Agenda

This presentation will provide an overview of Louisiana’s approach to raising the bar for child care teachers through developing a set of innovative teacher preparation programs.

Agenda:
• Overview of Louisiana’s Vision for Teacher Support
• Louisiana’s Approach to Supporting Child Care Teacher Preparation
  ➢ Earning the Early Childhood Ancillary Certificate
  ➢ Attending a BESE-approved Early Childhood Ancillary Certificate Programs
• Opportunities for teachers: Louisiana’s Early Childhood Ancillary Certificate Programs
Overview of Louisiana’s Vision for Teacher Support
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 to teachers in child care, Head Start and pre-K, Louisiana supports all children to receive a positive early learning experience.
Supporting Early Learning in Louisiana
Focus on Interactions with Children

Every birth to five classroom receives at least two CLASS™ observations each year, providing critical information about the quality of adult-child interactions in every site.

- Each classroom in every publicly-funded site, including child care, Head Start, pre-K, receive at least two CLASS observations annually. Sites receive a rating based on these observations.
- Through Early Childhood Performance Profiles, Louisiana assesses how well teachers interact with children, including how well they:

<table>
<thead>
<tr>
<th>Description</th>
<th>PreK Domain</th>
<th>Toddler Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create a warm, positive environment and build trusting relationships with children</td>
<td>Emotional Support</td>
<td>Emotional &amp; Behavioral Support</td>
</tr>
<tr>
<td>Organize daily routines and minimize disruptions</td>
<td>Classroom Organization</td>
<td></td>
</tr>
<tr>
<td>Help children learn concepts and connect ideas through dialogue and play</td>
<td>Instructional Support</td>
<td>Engaged Support for Learning</td>
</tr>
</tbody>
</table>

- Research has validated that this rating correlates with child outcomes
  - Programs that perform better on CLASS™ have better child outcomes (i.e., kindergarten readiness)
- Supports teacher growth by providing useful information for coaching

Louisiana Believes
School and Center Finder enables families to search directly for a site by name, but it will also allow families to browse for schools or centers in a particular area or zip code.

The School and Center Finder can be accessed at www.LouisianaSchools.com
Families will access 2016-2017 Performance Profiles directly in the new Louisiana School and Center Finder, alongside other important information.
Supporting Early Learning in Louisiana
Professional Development to Support Improved Interactions

Kindergarten readiness depends on a system of supports to improve teaching and learning.

Supports aligned to CLASS™ Observations available for every classroom

<table>
<thead>
<tr>
<th>Curriculum</th>
<th>Assessment</th>
<th>Professional Development</th>
</tr>
</thead>
</table>
| *Curriculum reviews*  
*Curriculum Funding Initiative for Child Care*  
*Teacher Leader Summit*  
*Online Instructional Toolbox*  
*Support through Curriculum Implementation Scale* | *Teaching Strategies GOLD available to all classrooms*  
*Online training on GOLD*  
*Option to participate in Abbreviated GOLD* | *Prof. Development Guide*  
*Teacher Leader Sessions at Teacher Leader Summit*  
*R&Rs (Training & Coaching)*  
*Mental Health Consultation*  
*Believe & Prepare: EC (Ancillary Certificate)* |
Louisiana’s Approach to Supporting Child Care Teacher Preparation
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 minimum 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>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• All lead teachers in publicly funded centers must have the EC Ancillary Certificate.</td>
</tr>
<tr>
<td></td>
<td>• The certificate can be earned at no cost by presenting a qualifying credential.</td>
</tr>
<tr>
<td></td>
<td>• Qualifying credentials earned prior to July 2018 can be completed at any provider.</td>
</tr>
</tbody>
</table>

Directors will assure this requirement is met through Academic Approval.

<table>
<thead>
<tr>
<th>Complete training at a BESE-approved provider (for training programs and teachers)</th>
<th>Beginning in July 2018:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Teachers earning the EC Ancillary Certificate through a CDA or technical diploma must attend a BESE-approved Early Childhood Ancillary Certificate Program.</td>
</tr>
<tr>
<td></td>
<td>• In order to become an Early Childhood Ancillary Certificate Program, programs must apply to BESE for program approval.</td>
</tr>
<tr>
<td></td>
<td>• The Department has supported program approval through a grant opportunity called Believe and Prepare: Early Childhood.</td>
</tr>
</tbody>
</table>

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.
Earning the Early Childhood Ancillary Certificate
Supporting Child Care Teacher Preparation
Louisiana’s Early Childhood Ancillary Certificate

**Through two critical policy requirements, Louisiana has implemented a set of professional supports to support child care teachers in obtaining professional training and certification.**

<table>
<thead>
<tr>
<th>1. Implement the EC Ancillary credential requirement for lead teachers</th>
<th>2. Build a statewide system of innovative teacher preparation programs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Policy requirement:</strong> Beginning in July 2019, all lead teachers working in publicly-funded child care centers will have the <a href="#">Early Childhood Ancillary Certificate</a> as a minimum credential.</td>
<td><strong>Policy Requirement:</strong> Beginning in July 2018, teachers must attend a teacher preparation program that is approved by the state board.</td>
</tr>
<tr>
<td>The certificate can be earned at <strong>no cost</strong> by presenting a qualifying credential (over 50% earn through a CDA or equivalent)</td>
<td>Louisiana has developed high-quality <a href="#">Early Childhood Ancillary Certificate Programs</a>, which have been carefully reviewed for quality and are monitored for success.</td>
</tr>
<tr>
<td>Qualifying credentials earned prior to July 2018 can be completed through any provider.</td>
<td>Approved programs integrate extensive applied practice, mentoring, and coaching within CLASS aligned coursework that results in a CDA or technical diploma.</td>
</tr>
</tbody>
</table>
Qualified teachers complete Ancillary Certificate application packet and submit documentation to LDE. No fees will be charged.

How to Apply

1. Obtain CDA*, Technical Diploma*, AA, or BA
2. Submit Ancillary Certificate Application and credential to LDE
3. Receive Ancillary Teaching Certificate

Application can be found at www.teachlouisiana.net

*BESE-approved programs offer coursework for the CDA and technical diploma credentials
There are multiple ways for teachers to earn the Early Childhood Ancillary Certificate.

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

EC Ancillary Certificate is required for all lead teachers in Type III centers by July 2019.
As of July 2019, lead teachers must:
- Have an Early Childhood Ancillary Certificate or other traditional teaching certificate, or
- Be in the process of completing training that will lead to Early Childhood Ancillary Certificate and will have obtained EC Ancillary Certificate within 24 months of start date as a lead teacher.

### Start Date as Lead Teacher

<table>
<thead>
<tr>
<th>Start Date as Lead Teacher</th>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Began prior to EC Ancillary Certificate Requirement (began working as a lead teacher before July 1, 2017)</td>
<td>Must have EC Ancillary Certificate as of July 1, 2019.</td>
</tr>
<tr>
<td>Began during the phase in of EC Ancillary Certificate Requirement (started working as a lead teacher after July 1, 2017)</td>
<td>Must be in the process of earning EC Ancillary Certificate, earned within 24 months of start date as lead teacher.</td>
</tr>
<tr>
<td>Began after EC Ancillary Certificate Requirement (will begin working as a lead teacher after July 1, 2019)</td>
<td>Must have EC Ancillary Certificate within 24 months of start date as lead teacher.</td>
</tr>
</tbody>
</table>
### Individual requirements for July 2019 are determined by when the lead teacher began working in their position.

<table>
<thead>
<tr>
<th>Example Start Date as Lead Teacher</th>
<th>As of July 1, 2019</th>
<th>Must Have an Ancillary Certificate No Later Than:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Began prior to EC Ancillary Certificate Requirement (began working as a lead teacher before July 1, 2017)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>January 1, 2001</td>
<td>Must have Ancillary Certificate</td>
<td>July 1, 2019</td>
</tr>
<tr>
<td>June 30, 2017</td>
<td>Must have Ancillary Certificate</td>
<td>July 1, 2019</td>
</tr>
<tr>
<td>Began during the phase in of EC Ancillary Certificate Requirement (started working as a lead teacher after July 2017)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>December 1, 2018</td>
<td>Must be in the process of earning Ancillary Certificate</td>
<td>December 1, 2020 (within 24 months of start date)</td>
</tr>
<tr>
<td>June 1, 2019</td>
<td>Must be in the process of earning Ancillary Certificate</td>
<td>June 1, 2021 (within 24 months of start date)</td>
</tr>
<tr>
<td>Began after EC Ancillary Certificate Requirement (will begin working after July 2019)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>August 1, 2019</td>
<td>Be preparing to complete Ancillary Certificate within 24 months</td>
<td>August 1, 2021(within 24 months of start date)</td>
</tr>
</tbody>
</table>

**Teachers have 24 months from start as lead teacher to earn EC Ancillary Certificate.**
Early Childhood Ancillary Certificate Programs
Renewal and Application Process

*Teachers who have earned the Early Childhood Ancillary Certificate must renew their certificate every three years through the online application process.*

Early Childhood Ancillary Certificate Renewal Requirements:
- The EC Ancillary Certificate must be renewed every three years at no cost.
- The EC Ancillary Certificate may be renewed at the request of the individuals employer. The application must include documentation of:
  - 45 clock hours/4.5 CEU/a 3 credit-hour course of training in early childhood care and education
  - 80 hours of work experience with young children or families with young children in the past three years
- Individual’s who earned the Ancillary Certificate through a CDA may used a renewed CDA to meet renewal requirements.

Early Childhood Ancillary Certificate and Teach Live:
- As of April 2018, the Early Childhood Ancillary Certificate Initial Application and Renewal Application were moved to be online at Teach Live.
- Applicants should create an account as an educator to submit their application for initial applications or renewals.
Attending a BESE-Approved Early Childhood Ancillary Certificate Program
Supporting Child Care Teacher Preparation
Louisiana’s Early Childhood Ancillary Certificate

Through two critical policy requirements, Louisiana has implemented a set of professional supports to support child care teachers in obtaining professional training and certification.

1. Implement the EC Ancillary credential requirement for lead teachers

   - **Policy requirement**: Beginning in July 2019, all lead teachers working in publicly-funded child care centers will have the Early Childhood Ancillary Certificate as a minimum credential.

   - The certificate can be earned at no cost by presenting a qualifying credential (over 50% earn through a CDA or equivalent)

   - Qualifying credentials earned prior to July 2018 can be completed through any provider.

2. Build a statewide system of innovative teacher preparation programs

   - **Policy Requirement**: Beginning in July 2018, teachers must attend a teacher preparation program that is approved by the state board.

   - Louisiana has developed high-quality Early Childhood Ancillary Certificate Programs, which have been carefully reviewed for quality and are monitored for success.

   - Approved programs integrate extensive applied practice, mentoring, and coaching within CLASS aligned coursework that results in a CDA or technical diploma.
Early Childhood Ancillary Certificate Programs
Requirements for Teachers to attend BESE-Approved Programs

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.

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

*Associate degrees in early childhood and bachelor degrees will continue to qualify.*
Early Childhood Ancillary Certificate Programs prepare child care teachers to manage a successful learning environment in Louisiana’s unified early childhood system.

Early Childhood Ancillary Certificate Programs prepare teachers to:

1. **Lead classroom interactions that promote child learning and development.**
   - Programs integrate opportunities to learn about and practice with the CLASS tool and competencies.
   - Candidates receive many opportunities for applied practice and observation.

2. **Use high-quality instructional tools that align with Louisiana’s Early Learning Development Standards.**
   - Coursework provides guidance on using Tier I curriculum.
   - Programs prepared teachers to use *Teaching Strategies GOLD* as a part of their classroom interactions.

3. **Apply a foundational knowledge of child development and learning.**
   - Coursework includes key knowledge on child development
   - Program results in a qualifying credential for the EC Ancillary Certificate.

Ancillary Certificate Programs are reviewed in detail by BESE and by the Department.
Early Childhood Ancillary Certificate Programs

Key Features

Across the state, Louisiana’s Early Childhood Ancillary Certificate Programs have taken creative approaches to meeting the needs of the child care teachers in their communities.

Louisiana’s Early Childhood Ancillary Certificate Programs have several key unique features:

• Coursework is carefully reviewed and approved by the state board of education.

• Program include an average of 30 hours of aligned applied practice experiences, including coaching, mentoring, and professional learning communities.

• Assessments focus on active demonstrations of skill mastery, including a minimum of two CLASS observations.

• Early Childhood Community Networks are involved in program development and management.

• Candidates receive financial support to attend the program through scholarships. The LDOE has also provided grants to fund preparation program startup.

Louisiana is developing a process for monitoring the ongoing support and development of approved programs, which will be piloted within the next year.
Early Childhood Ancillary Certificate Programs
Supporting Teachers to Obtain the Credential

Through Louisiana Pathways Scholarships and School Readiness Tax Credits (SRTC), Louisiana is supporting child care teachers to obtain the EC Ancillary Certificate.

Louisiana Pathways – Early Childhood Ancillary Certificate Scholarships:
- Qualifying teachers that attend a BESE-approved Early Childhood Ancillary Certificate program can receive a full scholarship covering the cost of tuition through Louisiana Pathways.
- Teachers must be currently working in a type III center, and may not already qualify for EC Ancillary Certificate.
- Teachers must continue working in the type III center throughout the duration of the program.
- This is a significant financial investment from the Department, emphasizing how critical high-quality preparation opportunities are to supporting teachers.

School Readiness Tax Credits – Aligning the SRTC with the EC Ancillary Certificate:
- Beginning in 2018, teachers who have the EC Ancillary Certificate and qualify for the staff SRTC will be able qualify for level 2 tax credits (≈$2,200).
- In 2019, teachers who have earned the SRTC in years prior and have the EC Ancillary Certificate will be able to qualify for level 3 (≈$2,800) and level 4 (≈$3,300)
  - Teachers must submit documentation of their earned SRTC to Louisiana Pathways to qualify for these higher tax credit levels.
Across the state, Louisiana’s Early Childhood Ancillary Certificate Programs have taken creative approaches to meeting the needs of the child care teachers in their communities.

Louisiana currently has 18 approved Early Childhood Ancillary Certificate Programs:

- Programs cover a wide range of provider types and backgrounds:
  - Seven institutions of higher education, including five community or technical colleges,
  - Four professional development companies,
  - Five Child Care Resource and Referral agencies, and
  - One school district.

- Coursework is offered in a variety of ways:
  - Seven of the programs provide online coursework, with closely aligned on-the-ground experiences and coaching.
  - All programs provide flexibility in scheduling, including night and weekend options for coursework or support.

- Expansion of Early Childhood Ancillary Certificate Programs is ongoing:
  - Louisiana has continued to support the addition of programs through Believe and Prepare: Early Childhood.
  - This year, Louisiana will initiate the launch of a statewide online provider.
Louisiana has rapidly expanded the number of BESE-approved programs available to child care lead teachers.

There are currently 18 BESE approved Early Childhood Ancillary Certificate Programs:

<table>
<thead>
<tr>
<th>Baton Rouge Community College</th>
<th>East Baton Rouge Pointe Coupee</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDA Enhanced Experience - Agenda for Children</td>
<td>Orleans</td>
</tr>
<tr>
<td>CDL Cornerstones</td>
<td>Plaquemines Terrebonne</td>
</tr>
<tr>
<td>Children’s Coalition Institute</td>
<td>Ouachita</td>
</tr>
<tr>
<td>Children First Professional Development Center</td>
<td>Calcasieu</td>
</tr>
<tr>
<td>Frog Street Press</td>
<td>St. Tammany Sabine Parish</td>
</tr>
<tr>
<td>Jefferson Parish EC Collaborative</td>
<td>Jefferson</td>
</tr>
<tr>
<td>LSU-Alexandria</td>
<td>Rapides</td>
</tr>
<tr>
<td>LSU-Eunice</td>
<td>Acadia Evangeline St. Landry</td>
</tr>
<tr>
<td>ON TRACK by 5 Alliance Ancillary Certificate Program</td>
<td>Lafayette</td>
</tr>
<tr>
<td>Northshore Technical College</td>
<td>Tangipahoa</td>
</tr>
<tr>
<td>NSU Early Childhood Gateway: A Path to CDA and the Ancillary Certificate Program</td>
<td>Shreveport Alexandria Natchitoches</td>
</tr>
<tr>
<td>Nunez Community College</td>
<td>St. Bernard</td>
</tr>
<tr>
<td>ProSolutions Training Blended Ancillary CDA Certificate Program</td>
<td>East Baton Rouge region parishes</td>
</tr>
<tr>
<td>Teacher Institute-Volunteers of America</td>
<td>East Baton Rouge</td>
</tr>
<tr>
<td>Southern University BR</td>
<td>East Baton Rouge</td>
</tr>
<tr>
<td>Unitech Training Academy (Technical Diploma)</td>
<td>Lafayette, EBR, Alexandria, Monroe</td>
</tr>
<tr>
<td>ULL Picard</td>
<td>Lafayette, Iberia, St. Landry, St. Martin</td>
</tr>
</tbody>
</table>

A statewide online option will be piloted this year, and is expected to reach every parish by 2020.
Opportunities for teachers: Louisiana’s Early Childhood Ancillary Certificate Programs