Creating
EEC Renewal Options:
CEU Development

April 2011

Institute for
Child Development
Professionals

Early Educator Certification (EEC) Overview

- EEC is acknowledgement of an individual's verified level of educational achievement, based on a standardized scale.
- EEC is field wide.
- EEC is required by law for those teaching in or administering licensed early care and education and school age programs.

EEC Basics

▶ Application + official transcripts (can be opened) assessed against leveled scale (http://ncicdp.org/certification-licensure/eec-overview/)

　◦ Scales currently available:

　　· Early Care and Education Professional Scale

　　· School Age Professional Scale

▶ No test & doesn't replace teacher licensure

▶ Expires in 3 or 5 years

▶ EEC Rewards available for individuals & businesses

EEC & Facility Licensure

▶ EEC law specifies Early Educators are certified.

  ◦ EEC law does NOT specify EEC at a particular level.

▶ Regulatory consultants may view certificate or card and get electronic updates

▶ Options are being considered for how EEC could be integrated into DCD facility licensing rules.

  ◦ As with any requirement that is not met, the operator and the consultant will determine a timeframe to correct the non-compliance.

    • Continuing education requirements mirror in-service training requirements; must be completed for facility licensure
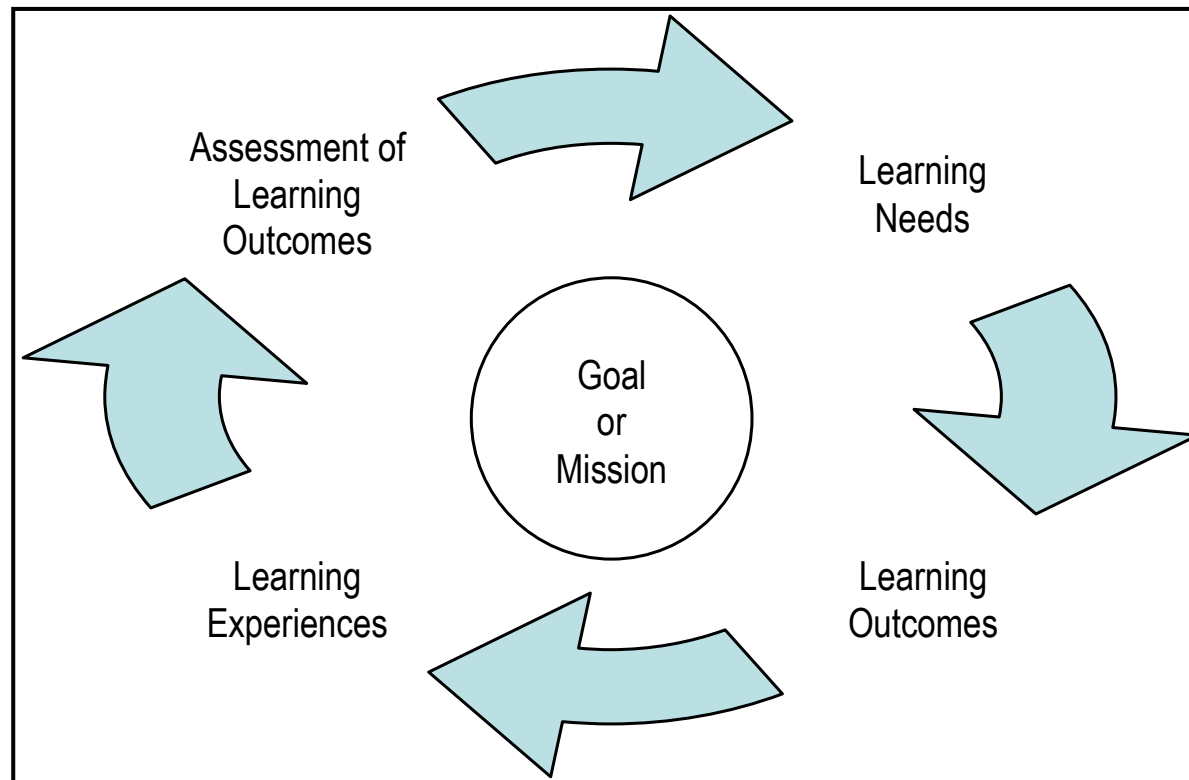
EEC & Your Role

Who is required by law to be certified? Any person who is counted in child/staff ratio must be certified.

- **Administrators:** Administrators have until July 1, 2012 to become certified. The Institute is developing an Administrator's endorsement at this time. If administrators choose to certify now, they will need to update their education with both the Institute and DCD until July 2012 or until all administrator policies are finalized. If an administrator or owner provides classroom coverage for lunch or nap time in a child care program the individual must be certified.

- **Assistant Directors:** Assistant Directors may not need to be certified. It will depend on the duties each Assistant Director holds. If s/he counts in child/staff ratio, s/he must be certified.

- **GS 110-106 staff:** GS 110-106 staff are exempt from the certification requirement. However, they do qualify for free/reduced application fees, if they choose to be certified.

- **Part-time employees/floaters/substitutes:** These positions should be certified if they count in child/staff ratio.

- **Substitutes:** Substitutes are required to be certified if they count in child/staff ratio. The law does specify that the individual be certified (submit certification application paperwork) within 60 days of hire.
  - If a substitute works for fewer than 60 days, s/he would not be required to be certified.
  - If an individual comes to the classroom to fill in for a teacher for a short period of time, such as if the teacher needs a bathroom break or needs to answer a phone call, that individual would not need to be certified.

- **Summer camp staff:** Staff working in a program with a summer camp license are not required to be certified.

- **Volunteers** do not need to be certified because they are not employees.

EEC Renewal Basics

▶ Personalized letter with renewal requirements, certificate+ wallet sized card

▶ Expires in 3 – 5 years

  ▶ amended requirements July 2010

▶ Renewal requirements online

▶ Renewal resources

  ◦ T.E.A.C.H. Early Childhood®

  ◦ College Foundations

Continuing Education: Continuous, Ongoing Process

Assessment of Learning Outcomes

Learning Needs

Goal or Mission

Learning Experiences

Learning Outcomes

EEC Renewal Options

- College credits (4 EC or 2 SA) OR

- Continuing education units (6 EC or 3 SA) OR

- Combination of both AND/OR

- Teaching CEUs or college credits (at highest EEC levels)

EEC Renewal Adjustments

- Validity period length increased by one year
- If certified prior to 7/10 receving extension or reduction in renewal hours
- Number of renewal hours decreased
- Substitutes not required if employed less than 60 days
- Volunteers not required
- CEUs eligible at all levels (4 and 8 requires focused course credits)

CEU Development/Approval Overview

- Topic areas
- Approval body
- Adult Educator guidelines
- DCD alignment
- Cost

Workshops compared to CEUs

Workshop	CEU
- Content-centered - 1 to 2.5 hours, avg	- Learner-centered 1 CEU = 10 hours
- Single meeting - Evaluation of session	- Multiple meetings - Learning objectives - Practice - Reflection - Adjustments - Assignments - Assessment of learning

Why 5 hour minimum?

- Adult learning research tells us that adults learn and transfer knowledge and skills attained when they…
  - have time to learn
  - use what they have learned and
  - reflect on what they have learned to inform practice.
- Early childhood research tells us that the quality of child care settings improve more, the more education the teacher has.
- Professions that hold four-year or graduate degrees may take 1 hour CEU sessions that build upon their four-year college or graduate degree education.
  - The majority of teachers working with young children do not yet hold a college degree, requiring that in-depth training be provided.

Required CEU Topics

- Just like DCD training, CEUs must fall under one of DCD's Nine Topic Areas:

  1. Planning a safe, healthy learning environment
  2. Children's physical & intellectual development
  3. Children's social & emotional development
  4. Productive relationships with families
  5. Program management
  6. Professionalism
  7. Observing & recording children's behavior
  8. Child growth development
  9. Inclusion of children with special needs

CEU Content Approval

Existing CEU approval sources:

- Regionally accredited community colleges
- Regionally accredited universities
- LEAs
- IACET

Adult Educator Endorsement

Certification	Early Educator **Certification** on the Early Care and Education and/or School Age Professional Scale is required to apply for this endorsement. If hold current teaching license, may submit instead of official transcripts – see website for policy.
Education	Minimum of **Level 9 with 6 focused semester hours**
Experience	At least **three years of experience working on behalf of or with children** birth to twelve as documented by resume (reference checks may be done on random basis).
Quality Assessment	**Two professional letters outlining instructional experience and effectiveness or use standardized form** *(posted soon)*
Optional Training (Required for Renewal)	"**Essentials of Adult Learning**" (.5 CEU = 5 contact hours) *or* equivalent session on adult learning essentials earning at least .5 CEU as verified by session description *or* 1 semester hour course from a regionally accredited college or university verified as adult learning via course description.
Renewal	• **Certification**: Complete or teach CEUs and/or formal coursework as required by EEC policy every five years. • **Endorsement**: 1) Verification of Adult Learning as described above if not documented with initial endorsement. 2) Sample of two courses (workshops, CEU sessions and/or credit-bearing classes) taught within the EEC validity period, which could be five years or less dependent upon your EEC renewal date

AEE Application Packet

- Reviewed processes in 20 other states & other professions
- Be certified/apply for EEC, including original transcripts
- Adult Educator Endorsement application packet
  - Education - EEC
  - Experience – current, dated resume'
  - Two professional letters of instructional experience and effectiveness
  - Renewal – adult learning
  - Fee: AEE ($15) or $65 (with EEC)

DCD Approval of CEUs

- Endorsed Adult Educators
    - DCD will accept the CEUs as in-service training hours if they meet the requirements for the individual's professional development for facility licensure.
    - Allows use of the CEU documentation for both EEC renewal and DCD facility licensure.

Cost of CEUs – Very Similar to Workshops

6 CEUs required every 3 or 5 years

- Free options
  - Online Foundations for Early Learning
  - Technology CEUs (may earn up to 1 CEU per validity period)
- Low cost options
  - Community Colleges (up to 2.4 hours for $65) & Universities
  - Child Care Resource & Referral (see local training calendars)
  - Cooperative Extension
  - Conferences (local & state)
- Higher cost options
  - National vendors
    - Redleaf Press, Child Care Education Institute

CEUs Available via Community Colleges Soon

1. A Healthier You (resources, tool): Allen
2. Best practices in administering programs (PASS tool, compensation, etc.): Davis
3. EC Teacher & Program Standards & Guidelines in North Carolina: Griffith
4. Leadership I: Vardell
5. Leadership II: Jackson
6. Ongoing assessment: Daughtry
7. Outdoor learning: Hawkins
8. Planning for My Profession: Torrence
9. Environmental Design for School Age Programs: Andrews
10. Science & Math: Cody
11. Supporting Inclusion: Fisher
12. Tips, Tools for College Education (including placement tests): Black
13. Family Relationships: Callahan
14. Diversity in All its Forms: Cox
15. Family Child Care – Getting Started: Pope
16. Creative Activities: Brinkley
17. Challenging Behavior: Carter
18. Language & Literacy: Johnson
19. Online Learning: Blackburn
20. Supporting Character Development in School Age Programs: Little

Refer to home page for outlines… www.ncicdp.org

CeU-T Trainings

350 plus individuals participated, full day training

- Rocky Mount
- Wilmington
- Greensboro x2
- Raleigh x 2
- Statesville
- Asheville
- Blowing Rock
- Washington (4/20)
- Webinars (May/June 2011)

Charting Your CEU Content to Support EEC Renewal Requirements - SAMPLE

Title/Topic: Supporting Early Educators in Supporting Healthy Social Emotional Behavior

Goal/Purpose of CEU Session: By the end of the session, participants will be able to identify effective strategies for supporting healthy social emotional behavior in child care settings.

Pre-assessment strategy(ies): Survey participants prior to the session to learn what strategies they are currently using.

Session # and Time Allotted	Content	Learning Outcomes (What will change?)	Instructional Methods experiences/activities & assignments (What will they do?)	Engagement Strategies (How will you involve the learners?)	Assessment Strategies (How will you assess learning has occurred?)
Session 1 5.0 hours	- Share research about ages & stages - Provide statistics about children's needs - Demonstrate how schedules, environments and child: staff ratio influence behavior - Provide examples of when things went well and not so well. - Brainstorm preventive strategies - Provide tips for coping with difficult or ongoing behavior challenges	Participants will - increase their awareness about what behavior they can realistically expect from young children. - be able to scan and address up to 3 potential triggers in the environment - identify up to 5 potential preventive strategies to prevent - be able to draw on 3 or more coping methods	- Lecture (listen) - Case studies (read) - Group discussions (comprehension) - Online research (read, comprehend, synthesize) - Email discussion (write) - Role play (use) - Individual reflection (assess) - Printed materials (read)	- Reading case studies - Discussing case studies - Building a schedule - Setting up a learning environment - Participation in role play - Review of printed and online resources	- Pre-assessment survey of learner needs - Oral discussions - Review of email discussions - Pop up Q&A at end of session - Email follow up to check in re: use of content one – two months after session

Tools for Adult Educators

▶ Training
- EEC & renewal requirements
- CEU development
- Adult learning
- Professional development system

▶ Publications
- Institute brochure
- EEC brochure, webinars (ppt & audio)
- EEC renewal publications & funding support
- Great Early Childhood Teacher brochure & PSAs (*coming soon*)
- CEU Development & Review Guide
- Powerpoints

Contact Information

NC Institute for Child Development Professionals (Institute)

- EEC
  - info@nceec.org | 919-942-7442
- Debra Torrence
  - director@ncicdp.org | 919-442-1942