2022 National Early Childhood Education Workforce Convening

Program

Brought to you by
Child Care Services Association and its
T.E.A.C.H. Early Childhood® National Center Division
April 20–22, 2022

PO Box 901, Chapel Hill, NC 27514
Phone: (919) 967-3272  |  Fax: (919) 442-1988
www.childcareservices.org  |  www.teachecnationalcenter.org
Wednesday, April 20

7:30 a.m. - 4:15 p.m.
Registration

7:30 a.m. - 8:30 a.m.
Continental Breakfast

T.E.A.C.H. Program Database Personal Technical Assistance
By Appointment Only

8:30 a.m. - 10:00 a.m.
Opening Welcome and Keynote Address: Advancing Equity in Early Childhood: Redressing the Past Through Workforce Transformation

We are very pleased to welcome as our keynote presenters Dr. Iheoma Iruka, Research Professor, Department of Public Policy, Frank Porter Graham Institute, UNC-Chapel Hill, and Dr. Shantel Meek, Founding Director, The Children’s Equity Project, Arizona State University.

8:30 a.m. - 10:00 a.m.
Grumman Auditorium

10:30 a.m. - 11:45 a.m.
Session I

The Illinois Early Childhood Access Consortium for Equity: Creating Seamless Supports for Early Childhood Professionals to Complete Credentials and Degrees

Location: Sunflower
Presenters: Christi Chadwick, Project Director, Early Childhood Consortium - Illinois Board of Higher Education; Marcus Brown, Deputy Director for Academic Affairs and Student Success, Illinois Community College Board; Karen Yarbrough, Senior Policy Advisor, Division of Early Childhood, Illinois Department of Human Services; Zach Allen, Workforce Policy Coordinator, Illinois Governor’s Office of Early Childhood Development

Using Data Strategically to Facilitate Change

Location: Mt. Laurel
Presenter: Sarah Heinemeier, Partner, Compass Evaluation and Research

12:00 p.m. - 1:00 p.m.
Trillium Dining Room

Lunch

1:15 p.m. - 2:30 p.m.
Session II

Designing & Implementing Early Educator Apprenticeships: The Early Care & Education Pathways to Success (ECEPTS) Model

Location: Sunflower
Presenter: Randi Wolfe, Executive Director, Early Care & Education Pathways to Success (ECEPTS)

Child Care WAGE$® Counselors Roundtable (WAGE$ Program Counselors Only)

Location: Mt. Laurel
Presenters: Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association; Katherine Walker Brooks, Child Care WAGE$® Manager, Child Care Services Association
Addressing Inequities in Service Delivery Through Analysis of QRIS Data: How Refining A Quality Improvement System Corrected Market Failure Leading to Unique Resiliency in a Low-Income Community During the Pandemic

Location: Redbud B

Presenters: Rachel Spector, Associate Director of Programs, The Children’s Trust of Miami; Herman Knopf, Senior Research Scientist, Anita Zucker Center for Excellence in Early Childhood Studies, University of Florida

The Human Side of Counseling (T.E.A.C.H. Program Staff Only)

Location: Windflower

Presenters: Sharon Little, Faculty/Program Lead, Early Childhood and School Age Education, South Piedmont Community College; Pam Mahoney, Counseling Specialist, Iowa Association for the Education of Young Children

Mapping the Community College Early Childhood Education Baccalaureate

Location: Azalea

Presenters: Ivy Love, Senior Policy Analyst, Center on Education & Labor, New America; Lynette Macfarlan, Early Childhood Education Program Supervisor and Lead Professor, Great Basin College; Lori Stegmeyer, Director of Workforce Initiatives, Children’s Forum, Inc.; Julie Rogers, Program Director, T.E.A.C.H. Early Childhood® National Center, Child Care Services Association, facilitator

Lessons Learned from States Using ARPA and Other Funds for ECE Workforce Compensation

Location: Grumman Auditorium

Presenters: Caitlin McLean, Director, Multi-State and International Programs, Center for the Study of Child Care Employment; Annie Dade, Project Policy Analyst, Center for the Study of Child Care Employment; Krista Olsen, Research and Policy Associate, Center for the Study of Child Care Employment

3:00 p.m. - 4:15 p.m.

Session III

Toward an Antiracist Workforce: Case Studies and Tools to Support Racial Equity Educator Development

Location: Sunflower

Presenters: Wendy Waithe Simmons, Executive Director, New Haven Children’s Ideal Learning District; Cynthia D. Jackson, Executive Director, Educare Learning Network; Cathrine Floyd, Grant Partnership Manager, Trust for Learning

Improving Presentation Skills – Framing for the Audience

Location: Azalea

Presenters: Ana DeHoyos O’Connor, Associate Professor, San Antonio College; Pam Ellis, Counseling Specialist, Iowa Association for the Education of Young Children

Pivotal Workforce Efforts from the PDG B5 Initiative and ACF

Location: Grumman Auditorium

Presenter: Richard Gonzales, Director, Interagency and Special Initiatives, Department of Health & Human Services/Administration for Children and Families

Child Care WAG$	extsuperscript{S}® Roundtable – Administrators (WAG$	extsuperscript{S} Program Administrators Only)

Location: Mt. Laurel

Presenters: Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association; Katherine Walker Brooks, Child Care WAG$	extsuperscript{S}® Manager, Child Care Services Association

ECE Apprenticeship Programs: Creating a Defined Pathway for Emerging Professionals

Location: Redbud B

Presenters: Brenda Schramm, ECE Workforce Development Director, Vermont Association for the Education of Young Children; Laurie Litz, T.E.A.C.H. Director, Pennsylvania Child Care Association; Marinel Russo, Manager, Early Childhood Initiatives, Rhode Island Association for the Education of Young Children; Megan Burk, Technical Assistance Manager, T.E.A.C.H. Early Childhood® National Center, Child Care Services Association

Quality Control Systems in the T5 Database (T.E.A.C.H. Program Staff Only)

Location: Windflower

Presenters: Jill Arnold, Director of Database Development, Child Care Services Association; Amy Duffy, T.E.A.C.H. Manager, Child Care Services Association

4:30 p.m. - 6:00 p.m.

Networking Reception

Light Hors d’Oeuvres

2022 NATIONAL CONVENING PROGRAM
Thursday, April 21

7:30 a.m. - 3:45 p.m.

**Session IV**

Promoting Equitable Pay for Family Child Care Settings: Exclusion of the Family Childcare Owner/Teacher

*Location: Windflower*

**Presenters:** Cynthia Davis, President, Washington DC Family Child Care Association; LaTida Adams, Owner, A Brilliant Beginning Daycare

Flexible American Rescue Plan Funding for Early Care and Education: One Year Later

*Location: Redbud B*

**Presenters:** Kylie Wheeler, Applied Research and Policy Manager, Children’s Funding Project; Courtney Moore, Policy Associate, Children’s Funding Project

Using Your Website as an Outreach Tool (T.E.A.C.H. and WAGE$ Program Staff Only)

*Location: Mt. Laurel*

**Presenters:** Dianna Erickson, T.E.A.C.H. Program Manager; Michigan Association for the Education of Young Children; Evelyn Thomas, Outreach Specialist, Children’s Forum, Inc.; Jinan Higginbotham, Outreach Coordinator, Children’s Forum, Inc.

Supporting and Growing the Early Childhood Workforce in Kentucky

*Location: Sunflower*

**Presenters:** Amy Neal, Executive Director, Kentucky Governor’s Office of Early Childhood; Brenda Hagan, Project Specialist, Kentucky Governor’s Office of Early Childhood

Legislators Respond: What’s Next for State Policy to Support Early Childhood Educators?

*Location: Grumman Auditorium*

**Presenters:** Jennifer Palmer, Senior Policy Specialist, National Conference of State Legislatures; Julie von Haefen, State Representative for District 36, North Carolina House of Representatives

10:15 a.m. - 11:30 a.m.

**Session V**

Preparing an ECE Profession in the Midst of a Pandemic: A Struggling Endeavor and Glimpses of Hope

*Location: Sunflower*

**Presenters:** Mary Harrill, Senior Director, Higher Education Accreditation, NAEYC; Ana DeHoyos O’Connor, Associate Professor, San Antonio College; Sharon Little, Faculty, Program Lead, Early Childhood and School Age Education, South Piedmont Community College

History of the Child Development Associate (CDA) Credentialing Program — Trials and Triumphs

*Location: Azalea*

**Presenter:** Carol Brunson Day, President, Brunson, Phillips & Day

New Counselor Training: Module 2 – T.E.A.C.H. Overview and the Role of the Counselor (Spring 2022 Cohort Participants Only)

*Location: Mt. Laurel*

**Presenter:** Megan Burk, Technical Assistance Manager, T.E.A.C.H. Early Childhood® National Center, Child Care Services Association

New Federal Child Care and Pre-K: What’s the Latest and How Will it Impact the Workforce?

*Location: Grumman Auditorium*

**Presenter:** Daniel Hains, Senior Policy Analyst, ZERO TO THREE

The History of Early Childhood Education Policy in the US — A Look Back

*Location: Windflower*

**Presenter:** Helen Blank, Former Director of Child Care and Early Learning, National Women’s Law Center

Workforce 2022: Exploring Compensation in Early Childhood

*Location: Redbud B*

**Presenter:** Karen McKnight, Deputy Director, Early Learning Programs, The Hunt Institute

11:30 a.m. - 12:30 p.m. **Trillium Dining Room**

Lunch
This year’s plenary session features a panel of funders from four national foundations. We welcome Ola Friday, Director, Early Educator Investment Collaborative; Sakinah P. Harrison, Program Officer, W.K. Kellogg Foundation; Shannon Rudisill, Executive Director, Early Childhood Funders Collaborative; Albert Wat, Senior Policy Director, Alliance for Early Success; and Susan Hibbard, Executive Director, BUILD Initiative (panel moderator).

Plenary Panel Session: A Conversation with Funders Who Support the Early Childhood Workforce

12:45 p.m. – 2:00 p.m.  Grumman Auditorium

Session VI

Using Video and Reflection to Support Equity and Growth in Professional Development Systems

*Location*: Windflower

*Presenter*: Katie Emerson-Hoss, Interim Project Director, EarlyEdU Alliance, University of Washington

Do This, Not That: Essential Ingredients for Making Compensation Possible

*Location*: Redbud B

*Presenter*: Marica Cox Mitchell, Director, Early Learning, Bainum Family Foundation

Considerations for Developing an Early Childhood Pay Scale Using a Quality-Oriented Cost-Based Approach – A Look at Salary/Wage Scales for the Early Childhood Educator Workforce

*Location*: Grumman Auditorium

*Presenters*: Catherine Huddleston-Casas, Associate Director of Workforce Planning & Development, Buffet Early Childhood Institute; Susan Sarver, Director of Workforce Planning & Development, Buffet Early Childhood Institute; Cass Wolfe, Chief Strategy Officer, Child Care Services Association


*Location*: Mt. Laurel

*Presenters*: Edith Locke, Senior Vice President, Professional Development Initiatives, Child Care Services Association; Paul Lazenby, Executive Director and T.E.A.C.H. State Manager, Arkansas Early Childhood Association

Advocating for Sustained and Transformative Change

*Location*: Sunflower

*Presenter*: Albert Wat, Senior Policy Director, Alliance for Early Success
Friday, April 22

7:30 a.m. - 10:00 a.m.
Registration

7:30 a.m. - 8:30 a.m.
Continental Breakfast

T.E.A.C.H. Program Database Personal Technical Assistance
By Appointment Only

8:30 a.m. - 9:45 a.m.
Session VII

Compensation Backgrounder – Strategies in Action to Improve Child Care Compensation

Location: Grumman Auditorium

Presenters: Harriet Dichter, Consultant, BUILD Initiative; Ruqiyyah Anbar-Shaheen, Director of Early Childhood, DC Action

First Generation College Students: The Walk to Success

Location: Windflower

Presenter: Sharon Little, Faculty/Program Lead, Early Childhood and School Age Education, South Piedmont Community College

Step Up to T.E.A.C.H. and Step Up to WAGE$

Location: Mt. Laurel

Presenters: Edith Locke, Senior Vice President, Professional Development Initiatives, Child Care Services Association; Allison Miller, Vice President, Compensation Initiatives, Child Care Services Association

Observations Through an Unbiased Lens: Unveiling Implicit Bias

Location: Azalea

Presenters: Chonda Walden, Manager, Council for Professional Recognition; Larissa Norris, Coordinator, Council for Professional Recognition

10:00 a.m. - 11:15 a.m.
Session VIII

The Momentum is Real: Implementation Progress on the Unifying Framework for the Early Childhood Education Profession

Location: Grumman Auditorium

Presenters: Mary Harrill, Senior Director, Higher Education Accreditation, National Association for the Education of Young Children; Maria Estlund, State Policy Specialist, National Association for the Education of Young Children

Leading From Within: Creating a Pipeline of Leaders from Within the ECE Field

Location: Bellflower

Presenters: Christina Lopez, President, Maryland Association for the Education of Young Children; Liran Laor, Program Director, Maryland Early Childhood Leadership Program, University of Maryland, Baltimore County

The Role of Career and Technical Education (CTE) and Community Colleges in Building the ECE Workforce Pipeline

Location: Azalea

Presenters: Kristi Snuggs, Deputy Director, NC Division of Child Development and Early Education; Valerie Williams, Family and Consumer Sciences Education Consultant, NC Department of Public Instruction; Mary Olvera, Education Program Administrator, NC Community Colleges; Cyndie Osborne, Early Childhood Program Head/Instructor/Advisor, Stanly Community College
We close this year’s Convening with Elliot Haspel, Program Officer, Education and Policy Research, Robins Foundation.

A Seat at the Table – Engaging the ECE Workforce as Leaders in Policy, Funding and Strategy Conversations and Advocacy: Perspectives from Three Early Childhood Program Directors

Location: Windflower

Presenters: Davina Boldin-Woods, Administrator, Genesis Child Development Center; Khadija Lewis-Khan, Director, Beautiful Beginnings; Meghan Tavormina, Director, The Learning Path and President, NJ Association for the Education of Young Children; Julie Rogers, Program Director, T.E.A.C.H. Early Childhood® National Center, Child Care Services Association (facilitator)

11:30 a.m. – 12:30 p.m. Grumman Auditorium

Closing Keynote: Learning from Child Care’s Past to Chart a New Future

We close this year’s Convening with Elliot Haspel, Program Officer, Education and Policy Research, Robins Foundation.

12:30 p.m. – 1:30 p.m. Trillium Dining Room

Lunch

Be sure to turn in your evaluation form to be entered into a drawing for a half-price registration to next year’s convening.

Save the Date for the 2023 Convening:
April 26-28, 2023

Welcome to Chapel Hill

What to Do While in Town

Across the street from the Friday Center is the Shops at Meadowmont where there are eateries including Brixx Pizza, Lime & Lemon Indian Grill & Bar, Kahlovera Street Tacos and Quickly Bubble Tea, as well as a Harris Teeter grocery store and a Starbucks. The Marriott Courtyard has a bistro offering starters, soups, salads, sandwiches, cooked breakfast and more. Just a few miles into the heart of Chapel Hill is Franklin Street, home to more restaurants and shops that are accessible on the citywide free bus line. Masks are required on Chapel Hill Transit.

Check out the Chapel Hill Visitors Center website at visitchapelhill.org.

In addition to the Shops at Meadowmont and Franklin Street, there are several malls within a few miles. University Place is located 2.4 miles from the Friday Center. The Streets at Southpoint Mall is just minutes away at the very next exit on I-40.

The Friday Center is in the Central Piedmont section of North Carolina, near the state capital, three major universities, the Raleigh-Durham International Airport (RDU) and Research Triangle Park.

The Friday Center

William and Ida Friday Center for Continuing Education, UNC-Chapel Hill

100 Friday Center Drive
Chapel Hill, NC 27517
919–962–3000

Masking Policy Update for the Friday Center

As of March 7, 2022, following CDC and NC DHHS guidance, the state of North Carolina has lifted its mask mandate. This includes the venue for the 2022 National Early Childhood Workforce Convening – The William and Ida Friday Center for Continuing Education at The University of North Carolina Chapel Hill. As host of the Convening, Child Care Services Association and its T.E.A.C.H. Early Childhood® National Center encourage each attendee to decide whether or not to wear a mask. We will have masks available at the registration table throughout the event.