



## FIRST THINGS FIRST

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July 1, 2010

Dear Arizona Early Childhood Development and Health Board,

The Northwest Maricopa Regional Partnership Council is requesting that the Arizona Early Childhood Development and Health Board approve the Council's regional strategy 5A: Early Childhood Education Workforce Recruitment (High School Technical Preparation Enhancement/Support).

In the development of the FY2011 Regional Funding Plan, the Northwest Maricopa Regional Partnership Council allocated \$200,000 for the enhancement and support of regional High School Early Childhood Technical Education Programs. At the time that the Northwest Maricopa Regional Funding Plan was presented to the Board in January 2010, the strategy was held for further development. Over the past five months, a subcommittee, inclusive of both Council Member and stakeholders, has been meeting diligently to develop the strategy. The subcommittee has worked together to ensure that the strategy aligns with First Things First Goals and Objectives, that strategy outcomes are measurable and relevant, that strategy enhances, not duplicates, current Early Childhood Education Technical Education program activities, and that the strategy will support and align with the system that First Things First is working to build.

Attached please find a copy of the strategy worksheet which clearly defines the proposed strategy. The Northwest Maricopa Regional Partnership Council believes that the presented strategy is comprehensive and when implemented will positively support regional Early Childhood Education Workforce Recruitment. In addition, the Regional Partnership Council believes that the strategy will also work toward increasing the competencies of the next generation workforce and thus increase quality in centers in which they are to be employed.

At this time, the Northwest Maricopa Regional Partnership Council would like to request that you approve the Regional Partnership Council's strategy 5A: Early Childhood Education Workforce Recruitment (High School Technical Preparation Enhancement/Support) in the amount of \$200,000.

Sincerely,

Jannelle Raddocia, Council Chair  
Northwest Maricopa Regional Partnership Council



# FIRST THINGS FIRST

*The right system for bright futures*

## NORTHWEST MARICOPA REGIONAL PARTNERSHIP COUNCIL 2011 FUNDING PLAN SUMMARY

Regional Allocation 2011: \$ 8,165,081

Carry Forward from 2010: \$1,218,894

Funding Available for Allocation in 2011: \$9,383,975

Prioritized Needs	Goal Area	Proposed Strategies	Portion of Regional Allocation	Recommendation to the Board
Access to affordable quality care and education.	Quality and Access	<b>Strategy 1:</b> Child Care Scholarships	\$823,875.00	Approved 01/26/2010
		<b>Strategy 2:</b> Quality First!	\$1,265,762.00	Approved 01/26/2010
Access to adequate health and dental care services, including preventative services, screening services, and follow-up services.	Health	<b>Strategy 3A:</b> Health and Safety Prevention and Education Programs.	\$855,991.00	Approved 01/26/2010
		<b>Strategy 3B:</b> developmental screenings through access and awareness.	\$500,000.00	Approved 01/26/2010
		<b>Strategy 3C:</b> Oral Health Promotion and Education Programs.	\$500,000.00	Approved 01/26/2010
Highly skilled and well prepared early childhood development and health workforce.	Professional Development	<b>Strategy 4A:</b> T.E.A.C.H.	\$254,634.00	Approved 01/26/2010
		<b>Strategy 4A:</b> Professional Career Pathways Project	\$220,000.00	Approved 01/26/2010
		<b>Strategy 4A</b> Community Based Training and Mentoring for early care and education	\$249,634.00	Approved 01/26/2010
		<b>Strategy 5A:</b> Develop and implement program that provides high school students exposure to the field of early care and education, and opportunities to work directly with early childhood development professionals.	\$200,000.00	Recommend Approval
		<b>Strategy 5B:</b> Loan forgiveness and stipends to new professionals in the field and supporting continuing education for existing health and mental health professionals.	\$49,500.00	Approved 01/26/2010
Access to educational	Family Support	<b>Strategy 6A:</b> Home visitation	\$499,011.00	Approved 01/26/2010

programs, services, and resources.		<b>Strategy 6B:</b> Community resource centers	\$374,100.00	Approved 01/26/2010
		<b>Strategy 6C:</b> Community based family education and support programs	\$450,000.00	Approved 01/26/2010
		<b>Strategy 6D:</b> Early Literacy	\$500,000.00	Approved 01/26/2010
		<b>Strategy 6E:</b> Distribution of family resource kits.	\$100,000.00	Approved 01/26/2010
Coordination among state, federal and local organizations to improve the coordination and integration of regional programs, services, and resources for young children and their families.	Coordination	<b>Strategy 7:</b> Collaborate on a regular basis with other Regional Partnership Councils in Maricopa County to enhance the coordination and communication of services, programs, and resources for young children and their families across Regions.	\$189,863.00	Approved 01/26/2010
Access to affordable quality care and education.	Quality and Access	<b>Strategy 8:</b> Mental Health Consultation	\$120,000.00	Approved 01/26/2010
		<b>Strategy 9:</b> Expansion of pre-kindergarten	\$828,000.00	Approved 01/26/2010
Collect and disseminate accurate and relevant data related to early childhood development and health.	Planning / Evaluation	<b>Evaluation:</b>	\$50,000.00	HOLD
Increase awareness and understanding of the importance of early care and education. Increase awareness of issues related to promoting the optimal health and development of children 0-5.	Communication	<b>Communications:</b> Engage in a communications campaign that works in partnership with other Regional Partnership Regional Councils and the First Things First Board.	\$500,000.00	Approved June 15, 2010
		<b>Subtotal of Expenditures</b>	<b>\$ 8,530,370.00</b>	
		<b>Fund Balance</b>	<b>\$853,605.00</b>	
		<b>Grand Total</b>	<b>\$9,383,975.00</b>	



## Strategy Number 5

**Develop and implement programs that provide Northwest Maricopa high school students both exposure to the field of early care and education, and opportunities to work directly with early childhood development professionals.**

Career and Technical Education (CTE) is a national initiative linking career and technical education programs offered at the high school level to degree and certificate programs at the post-secondary level. In the Career and Technical Education Act of 1990, this initiative was implemented to strengthen education programs for youth who might not earn a four-year post-secondary degree.

At the national level, the goals of Career and Technical Education legislation were (1) to prepare students for promising careers, (2) to improve the quality of both academic and career/technical education and enhance effectiveness of preparing students for careers by more closely integrating the academic and business sectors, and (3) to improve education for the neglected majority, those students in the middle quartiles who would most likely finish high school but were unlikely to complete a four-year post-secondary education program.<sup>1</sup>

Viewed as one of the most innovative and effective educational reform efforts in American history, Career and Technical Education connects learning to career pathways and provides students with the knowledge, skills and behaviors they need to compete successfully in the technologically advanced workplace of tomorrow.

Career and Technical Education provides each student with:

- A career pathway with an identified sequence of courses which leads to employment, employability and technological skills.
- Advanced occupational training identified in partnership with business and industry.
- Articulated programs leading to certification and/or a degree.
- A curriculum integrating academic and occupational learning and application.<sup>1</sup>

According to the Arizona Department of Education, ten high schools located in the Northwest Maricopa Region participate in the Early Childhood Career and Technical Education program. The Early Childhood program is designed to prepare students for employment in early childhood settings. The program includes instruction in child growth and development, child health, nutrition, safety, planning and supervision of developmentally appropriate play and learning activities. Child guidance, family relationships, parenting, the development and management of effective early childhood programs and facilities, and applicable legal and administrative requirements are addressed, as well.

In addition to technical skills, students completing this program will also develop advanced critical thinking, applied academic, career development, life and employability skills, business, economic and leadership skills required for entry into Early Childhood Education occupations. The program utilizes a delivery system comprised of four integral parts: formal/technical instruction, experiential learning, supervised occupational experience and the Career and Technical Student Organization Family, Career, Community Leaders of America.

The Northwest Maricopa Regional Partnership Council would like to support the efforts of the local Early Childhood Career and Technical Education programs and has allocated funding in the amount of \$200,000 to be distributed among ten local high schools. Funding will be used to:

- 1) Promote early care and education coursework and experiences that provide a pathway to continuing education and career opportunities.
- 2) Support Service Learning/Internship in quality centers / classrooms that support student development and lead to rewarding career opportunities. Quality centers / classrooms are those that are accredited through an Arizona recognized national accreditation system, enrollment in Quality First, or participation in a demonstrated recognized quality improvement program.
- 3) Support/facilitate CDA Certification by increasing students' awareness of the CDA and assisting students in

becoming eligible for CDA credentialing.

- 4) Collaborate with the early care and education industry to increase apprenticeship programs to students.
- 5) Support Dual Credit Certification of all Early Childhood Education and Education Profession CTE instructors.
- 6) Support professional development opportunities for CTE Instructors. Professional development opportunities should focus on topics directly related to Early Childhood Education or Child Development.
- 7) Establish an Early Childhood Education CTE Instructor Coalition. The Coalition would provide Early Childhood Education CTE instructors an opportunity to share knowledge and work together to develop innovative approaches to enhancing Early Childhood Education CTE Programs.
- 8) Enhance the Annual Summer CTE Conferences by adding an additional day of instruction/ activities that focuses on topics relevant to Early Childhood Education CTE programs.
- 9) Work with Community College Systems/Universities to ensure that dual enrollment credits are relevant/accepted.

The following activities are to be funded:

Activity	Agencies Involved	Measurement(s)
<p>Support/facilitate CDA Certification by increasing students' awareness of the CDA and assisting students in becoming eligible for CDA credentialing.</p> <ul style="list-style-type: none"> <li>• Partner with the Early Childhood Education department of local Community Colleges to provide presentations to high school students to introduce students to both the CDA and Associate Degree programs offered at the Community College level. Presentations will promote the achievement of CDA and higher early childhood degrees, while providing information on how to achieve both and the resources available to students to assist in CDA and college early childhood degrees achievement.</li> <li>• Assist in the development of CDA Portfolios. Portfolios will consist of a First Things First tagged binder that includes information on the CDA and becoming CDA certified, CDA checklists, CDA Competency Training Books, logs to track work experience hours, section for storing important documents (Fingerprint Card, CPR Certification, Food Handlers Card, Immunization records, etc.), and records of classroom/instructional courses and competency completion.</li> </ul>	<p>School Districts</p> <ul style="list-style-type: none"> <li>• CTE Department Heads</li> </ul> <p>Community Colleges</p> <ul style="list-style-type: none"> <li>• Rio Salado College</li> <li>• Glendale Community College</li> <li>• Estrella Mountain</li> </ul> <p>T.E.A.C.H. Early Childhood Arizona</p>	<p>Number of CDA presentations to CTE classrooms from Community Colleges or the T.E.A.C.H. Early Childhood Arizona Program</p> <p>Number of students attending presentation</p> <p>Number of students who complete CDA (voluntary student tracking post graduation)</p> <p>Number of students working toward a college degree in early childhood (voluntary student tracking post graduation)</p>

<p>Provide financial support/incentives to students studying in quality centers/ classrooms.</p> <ul style="list-style-type: none"> <li>• Provide financial support for Fingerprint Card (\$69.00).</li> <li>• Provide financial support for Food Handlers Card (\$16.00).</li> <li>• Provide financial support for CPR and First Aid Certification (\$25.00).</li> <li>• Provide scholarship opportunities to students who complete programs (e.g. first priority for Professional Career Pathways Project scholarships).</li> </ul>	<p>School Districts</p> <ul style="list-style-type: none"> <li>• CTE Department Heads</li> </ul> <p>Community Colleges</p> <ul style="list-style-type: none"> <li>• Rio Salado College</li> <li>• Glendale Community College</li> <li>• Estrella Mountain</li> </ul> <p>Professional Career Pathways Project</p>	<p>Number of students receiving fingerprint card</p> <p>Number of students receiving food handlers card</p> <p>Number of students who receive CPR and First Aid Certification</p>
<p>Provide financial support to Early Childhood Education students for Dual Enrollment Credits (\$71.00 per credit hour / student must receive a grade of C or better to receive funding).</p>	<p>School Districts</p>	<p>Number of college credits earned by students</p> <p>Number of students enrolled in dual enrollment classes</p>
<p>Support Dual Enrollment Instructor Certification of all Early Childhood Education and Education Professions Career and Technical Education (CTE) instructors.</p>	<p>School Districts</p>	<p>Number of college credits earned by school staff</p> <p>Number of instructors who are approved to be dual enrollment instructors</p>
<p>Support professional development opportunities for CTE Instructors. Professional development opportunities should focus on topics directly related to Early Care and Education (e.g. providing developmentally appropriate practices in caring/educating children, Center and classroom management, and Early Care and Education opportunities available to students).</p>	<p>School Districts</p>	<p>Number of recertification hours earned</p> <p>Number CEU earned</p> <p>Number of college credits earned toward advanced degree</p>
<p>Establish an Early Childhood CTE Instructor Coalition. The Coalition would provide Early Childhood Education CTE instructors an opportunity to share knowledge and work together to develop innovative approaches to enhancing Early Childhood CTE Programs.</p> <ul style="list-style-type: none"> <li>• Provide stipends and mileage reimbursement for teacher participation.</li> <li>• Provide funding for substitutes.</li> </ul>	<p>School Districts First Things First</p>	<p>Coalition attendance and meeting minutes</p> <p>Completion of governance policy</p> <p>Completion of strategic plan</p>
<p>Collaborate with early care and education industry to provide apprenticeship programs that support student development and lead to successful careers opportunities.</p>	<p>School Districts</p>	<p>Number of students participating in apprenticeship programs</p> <p>Number centers offering</p>

<p>Apprenticeship programs will be available to those students who have completed the program mandated 100 hours of work experience and who wish to get additional experience in a quality center.</p> <ul style="list-style-type: none"> <li>• Provide stipends to quality centers that provide on-site learning experiences to students.</li> <li>• Provide centers with guidelines /checklists for student participation, including on-site supervision and qualifications of on-site supervision...</li> </ul>		<p>apprenticeship programs</p> <p>Number of students successfully completing the apprenticeship program</p>
<p>Enhance the Annual Summer CTE Conferences by adding additional funding for instruction/ activities that focus on topics relevant to Early Childhood Education CTE programs.</p>	<p>Arizona Department of Education</p>	<p>Conference attendance</p>

It is anticipated that funding the aforementioned activities will not only enrich the students' learning experiences while in the Early Childhood Technical Education Program, but also assist the students in transitioning into the workforce and/or higher education. Additionally, it is anticipated that the activities will increase the students' marketability once they enter the workforce and increase the students' confidence in their chosen career path. Finally, it is anticipated that the activities will improve the quality of the regional Early Childhood Technical Education Program and the instructional staff and increase collaboration among local high schools, local community colleges, and local early childhood providers.

References:

<sup>1</sup> Arizona Department of Education. (2008). *Welcome to Arizona Career and Technical Education!* <http://www.aztechprep.org/>

**Lead Goal:**

**Goal Number 8:** FTF will build a skilled and well prepared early childhood development and health 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 are pursuing a credential, certificate, or degree.

**Target Population:**

Northwest Maricopa high school students – Potential future early care and education workforce.

SFY	SFY2011 July 1, 2010 – June 30, 2011	SFY2012 July 1, 2011 - June 30, 2012
	10 high schools / 4 districts	10 high schools / 4 districts
	250 students	250 students
	10 Educators	10 Educators

**Performance Measures SFY 2011-2012**

- 1) Number of high school CTE students who complete CDA /total number of high school CTE students
- 2) Number of high school CTE students working toward a college degree in early childhood/ total number of high school CTE students
- 3) Number of college credits earned by high school CTE students
- 4) Number of high school CTE students participating in apprenticeship programs / total number of high school CTE students
- 5) Number of CTE instructors who are approved to be dual enrollment instructors / total number of CTE instructors

**How is this strategy building on the service network that currently exists:**

This strategy will allow for the enhancement of existing Early Childhood Technical Education Programs.

**What are the opportunities for collaboration and alignment:**

This strategy will increase the collaboration among regional High Schools, Community Colleges, and Early Care and Education centers.

**SFY2011 Expenditure Plan for Proposed Strategy**

Population-based Allocation for proposed strategy	\$200,000
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**Budget Justification: \$200,000\*** *Budget is based on the notion that all 10 ECE Career and Technical Education programs in Northwest Maricopa have 25 concentrator students = 250 students and that each school has 1 ECE Instructor.*

CDA Portfolio:  $\$50 \times 250 = \$12,500$

Fingerprint Cards:  $\$69 \times 250 = \$17,250$

Food Handlers Card:  $\$16 \times 250 = \$4,000$

CPR/First Aid Certification:  $\$25 \times 250 = \$6,250$

Dual Enrollment Credits: 4 hours per student at \$71.00 per credit hour -  $\$284 \times 250 = \$71,000$

Dual Enrollment Instructor coursework (EDU250) for instructors: ( $\$250 - \text{credits and registration fee}$ )  $\$250 \times 10 = \$2,500$

CTE Instructor Prof Development:  $\$1000 \times 10 = \$10,000$

CTE Coalition: \$8,160

- Stipend to participants at \$25 per hour X 12 hrs X 10 = \$3,000
- Mileage = (400 miles X 10 X .44) = \$1,760
- Substitute Teachers = (4 meetings X 10 X \$85/day) = \$3,400

Stipends to centers for providing learning opportunities for students (\$1000/50 centers: \$50,000)

CTE Summer Conference Support: \$20,340

