



Early Educator Certification – Growing a Profession & Professionals

Debra Torrence, Director
Erin Lyons, EEC Manager

www.ncicdp.org

director@ncicdp.org + info@nceec.org

919-442-1942

919-942-7442



What is a profession?

- Group mission or identify
- Standards of behavior & practice
- Specialized body of knowledge
- Set of skills
- Recognition as member of profession



Who is a professional?

- Professionals work in a specialized field of study that requires preparation and adherence to principles and standards. Being a professional is more than calling oneself a professional or working in a profession. Being a professional requires preparation, ethical standards, and excellence in practice.



What does bring a professional mean?

- Being a professional is hard work. It requires personal and professional commitment, lifelong learning, getting up early and staying late. It means being recognized for your achievements and compensated for your knowledge and skills.



Professionals Prepare

- Professional soldiers prepare for war constantly for the wars they hope they never have to fight.
- Professional actors and musicians rehearse for weeks and months for a precious few minutes in the spotlight.
- Professional athletes prepare their whole lives for the game under the lights.
- Legal and medical professionals study for the years the privilege to serve in their field.
- Teachers attend school throughout their careers to maintain their credentials.

T.Reilly, 2003



Professional Planning

- Career Directory

[http://www.childcareservices.org/_downloads/
CareersInEarlyChildhoodGuide_NC.pdf](http://www.childcareservices.org/_downloads/CareersInEarlyChildhoodGuide_NC.pdf)

- Professional development plan

Check with local Smart Start or CCR&R



Defining Certification

- 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 child care programs.



Learning More

- Level is based on education earned, not a specific certification class.
- No specific certification level
- No test currently required
- Does not replace B-K or Preschool Add-On license
- Continuing education is required
- Fee based
- Certified by a field-based organization
- Over half the teaching workforce submitted applications.



Understanding the Institute

- There is no “I” in Institute – it is you, us
- NC Institute for Child Development Professionals
 - Since 1993 – focused on improving and supporting workforce professional development
 - Created tools
 - Advocated for resources for workforce
 - Informed design of workforce supports
 - Instrumental in adding education component to rated license
 - Board members are best minds in the state around professional development
 - Representative of the field, Board has decades of experience in the field, years of working on task groups and on professional development and systems alignment
 - Dedicated to advocating for and developing a comprehensive PD system, reflective of needs of the field & leverages existing resources
 - Committed to listening to the voices of ALL in the workforce
 - Education, Compensation & Recognition Advisory Committee, Task Groups & Committees, Partners, Volunteers, E-network



Responding to Change

- ↑ Research...increased knowledge about child outcomes
- ↑ Education requirements...increased demand for education documentation
- ↑ Education documentation...increased time in files
- ↑ Less time on the floor and learning...less time with children



Creating a Profession – Listening to the Field

- Recognize as professionals
- Reduce paperwork
- Lower operational costs
- Increase strategies to raise compensation
- Be efficient
- Bring us together, don't divide us by role/setting
- Require accountability for individual actions



Listening to the Legislature

- Shortfalls in budget coming
- Reduce costs now
- Eliminate duplication
- Increase data
- Move quickly



Reducing the Load

- Counts **all** education – gen ed & older than 10 years
- Reduces workload in tracking down and mailing transcripts to many sources
- Provides a verified form of education review for hire
- Shifts responsibility from program to individual
- Reduces program costs and increases training options
- Provides access to discounts on purchases and services
- Verifies education for programs



Creating Opportunity

- Make your dollars go further - EEC Rewards
- Become a CEU instructor
- Share ideas & solutions
- Grow your knowledge about professional development
- Participate in Institute trainings
- Sign up for Institute e-blasts
- Get involved