







**S.M.A.R.T. Goals**

Develop strategies for short-term and long-term learning goals with each child care teacher.

- Short-term goals
- Long-term goals
- Way you get to these goals

### Trainings/Workshops

- Online
- Face-to-face
  - ✓ Onsite
  - ✓ Offsite

**MOVING FORWARD**  
Partnership Career Pathways Initiative

June 2016

**Credentialing, Apprenticeship and College Courses**

Early Learning Career Pathways Initiative: Credentialing in the Early Care and Education Field, technical assistance report written and produced by Kratos Learning and Manhattan Strategy Group

March 2016

**Credentials**

**What is a credential?**

Credentials are a foundational component of a successful career pathway, since they serve as both end goals to achieve and provide intermediate milestones along the trajectory toward those goals.

**Apprenticeship**

**What is Apprenticeship?**

Apprenticeships are a proven training model for growing and retaining a skilled workforce in today's competitive business environment. This "earn while you learn" approach combines on the job training and related academic instruction to benefit both the company and the employee.

## College Coursework

Certificates to Advanced Degrees

- Career Award certificate
- 1-year Certificate
- 2-year Associate Degree Program
- Articulation
- 4-year Degree Program plus

## Coaching and Mentoring



**COACHING**

- Trained coach
- Short term
- Designed to learn and enhance specific skills

**MENTORING**

- Someone with experience
- Long term
- Supports development of less experienced staff



Resources

Networking

Local, State, National

**Professional Memberships and Conferences**

### Professional Learning Plan Elements

Evaluation

Shared Goals

Co-Creation

Resources

## Strategic Personalized Professional Learning Plans

## Resources

1. The Early Childhood Coaching Handbook, Dathan D Rush and M'Lisa L Sheldon, Paul H Publishing Co., Baltimore MD, 2011
2. *Leaders and Supervisors in Child Care Programs*, Dorothy June Sciarra and Anne G Dorsey, Delmar Publishing, 2002
3. Early Learning Career Pathways Initiative: Credentialing in the Early Care and Education Field, technical assistance report written and produced by Kratos Learning and Manhattan Strategy Group, March 2016  
<https://www2.ed.gov/programs/racetothetop-earlylearningchallenge/pathways/elpathways.pdf>
4. *Blueprint for Action*, Paula Jorde Bloom, New Horizons, Educational Consultants and Learning Resources, 2005.



## NEXT webinar series

Early Childhood Teaching: Easing Stress, Increasing Engagement

Your guide to professional, personal, classroom, & child management strategies.

January 2018

**NEW Series!** Early Childhood Teaching: Easing Stress, Increasing Engagement

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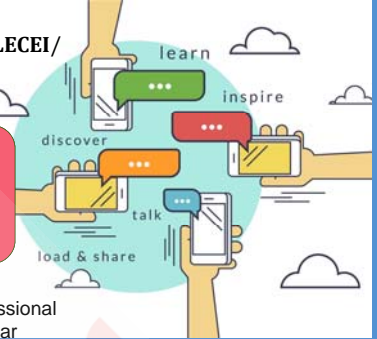
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The Virginia Early Childhood Administrator Professional Credential (VA-ECAP)

**ONLINE CREDENTIALING PROGRAM**  
The program is a joint offering with Northern Virginia Community College (NOVA) that is recognized by NAEYC. Participants earn a combination of credit hours and CEUs.

Learn more: <https://www.sourceforlearning.org/vaecap/>

