

**Monthly Communication for ECAC
Programs
May 2019**

Agenda

The First Monthly Ancillary call will cover the following information:

1. Program Expectations
2. Current State Landscape
3. Barriers to Success
4. Program Supports
5. Key State Updates

Program Expectations

How do Lead teachers receive the ECAC?

Steps for a teacher to earn the Early Childhood Ancillary Certificate

- Step 1:** Complete training for the CDA at an [ECAC Program](#).
- ECAC Programs are high-quality teacher preparation programs designed for child care lead teachers. There are 23 program around the state, with new programs still being approved by BESE.
 - These programs went through an approval process that demonstrates they provide the right content, and job-embedded observations and coaching
- Step 2:** Apply for CDA through the Council for Professional Recognition
- Must be observed by Council for Professional Recognition observer (typically someone local) and portfolio submission
 - Online test to determine mastery of early childcare competencies.
- Step 3:** After CDA attainment, apply for ECAC at no cost to applicant. Applications and evidence of t the credential are submitted at [Teach Live LA](#).

Overview of Louisiana Pathways Tuition Scholarships for Early Childhood Ancillary Certificate Programs

There are two types of Louisiana Pathways Scholarships that support Early Childhood Ancillary Certificate Programs.

1. **Early Childhood Ancillary Certificate Program Scholarships:** These scholarships cover the cost of tuition (not supplies or fees) for eligible teachers. These scholarships are for programs that are not currently offering credit-bearing courses.
2. **College Tuition Scholarships:** These scholarships are for programs that are offering coursework as part of a degree pathway and are offering for-credit courses. These scholarships are used to supplement the existing financial aid students have received, and do not cover the cost of supplies or student fees.

There is also a CDA Scholarship available to students. The CDA Scholarship covers the cost of the CDA Assessment

Process to Start a Cohort

1. **Determine Eligibility of Candidates:** Review the [qualifying criteria](#) to determine eligibility.
2. Create a wait list of Candidates with Louisiana Pathways in preparation for first class.
 - By creating a wait-list candidates will be approved to fill vacant spots in classes.
3. **Ensure all Candidates are enrolled in Louisiana Pathways.**
4. **ECAC Program- Scholarship Application:** Provides the requirements and information that candidates need to apply for Louisiana Pathways for Early Childhood Ancillary Certificate Programs.
 - Each candidate will need to complete this form and process.
 - The preparation program is responsible for providing the application to the candidates, for collecting the application, and for sending the application to Louisiana Pathways
4. **All programs must submit the [EC Ancillary - Cohort Eligibility Form](#)** prior to beginning a cohort of candidates.

Program Responsibilities

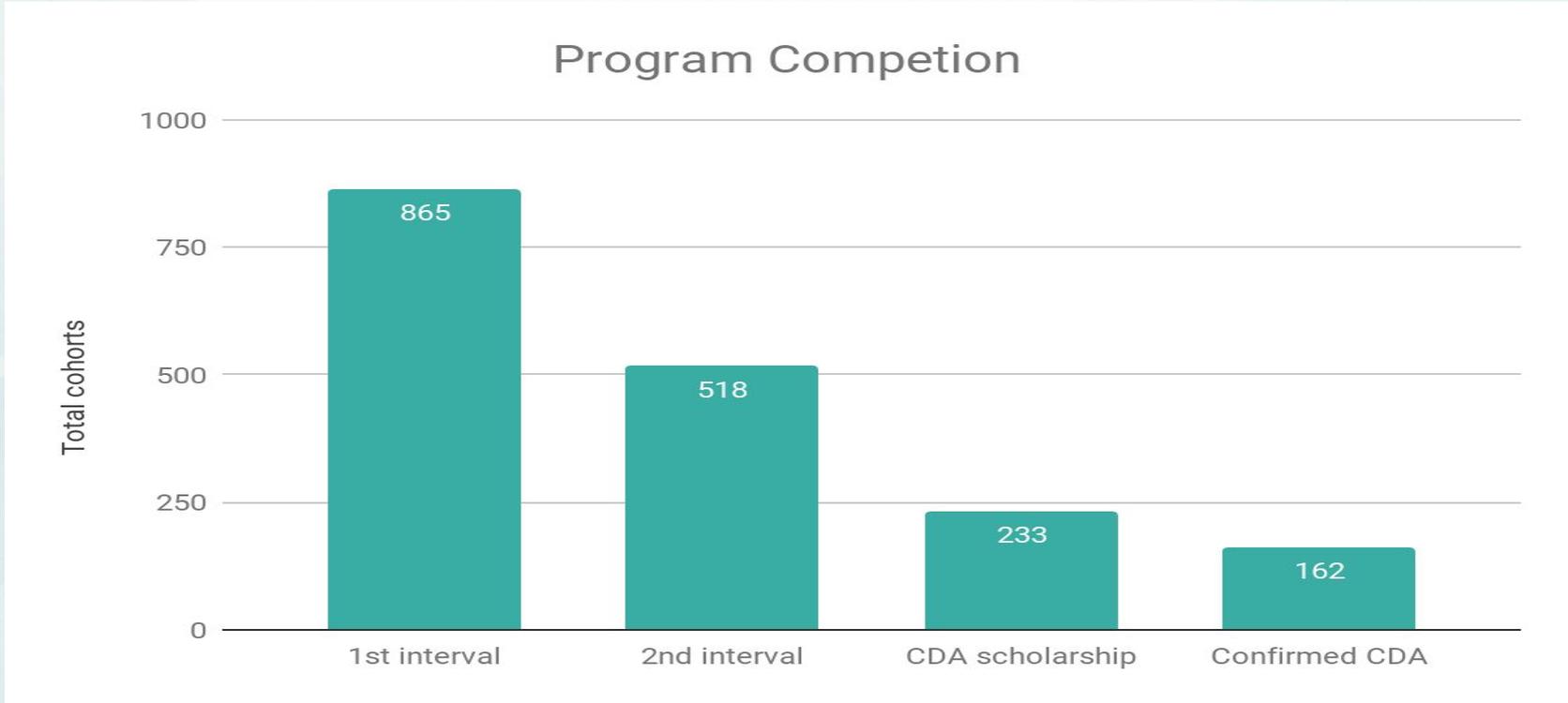
Throughout the Cohort of Candidates:

- Programs that are using Early Childhood Ancillary Certificate Scholarships must submit attendance and completion reports

At the Completion of a Cohort of Candidates:

- All programs must submit the [Candidate Data Report](#) at the end of a cohort.
- All programs must issue transcripts and assist with the CDA process for candidates.
- Assist Candidates with the preparation of documentation required for CDA
- Assist Candidates with CDA Test Preparation
- Assist Candidates with the Ancillary Certificate process

Program Completion Report



The Current Landscape

Early Learning Center Landscape

What we currently know about Early Learning Centers in Louisiana:

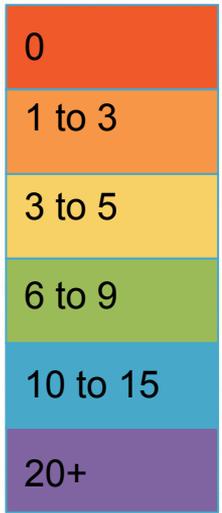
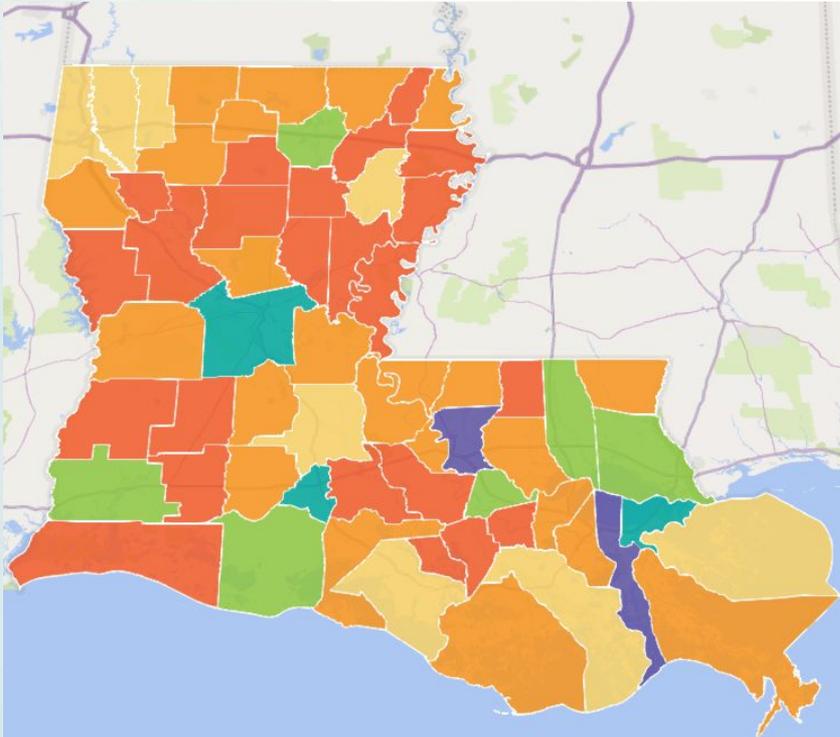
- Type III centers have the capacity educate 80,860 children, in over 1000 Type III centers.
- Teacher and staff turnover rate (estimated at 42%)
- Beginning July 1, 2019, all lead teachers in a Type III Center must have (or be earning) an ECAC as a minimum credential.
 - As part of the Academic Assurances (AA), programs will identify if they meet this requirement. Those not meeting this requirement must have a plan to meet the requirement by July 1, 2020.
 - As of May 16, 2019, 85% of Type III centers have submitted the AA. Of the 82%, 21% have indicated that they will not meet the requirement by July 1, 2019. That is one in eight centers does not meet this requirement.

Who is the typical program attendee?

The typical applicant/student:

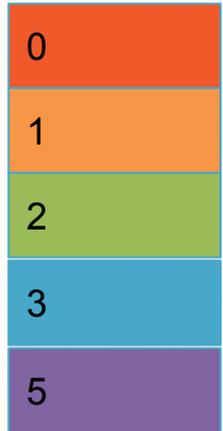
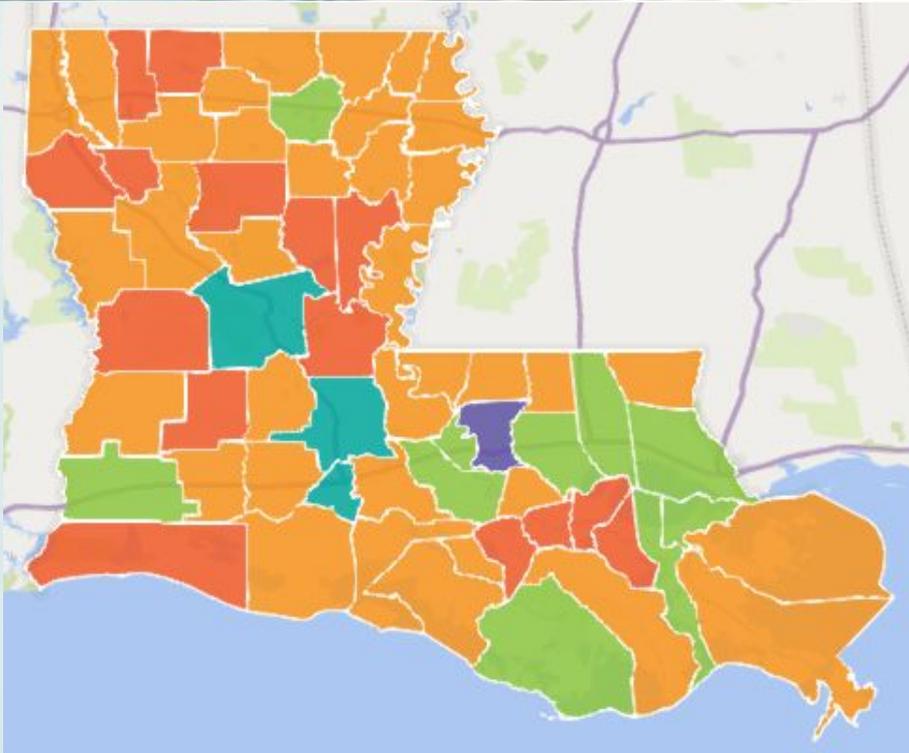
- Works in a low-wage job
- Struggles with childcare, wi-fi access, and transportation
- Speaks English
- Female
- 22% African American, 25% white, remainder unknown
- Average age: 32
- On average has been in the industry for less than 5 years

Preliminary Map of Programs needing ECAC by Parish



*Parishes with the highest need:
Jefferson, East Baton Rouge,
Rapides, Lafayette, St. John,
Calcasieu, Vermillion, Ascension,
Tangipahoa, St. Tammany, and
Ouachita*

Map of Current Programs Available to Parishes



ECAC Programs are available in most areas of the state. Currently we have 23 BESE approved programs (2 JumpStart pathways and 1 Technical College).

To meet the current workforce demand, programs are encouraged to expand outside of their approved parishes.

Barriers to Success

Learning Opportunities from ECAC Program Providers

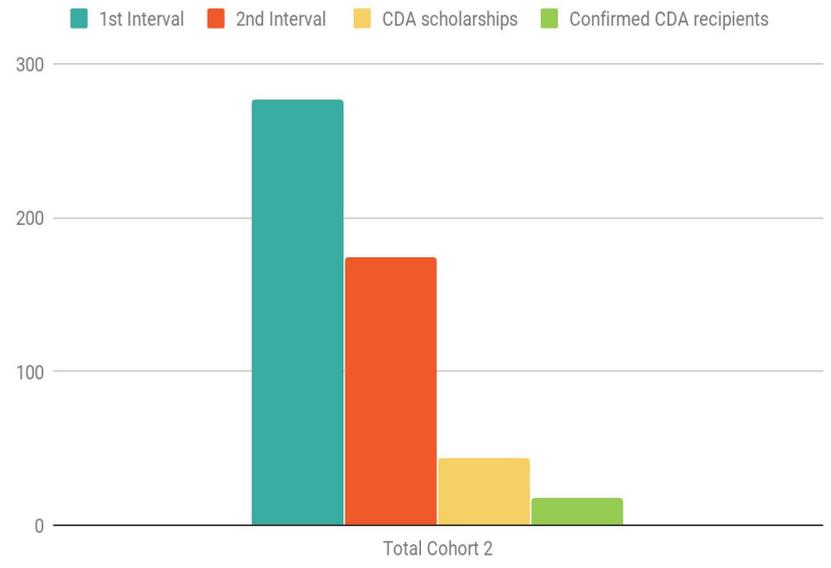
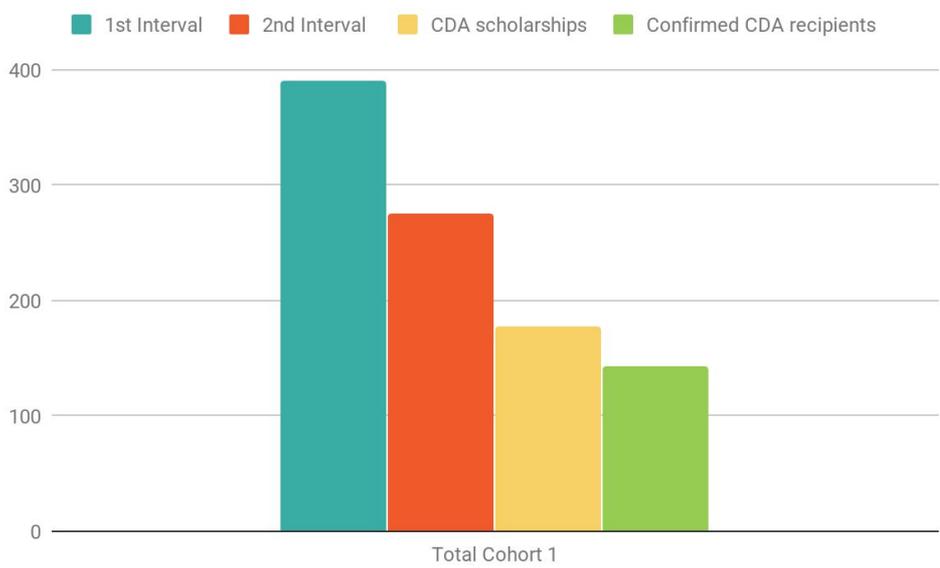
ECAC Programs have identified several Learning Opportunities from past cohorts

What we know:

- Low Retention Rates
 - Lead teachers employment is being terminated by at Type III center.
 - Due to financial constraints and enrollment at the Center hours are being reduced so that the candidate is no longer eligible for scholarships.
 - Medical/Personal Needs of employee in which they cannot attend program
 - Too difficult to juggle work and homelife.
- Teachers completing the program have difficulty with the CDA process
 - Teachers have lacked the confidence and supports necessary to complete binder and test.
- Many teachers do not apply for the Ancillary Certificates
 - Once completed with the program teachers do not understand the next steps.

Low Retention Rates

There are many candidates that begin a cohort, but only a small percentage of candidates complete the CDA process.



Program Supports

Candidate Supports

Many candidates have been in the field for many years and are having difficulty with the coursework.

Successful programs have implemented the following strategies:

- Mentor teacher or “buddy” to help with notes or studying
- Life coaching
- One on one counseling with directors and candidates
- Incentives and “shout-outs” to candidates that are really trying
- Peer Tutoring
- Collaborative events or time with other candidates
- “practice” testing

Candidate Supports continued

- home visits to candidates that don't attend
- Portfolio workshops / CDA application workshops
- Door prizes during the class (helps with gas, and expenses for attending class).
- Special graduation ceremony with roses and caps and gowns
- Themes for each class (dress-up and food).
- Registration fee for attendees that is used for the candidates for food, prizes, etc...

Taking the Test and Completing the Portfolio

Upon completion of the ECAC program, candidates must complete a portfolio, apply for the CDA scholarship and take a written assessment.

Successful Programs have instituted the following:

- Completing each section of the portfolio with the coursework.
- “Portfolio parties” - candidates get together on a Saturday or evening and work on portfolios together.
- “Binder Buddies”- working with a co-worker or a candidate who has been through the process to complete the binders.
- Study “buddies”
- Quiz/game on content before and after each class (not graded).

Key State Updates

Programmatic considerations

*Many programs have expressed concern about the ECAC process that **are under review***

1. Candidates may return back into a program at the programs' discretion to complete the ECAC coursework.
2. Removing the 80 clock hours so that candidate who have been in the field may enter an Ancillary program.
3. Simplifying the scholarship application process to make it easier for candidates to complete the paperwork accurately.
4. Institute a pre-approval process for candidates to complete prior to applying at an ECAC program.

Upcoming Events

Monthly Calls:

- 6/13/2019 3:00pm
- 7/11/2019 3:00pm

Teacher Leader Summit Ancillary Program Showcase:

- June 26th 2:35-3:55 E045-a.R3
- June 27th 9:30-11:00 E045-b.R6