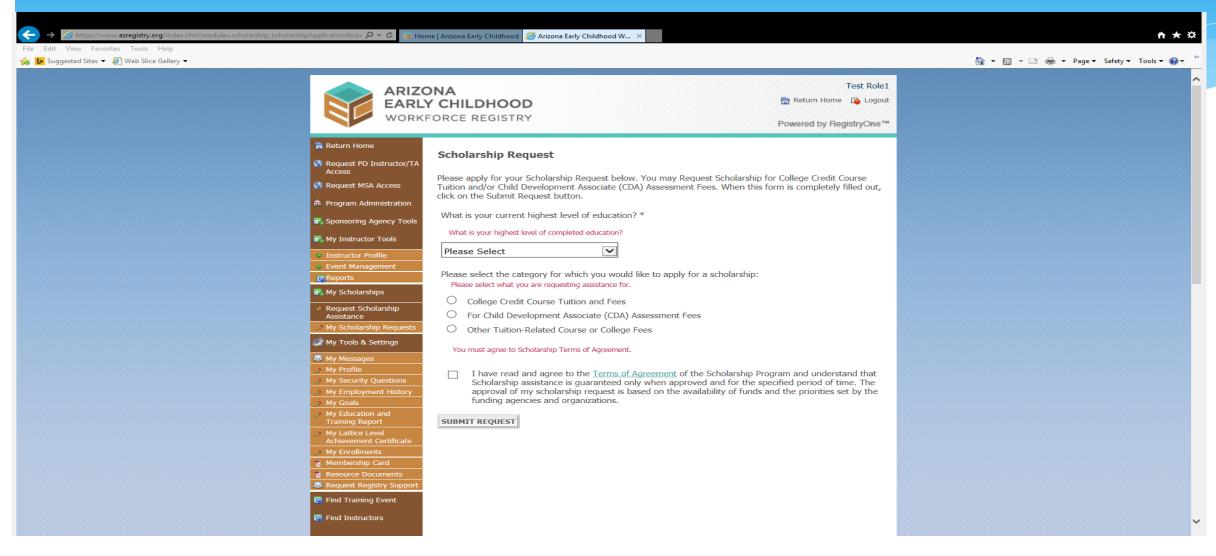
- Working on behalf of children birth-age 5
- \* Statewide
- Earn \$20 per hour, or less
- \* Arizona Resident
- Lawful Presence per A.R.S. §1-502

## Scholarships Requirements

### Enroll in the Registry

- Apply for Aid using FAFSA (if 18 yrs. and under, applying for Master's degree or CDA Assessment fee only waived)
- Complete a Service Agreement
- Courses must be from Accredited IHE
- Must identify a primary educational pathway
- Must provide a transcript from college or High School (Unofficial is currently acceptable)
- Complete Statement of Lawful Presence form and provide ID (Typically used Driver's License or Birth Certificate)
- Working with or on behalf of children birth to age 5 not yet in Kindergarten. If not willing to volunteer 15 hours per month in a licensed EC program.

## Access to Scholarship Opportunities and Incentives



## AZ Workforce Knowledge and Competencies

- Uniform set of expectations
- Identify the basic knowledge, skills, and abilities needed for
  - Early childhood professionals including
    - Early care and education
    - Early intervention
    - Mental health
    - Physical health
    - Social services/child welfare professionals

## AZ Workforce Knowledge and Competencies

### **Core Knowledge Areas**

**Child Growth & Development Curriculum & Learning Environment Child Observation & Assessment Effective Interactions** Health, Safety & Nutrition **Family & Community Partnerships Professionalism Program Management** 

### **Arizona Early Childhood Workforce Career Lattice**

- Provides a pathway for
  - Education
  - Professional development
  - Work experience
- Early childhood professionals can use for:
  - Individualized assessment
  - Setting professional development goals
  - Documentation of progress in career development



## AZ Early Childhood Workforce Career

#### Lattice

Arizona Early Childhood Workforce Career Lattice						
Education	Credit Hours and Professional Development Hours	Work Experience in Early Childhood <sup>1</sup>				
		Less than 3 Years	3 - 5 Years	More than 5 Years		
High school diploma or equivalent <sup>2</sup>		Level A1	Level A2	Level A3		
High school diploma or equivalent <sup>2</sup>	PLUS 6 credit hours in Early Childhood Education (ECE) <sup>3</sup> or a related field <sup>4</sup>	Level B1	Level B2	Level B3		
High school diploma or equivalent <sup>2</sup>	PLUS 90 clock hours <sup>5</sup> of approved professional development <sup>6</sup>					
High school diploma or equivalent <sup>2</sup>	PLUS 3 credit hours in Early Childhood Education (ECE) <sup>3</sup> or a related field <sup>4</sup> plus 45 clock hours <sup>5</sup> of approved professional development <sup>6</sup>					
High school diploma or equivalent <sup>2</sup>	PLUS 12 credit hours in Early Childhood Education (ECE) <sup>3</sup> or a related field <sup>4</sup>	Level C1	Level C2	Level C3		
High school diploma or equivalent <sup>2</sup>	PLUS 180 clock hours <sup>5</sup> of approved professional development <sup>6</sup>					
High school diploma or equivalent <sup>2</sup>	PLUS credit hours in Early Childhood Education (ECE) <sup>3</sup> or a related field <sup>4</sup> and approved professional development <sup>6</sup> hours in one of the following combinations:					

3 credit hours plus 135 clock hours or
 6 credit hours plus 90 clock hours or
 9 credit hours plus 45 clock hours.

Education	Credit Hours and Professional Development Hours	Work Experience in Early Childhood 1		
		Less than 3 Years	3 - 5 Years	More than 5 Years
High school diploma or equivalent <sup>2</sup>	PLUS 24 credit hours in ECE <sup>3</sup> or a related field <sup>4</sup>	Level D1	Level D2	Level D3
High school diploma or equivalent <sup>2</sup>	PLUS 360 clock hours of approved professional development			
High school diploma or equivalent <sup>2</sup> Current Child Development Associate (CDA) awarded by the Council for Professional Recognition	PLUS credit hours in ECE <sup>3</sup> and approved professional development <sup>6</sup> hours in one of the following combinations:  o 3 credit hours plus 315 clock hours <sup>5</sup> o 6 credit hours plus 270 clock hours g 9 credit hours plus 225 clock hours g 12 credit hours plus 180 clock hours g 15 credit hours plus 135 clock			
Certificate of Completion in Early Childhood Education <sup>3</sup> or a related field <sup>4</sup> from a community college.				
60 College Credits	INCLUDING at least 18 credit hours in ECE <sup>3</sup> or a related field <sup>4</sup>	Level E1	Level E2	Level E3
Associate degree in ECE <sup>3</sup>	INCLUDING at least 60 college/university credits with atleast 18 credit hours in ECE or a related field <sup>4</sup>			
Associate degree in a related field <sup>4</sup>	PLUS 18 credit hours in ECE <sup>3</sup> or a related field <sup>4</sup>			
Associate degree in any field	PLUS 18 credit hours in ECE <sup>3</sup> or a related field <sup>4</sup>			
Bachelor's degree in ECE <sup>3</sup>				
Bachelor's degree	INCLUDING at least 24 credit hours in ECE <sup>3</sup> or a related field <sup>4</sup>	Level F1	Level F2	Level F3
Bachelor's degree	PLUS Current State of Arizona Provisional or Standard Teaching Certificate in one of the following:  o Early Childhood Education (Birth-Age 8 or Grade 3) o Early Childhood Special Education o Elementary Education with Early Childhood (Birth-Age 8/Grade 3) Endorsement.			
Master's degree in ECE <sup>3</sup>				
Master's degree	INCLUDING either 30 undergraduate credit hours or 18 graduate credit hours in ECE <sup>3</sup> or a related field <sup>4</sup>	Level G1	Level G2	Level G3
Doctorate in ECE <sup>3</sup>		1 1114	1 - Luc	1
Doctorate	INCLUDING 30 graduate-level credit hours in ECE3 or a related field4	Level H1	Level H2	Level H3

## Professional Development Instructor and Technical Assistance Provider Standards

The define the credentials, knowledge and experience necessary to ensure high quality professional development experiences for our workforce from entry through advanced levels.



## Professional Development Instructor and Technical Assistance Provider Standards



Address the following core content areas:

Content Knowledge
Adult Learning Principles
Instruction
Assessment & Evaluation
Professionalism
Relationship-based Practice

## Professional Development Instructor Status Levels

#### **ECE Instructor**

- Meets the qualifications set forth by the PDWG
- Bachelor's in ECE or related field with 24 credits in ECE

#### **Specialist**

- Those licensed/certified and monitored by outside agency
- Examples: OT, PT, SLP, Nurse, CTE Instructor

#### **Content Specific**

- Has completed a Train the Trainer model
- Will have access to provide Professional Development on that program

### Connection of Professional Standards to the Quality of the Workforce

Ensuring High Quality
Instructors and Technical
Assistance Providers



Professional Development aligned to the Workforce
Knowledge and
Competencies



High Quality Professional
Development within the
Registry System for the
Early Childhood Workforce

### 3 Take Away Points

- The Professional Development website provides access to a variety of resources for those working with and on behalf of children birth to third grade
- 2. Through the Registry, professionals are able to keep track of their experience, professional development and educational achievements
- Registry Members have access to First Things First College Scholarships and ADE Preschool Development Grant Bachelor and Master's degree scholarships

# Success Story: Martha is working in Avondale, she started with her CDA and 2 years later graduated with her BA in EC





### **Contact Information**

Contact information for the ADE PDG Scholarship:

pdg@azed.gov

Contact information for the FTF College Scholarship Program and the Registry:

info@thearizonaregistry.org

1-855-818-6613

Maricopa County: Regional Outreach Coordinator

FTF Regions: Phoenix North, NW Maricopa, SW Maricopa, and portions of East Maricopa

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