Updates on Early Childhood Teacher Preparation
Preparing for 2018 Program Approval Requirements
July 2017
Beginning in July 2018, child care lead teachers will need to complete training for CDA and technical diplomas from a BESE-approved Early Childhood Ancillary Certificate Program.

Session Objectives:
• Provide CDA trainers and technical diploma programs information about the policy requirements related to BESE program approval.
• Explain the process for seeking program approval to become an Early Childhood Ancillary Certificate program, and provide information about available supports.

Agenda:
1. Background and policy requirements for child care center lead teachers
2. Becoming a BESE-approved Early Childhood Ancillary Certificate Program
3. Supports for programs seeking approval
4. Timeline and next steps
Key Ideas:
1. Early childhood lead teachers working in publicly-funded centers must have the Early Childhood Ancillary Certificate by July 2019.
2. Beginning in July 2018, early childhood teachers will have to attend training programs that have been approved by the Board of Elementary and Secondary Education (BESE).
3. BESE-approved programs, called Early Childhood Ancillary Certificate Programs, provide high-quality coursework, applied practice, teacher observations, and performance based assessments.
4. All teacher training programs are able to apply for BESE approval at any time.

Key Dates:
• July 1, 2018- Teachers with 36 hours or less of CDA training must attend a BESE-approved program to qualify for the Early Childhood Ancillary Certificate.
• July 1, 2018- Teachers must enroll in BESE-approved technical diploma programs in order to qualify for the Early Childhood Ancillary Certificate.
• July 1, 2019- All lead teachers working in publicly-funded centers must have their Early Childhood Ancillary Certificate.
Background and Policy Requirements
Vision for Kindergarten Readiness in Louisiana

Over the past five years, Louisiana has worked to unify the early childhood system – birth to pre-K – to prepare all children for kindergarten.

- Shared high standards for what children should learn and what excellent teaching looks like.
- Teachers are excellent at interacting with children and guiding learning.
- Expectations for health, safety, and learning are consistent with adequate funding levels for programs that serve children well.
- Families can easily enroll and choose the best option for their children.

By providing quality professional training opportunities for teachers in all program types, Louisiana will support all children in receiving a high-quality early learning experience.
# Early Childhood Teacher Preparation Policies

In December 2014, the Board of Elementary and Secondary Education (BESE) established two key policies to help unify expectations and support all early childhood teachers.

1. **Establish Early Childhood Ancillary Certificate as a expectation for child care lead teachers by 2019**

<table>
<thead>
<tr>
<th>Early Childhood Ancillary Certificate Requirement (for teachers)</th>
<th>Beginning in July 2019:</th>
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<tbody>
<tr>
<td></td>
<td>• All lead teachers in publicly funded centers must have the EC Ancillary Certificate.</td>
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<td></td>
<td>• The certificate can be earned at <strong>no cost</strong> by presenting a qualifying credential.</td>
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<td>• Qualifying credentials earned prior to July 2018 can be completed at any provider.</td>
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<thead>
<tr>
<th>Complete training at a BESE-approved provider (for training programs and teachers)</th>
<th>Beginning in <strong>July 2018</strong>:</th>
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<tbody>
<tr>
<td></td>
<td>• Teachers earning the EC Ancillary Certificate through a CDA or technical diploma <strong>must attend</strong> a BESE-approved Early Childhood Ancillary Certificate Program.</td>
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<td></td>
<td>• In order to become an Early Childhood Ancillary Certificate Program, programs must apply to BESE for program approval.</td>
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<td>• The Department has supported program approval through a grant opportunity called Believe and Prepare: Early Childhood.</td>
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2. **Create specialized Birth to Kindergarten BA field of study and teaching certificate**
   - Courses align with Early Childhood Ancillary Certificate so teachers can stack coursework over time.
   - Programs will be offered across the state as soon as fall 2018.
Early Childhood Ancillary Certificate
Qualifying for the Certificate as a Teacher

There are multiple ways for teachers to earn the Early Childhood Ancillary Certificate.

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<tbody>
<tr>
<td><strong>1.</strong> Child Development Associate (CDA) awarded by the Council for Professional Recognition and a high school diploma or equivalent</td>
<td>Beginning July 2018, teachers must complete coursework at a BESE-approved Early Childhood Ancillary Certificate Program.</td>
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<tr>
<td><strong>2.</strong> A technical diploma or certificate of technical studies in an early childhood related field from an accredited technical or community college</td>
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<tr>
<td><strong>3.</strong> An early childhood career diploma that has been approved by the Louisiana Pathways Career Development System</td>
<td>Teachers must be enrolled prior to July 2018 to use approved career diplomas.</td>
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<tr>
<td><strong>4.</strong> An associates degree in an early childhood related field from a regionally accredited college or university</td>
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<td><strong>5.</strong> A bachelor degree or higher from a regionally accredited college or university</td>
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EC Ancillary Certificate is required for all lead teachers in Type III centers by July 2019.
Beginning July 2018, child care lead teachers will need to attend a BESE-approved Early Childhood Ancillary Certificate Program to complete CDA hours and technical diplomas.

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<tr>
<th>Qualifying Credential</th>
<th>Requirement for Earning the EC Ancillary Certificate</th>
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<tr>
<td>CDA in infant/toddler or preschool</td>
<td>As of July 1, 2018:</td>
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<tr>
<td></td>
<td>• Individuals who have completed 36 hours or less of their CDA hours must enroll in and complete a BESE-approved program.</td>
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<td>• A waiver process will be available for individuals who cannot access an approved program.</td>
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<td></td>
<td>• Individuals who have completed more than 36 hours of their CDA training may complete hours at any program.</td>
</tr>
<tr>
<td>Technical diploma in early childhood from a regionally accredited school</td>
<td>As of July 1, 2018:</td>
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<tr>
<td></td>
<td>• Individuals must attend a BESE-approved program.</td>
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<td></td>
<td>• Individuals may complete remaining coursework if enrolled.</td>
</tr>
<tr>
<td>Career diploma approved by Louisiana Pathways</td>
<td>As of July 1, 2018:</td>
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<tr>
<td></td>
<td>• Career diplomas will no longer qualify.</td>
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<tr>
<td></td>
<td>• Individuals may complete remaining program if enrolled.</td>
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Associate degrees in early childhood and bachelor degrees will continue to qualify.
Becoming a BESE-approved Early Childhood Ancillary Certificate Program
Becoming a BESE-Approved Program:

- In order to become a BESE-approved Early Childhood Ancillary Certificate Program, programs must complete and submit the Application for Program Approval, which will be carefully reviewed.

- The application describes the detailed process and expectations for all programs that are reviewed by BESE.

The Application for Program Approval contains several key sections:

1. Program Mission and Objectives
2. Quality of Plan for Candidate Selection and Partnership Involvement
   - Must include a description of a partnership with the local early childhood community network, demonstrate an understanding of local workforce needs, and describe candidate selection.
3. Quality of Content Knowledge, Practice, Feedback and Performance
   - Must include a description of the of learning and skill objectives that will guide the coursework and opportunities for structured applied practice, reflection, and performance assessments.
4. Quality of Plan for Performance Management and Evaluation
   - Must include a description of how the program will routinely evaluate its performance, and a plan for how the program will be implemented.

Programs that wish to continue to train child care lead teachers to receive their CDA or technical diploma should plan to seek program approval from BESE.
Early Childhood Ancillary Certificate Programs
Features of Approved Programs

All Early Childhood Ancillary Certificate Programs have been reviewed carefully by the Louisiana Department of Education and BESE.

The Department and BESE conduct a thorough review and interview process to make sure all programs:

1. Work with the local early childhood community networks to support program implementation.
2. Use information about the local workforce to inform program design, including CLASS™ data, child assessment information, and use of curriculum.
3. Use a coherent set of learning and skill objectives to drive coursework design and prepare teachers to lead high-quality interactions and instruction.
4. Include regular applied practice opportunities and performance assessments to ensure success with candidate learning and skill objectives.
5. Conduct a minimum of two CLASS™ observations and provide feedback on their results.
6. Result in eligibility for ONE of the following:
   • A technical diploma/certificate of technical studies; OR
   • The nationally recognized CDA certificate, which requires candidates to complete the coursework requirements and the CDA Professional Portfolio, as determined by Council for Professional Recognition, and be prepared to successfully pass the CDA exam.

The rubric used to evaluate programs, along with additional resources, can be found here.
Early Childhood Ancillary Certificate Programs
Features of Approved Programs

Once a complete application is submitted, there are several steps in the review process.

Timeline and process for review:

<table>
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<tr>
<th>Step 1: The LDOE reviews the application</th>
<th>Once an application is submitted, a panel of reviewers will review the application using the Application for Program Approval Rubric.</th>
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</thead>
<tbody>
<tr>
<td>Step 2: The program may be invited to attend an interview</td>
<td>Based on the application review, the program may be invited to attend an interview in Baton Rouge.</td>
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<td>The interview will be conducted by LDOE reviewers, and will seek additional information about the program</td>
</tr>
<tr>
<td>Step 3: BESE reviews the Application for Program Approval and makes a decision</td>
<td>Based on the application review and interview, the program may be recommended to BESE for review.</td>
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<tr>
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<td>BESE members will review the Application for Program Approval.</td>
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<td>BESE will make a decision regarding approval at their meeting.</td>
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Benefits for approved programs:

- BESE-approved Early Childhood Ancillary Certificate Programs are listed on the Departments website and promoted to child care teachers as a way to qualify for the EC Ancillary Certificate.
- Qualifying candidates who attend approved programs are eligible for Louisiana Pathways Scholarships which assist with the cost of tuition, supporting ongoing candidate enrollment.
Support for Programs Seeking Approval
Believe and Prepare: Early Childhood
Preparing Louisiana’s Child Care Lead Teachers

The Believe and Prepare: Early Childhood grant supports teacher preparation programs that are seeking approval to offer high-quality training for child care teachers.

Believe and Prepare: Early Childhood
• Competitive grant opportunity to support teacher preparation programs that are seeking BESE-approval to offer an Early Childhood Ancillary Certificate Program
• Believe and Prepare: Early Childhood programs receive:
  1. Funding to support costs of program design and start up
  2. Technical Assistance from the Department to assist with program design
• Programs work to design coursework and practice experiences that are aligned to CLASS™

Opportunities to participate:
• The Request for Applications for Believe and Prepare: Early Childhood Cohort 3 was released in June 2017
  • A notice of intent should be submitted by July 14, 2017
  • The application will be due August 23, 2017
• Additional questions about Believe and Prepare: Early Childhood can be sent to BelieveAndPrepare@la.gov

Louisiana Believes
Additional Support for Programs Seeking Approval
Available Resources

Programs that are seeking BESE-approval to offer an Early Childhood Ancillary Certificate Program should review online resources and work with their community networks.

Additional Information:

• **Early Childhood Ancillary Certificate Program- Applicant FAQs**: Provides answers to frequently asked questions about the program approval process
• **Early Childhood Ancillary Certificate FAQs**: Provides answers to frequently asked questions about the ancillary certificate
• **Currently approved Early Childhood Ancillary Certificate Programs**: List of current BESE-approved programs to consider opportunities for possible partnership or collaboration.

For additional assistance or questions regarding the BESE-approval process, programs may contact BelieveAndPrepare@la.gov.
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Key Dates:
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Next Steps:
   - Submit notice of intent by **July 14, 2017**
2. Consider beginning the Application for Program Approval process.
3. Begin reaching out to your local early childhood community network to identify potential partners.
4. Email BelieveAndPrepare@la.gov with any questions.