



MA Statewide Professional Development System

Educator and Provider Regional Partnerships

EEC envisions a workforce development system that is accessible to all educators across the state with core functions that are available statewide and interconnected professional development offerings at the statewide, regional, and local levels. The system has multiple access points that contribute unique functions, key partners, linkages and pathways to the system. Through the EPS grant, EEC is supporting pathways that guide educators to degree attainment and increased competency and that guide providers (programs) in attaining and maintaining accreditation and upward movement on QRIS. The EPS grant focuses on **3 core areas of professional development:**

Educator and Provider Planning

***Goal:** To implement professional development pathways for educators and providers in the mixed delivery system regardless of setting, age group, and position level. The development of pathways includes an assessment of each educator's knowledge, skills, and abilities (competencies) and a plan that reflects individual experience, and self-identified goals. Pathways include individual professional development plans (IPDPs) that begin by addressing basic academic needs and achieving a credential or certificate and lead to a college degree. Pathways for providers (programs) include supports to increase program quality through attaining and maintaining accreditation and upward movement in the QRIS system.*

Coaching and Mentoring

***Goal:** To empower educators and providers in making informed educational choices that advance their professional growth by delivering services that include individual career and academic counseling and by providing coaching and mentoring that support the goals of individual educators and providers through varied levels of support.*

Competency Development

***Goal:** To ensure educators are gaining the skills and knowledge necessary to increase individual competency, enhance program quality, and improve outcomes for children. Competency is achieved through professional development that addresses theory to practice, utilizes reflection, adapts to individual educator and provider needs. It aligns EEC Core Competencies with ESE Curriculum Frameworks, and supports the use of environmental rating scales and evidenced-based assessments. Increased competency leads to the attainment of a degree, certificate, or credential for educators and, for providers, accreditation and upward movement on QRIS.*

Core Goals

- ❖ *Educators are supported to increase competency and earn a degree, certificate, or credential in ECE or related field.*
- ❖ *Educators have access to the resources and supports (coaching and mentoring) to set and achieve professional and academic goals.*
- ❖ *Providers receive supports and resources to achieve and maintain accreditation.*
- ❖ *Providers are supported in upward movement on QRIS system.*
- ❖ *Educators and Providers are working on specific activities based on IPDP to achieve one of the core goals listed above*

Contact the EPS Regional Partnership in your area: *To learn more about the professional development opportunities that are available to you such as college or CEU courses and career and academic advising contact:*

Western MA: (Region 1) Preschool Enrichment Team, Inc. 174 Bush Hill Avenue, Room 302, West Springfield, MA 01089
Carol Venancio: 413-736-3900 or cvenancio@preschoolenrichmentteam.org

Central MA: (Region 2) Family Services of Central MA, 31 Harvard Street, Worcester, MA 01609
Joanne Gravell: 508-757-1503 x211 or jgravell@cccfscom.org

Northeast MA: (Region 3) North Shore Community College, 1 Ferncroft Road LE-217, Danvers, MA 01923
Kathy Gallo: 781-593-6722 x6249 or kgallo@northshore.edu


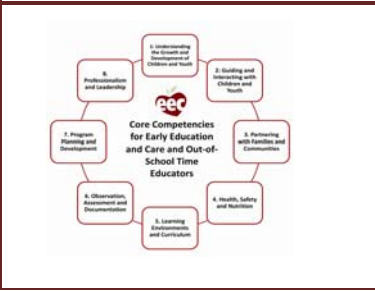
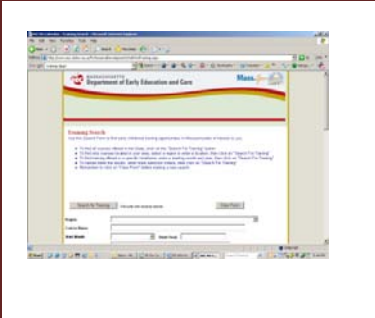
Southeast & Cape: (Region 5) Child Development and Education, Inc. 231 Main Street, Suite 201, Brockton, MA 02301
Elizabeth A. Reedy: 508-369-3673 or seepp@cdedu.us

Metro Boston: (Region 6) ABCD, Inc, 178 Tremont Street Boston, MA 02111
Carla Seymour: 617-348-6314 or Carla.seymour@bostonabcd.org



EEC Statewide Initiatives and Resources

All initiatives and resources included below are available on EEC's website
Within the Workforce and Professional Development page

	<p><u>Quality Rating and Improvement System (QRIS):</u> The MA QRIS offers guidance to professionals in early education and care and out of school time settings on a path towards quality, recognizing that higher expectations of programs must be matched with increased supports that include a better-articulated career ladder, financial incentives, and professional development and technical assistance, which are grounded in the science of child development. The MA QRIS Standards outline key indicators of quality in five primary categories: curriculum and learning, safe, healthy indoor and outdoor environments, workforce development and qualifications, family and community engagement, and leadership, administration, and management. In collaboration with United Way of MA Bay and Wheelock College EEC offers an on-line QRIS course that is available in multiple languages for EEC professional development hours, CEUs, or college credits.</p>
	<p><u>EEC Core Competencies:</u> The eight core competency areas and subcategories reflect the knowledge, skills, and dispositions necessary for all educators, youth workers, and administrators working in the early education and care and out-of-school time field. Professional development opportunities sponsored by EEC align with core competency areas. In collaboration with University of MA – Boston EEC has developed an on-line Core Competencies course available in English and Spanish. Educators may choose to take this course for EEC professional development hours, CEUs, or college credits.</p>
	<p><u>Professional Qualifications Registry:</u> Registration is required for EEC-licensed center-based programs and family child care homes to comply with the regulations and access professional development resources. EEC encourages all educators to take advantage of the PQ Registry, including those who work in public preschools and other programs that are not subject to EEC licensure. If you are working in early education or out-of-school time and have not yet registered, you can do so today at: https://www.eec.state.ma.us/PQRegistry/.</p>
	<p><u>EEC Career Ladder for Early Education and Out of School Time Educators:</u> In collaboration with the Bessie Tarrt Wilson Initiative for Children (BTWIC) a 5-level ladder was developed for educators working directly with children or who are responsible for professional development and curriculum. The EEC Board endorsed the ladder, May 2011, as a resource and reference tool for professional development planning.</p>
	<p><u>IHE Mapping Project:</u> The IHE Mapping Project maps the current network of two and four year public and select private institutions of higher education (IHEs) in Massachusetts that offer degrees and certificates in early childhood education and related fields. The project includes profile for each school surveyed, a searchable database of ECE degree program required coursework, and identification of alignment of required coursework themes and EEC Core Competencies.</p>
	<p><u>Professional Development Catalogue and Calendar:</u> Search EEC's Professional Development Catalogue to review course descriptions and contact information for opportunities supported by the EPS grantees. Use the online professional development calendar to find professional development opportunities in your area or across the state that meet your needs! The professional development calendar serves as a centralized source of information on courses and training for all educators and licensees in Massachusetts. EEC has also developed several <u>on-line professional development opportunities</u> that may be taken as self study for EEC professional development hours, CEUs through EPS grantees, or college credit through select MA colleges. Currently there are five on-line courses available: Core Competencies (English and Spanish), Preschool Guidelines (English and Spanish), Infant and Toddler Guidelines, and Language and Literacy, and Foundations of the Massachusetts QRIS (English, Cantonese, Haitian Creole, Khmer, Mandarin, Portuguese, and Spanish).</p>

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www.mass.gov/eec