









**Betsy Carlin**  
**ECE Consultant**

In June of 1992 I took a position at St. John's Hospital in Jackson, Wyoming, as the Director of their yet unopened "day care" center, a position for which I was unprepared other than I had taught kindergarten and had been the assistant manager of the Jackson Hole ski area seasonal child care center. I did have a K-8 teaching certificate, a BA in psychology and an enthusiasm for the work. During the next 20 years I developed and managed a highly regarded early childhood center through the school of hard knocks, gut instinct, and a whole lot of professional development. I also had a knack for hiring good people and had high expectations for their performance. My ability to develop strong relationships with each member of the staff created a safe environment where they could learn and grow. I treated everyone as a professional no matter where they were in their educational and professional journey, and in return they aspired to be professionals.