

**Strategy #:** 21

**Strategy Name: Professional Career Pathways Project**

**Strategy Description:**

Identifying ways to support the professional development of the early care and education workforce is a priority of the Navajo/Apache Regional Partnership Council. Quality care is linked to the education and stability of the early education workforce. The preparation and ongoing professional development of early educators is a fundamental component of a high quality early learning system. There is extensive research showing that the education and training of teachers and administrators is strongly related to the early childhood programs' quality, and that predicts positive developmental outcomes for children.<sup>1</sup>

The Professional Career Pathways Project (PCPP) has been identified as a viable college scholarship opportunity that will make access to college level-courses a reality for a large portion of the early care and education community in this region. Scholarships would be provided for center-based or family child care providers who are not able to participate in T.E.A.C.H. Arizona, due to cost and employer commitment.

The PCPP is a scholarship program offered at community colleges throughout Arizona for early childhood education classes. Funding is currently provided through the Arizona Department of Economic Security, Child Care Administration. To be eligible, individuals must be employed or volunteer in center-based programs, family child care provider homes, or family group homes. The program pays tuition and registration fees for specific courses in early childhood education, including those necessary for the Child Development Associate (CDA) credential, and early childhood coursework for Community College Certificate of Completion and Associate of Applied Science in Early Childhood Education.

Participants must work with an Early Childhood Education advisor to identify a pathway and pursue the early care and education coursework that accomplishes that pathway. In addition, participants must complete all courses paid for by the PCPP with a grade of "C" or better to be eligible for continued scholarships. All coursework must meet the requirements to obtain the CDA, Certificate of Completion, or 2 year associate degree in early childhood.

As in this Region's other professional development scholarship opportunities, recipients will be asked to commit to a service obligation in the region. Participants will commit to continuing their employment in the early care and education field within the region for a period of time equivalent to the length of their scholarship time (example: one year scholarship equals one year of work following end of scholarship).

**Research Notes**

<sup>1</sup> CDA Credential is Essential to Early Childhood Professionals, Bredekamp s., [www.cdacouncil.org](http://www.cdacouncil.org)

**Lead Goal: : Professional Development**

**Goal:** FTF will build a skilled and well prepared early childhood development workforce

**Key Measures:**

Total number and percentage of professionals working in early childhood care and education settings with a credential, certificate or degree in early childhood development

Total number and percentage of professionals working in early childhood care and education who pursuing a credential, certificate, or degree

Retention rates of early childhood development and health professionals

<sup>1</sup> <http://www.naeyc.org/files/naeyc/What%20Is%20Professional%20Development%20in%20Early%20Childhood%20Education.pdf>

**Target Population:**

Providers and caregivers who are identified as needing additional professional development in the form of college credit. All areas for the Navajo/Apache region would be eligible for participation. Professional Career Pathways Project scholarships would be available for students not eligible for T.E.A.C.H. who may be working in unregulated homes, or may be students not working in a center, but wish to become early childhood teachers.

	<b>SFY 2011</b>	<b>SFY 2012</b>	<b>SFY 2013</b>
	<b>July 1, 2010 –June 30, 2011</b>	<b>July 1, 2011 - June 30, 2012</b>	<b>July 1, 2012 - June 30, 2013</b>
<b>Proposed Service Numbers</b>	16 Students, for two semesters each	16 Students, for two semesters each	16 Students, for two semesters each

**Performance Measures:**

1. Number of students receiving scholarships/proposed service numbers
2. Number of scholarships college credit/proposed service numbers
3. Total number and percentage of early care and education professionals applying and obtaining their Child Development Associate (CDA) credential/proposed service #
4. Number of individuals hold a CDA in the region/previous years

**SFY 2011 Expenditure Plan for Proposed Strategy**

<b>Allocation for proposed strategy</b>	\$ 27,000.00
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**Budget Justification:**

The Navajo/Apache Regional Partnership Council determined the funding based on the following; 16 Students @ \$840.00 for 15 credits @ 52.00 per a credit hour, plus course fees at \$60.00 per semester.