

Building and Supporting Indiana's Workforce

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- Current Indiana Landscape
- Early Learning Advisory Committee Roadmap
- Next Level Jobs and Educator Requirements
- Early Childhood Education Teacher Registered Apprenticeship
- Enabling a Capable Workforce

Questions



Current Indiana Landscape

Maureen Weber President & CEO, Early Learning Indiana

Early Learning Advisory Committee (ELAC) Roadmap

Courtney Hott ELAC Director

Indiana's Priorities

>1. Improve learning and kindergarten readiness

- ➤KG Readiness Assessment (IKRA)
- ≻QRIS Refresh
- ≻Curriculum

>2. Increase the supply and sustainability of high-quality providers

- Encourage new job-embedded training models
- Increase reimbursement rates

► Engage more LEA's in our On My Way Pre-K Program

Indiana's Priorities

>3. Increase affordability for families, particularly vulnerable families

- ➤Increase eligibility for vouchers
- >Improve business sector support (tax credits, tri-share, etc)
- ➤4. Improve and increase system capacity
 - Modernize regulatory environment
 - > Focus on systems level improvements vs new programming

Next Level Jobs & Educator Requirements

Courtney Hott ELAC Director

Indiana's Next Level Jobs Expansion

 Next Level Jobs (NLJ) provides free training to Hoosiers through a grant to obtain certificates in high wage, high demand and or high value career fields
Indiana expanded NLJ in 2023 to cover Early Learning certificates



Innovation in Educator Requirements

> Indiana is exploring new training models for educators, focusing on

creating a career lattice with multiple on and off ramps

- Competency based credentials
- > Microcredentials
- ➢ Registered apprenticeships
- ➢ Job embedded training

ECE Registered Apprenticeship

Dr. Kelli Servizzi Director of Kindergarten Readiness, IDOE

Early Childhood Education Teacher Registered Apprenticeship



INDIANA EARLY CHILDHOOD EDUCATION REGISTERED TEACHER APPRENTICESHIP PROGRAM



The Early Childhood Education Registered Teacher Apprenticeship Program is designed to provide increased entry points into the field and strengthen the career pathways for educators by leveraging competencybased, job-embedded workforce models for students. Participating students can earn credentials and degrees through supported on-the-job training and paid work experience, mentorship with professionals, and related training and coursework.

ECE RAP Model

ECE 1	ECE 2	ECE 3
Available to high school juniors and seniors enrolled in their school's Early Childhood CTE pathway. Related instruction includes a combination of high school courses, dual credit, and dual enrollment with a higher education partner Apprentices are working toward earning their CDA.	Available to students who completed level 1 and to ECE professionals who have previously earned a CDA or equivalent post-secondary credits Apprentices are working toward earning their Associate degree in Early Childhood Education.	Available to students who completed level 1 and 2 and to ECE professionals who have previously earned an Associate degree. Apprentices are working toward earning their Bachelor Degree in Early Childhood Education with P-3 licensure.

Enabling a Capable Workforce

Erin Kissling Chief Learning Officer, Early Learning Indiana



Ensuring a Capable Workforce

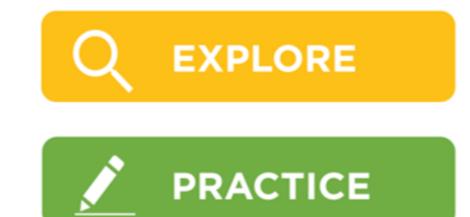
Classroom team members have the greatest impact on a child's early learning journey. Everyday interactions with caring, responsive adults build the foundational relationships needed for deep learning.





Instructional Framework

Through scaffolded experiences, participants explore concepts, engage in structured skillbuilding activities and then apply their knowledge in a live classroom setting alongside an experienced educator and with the support of an expert coach.







Charting a New Path

To strengthen classroom support preparation, ELI designed a training robust in substance, achievable in a few short months, affordable, relevant and efficient. The 13-week program features a competency-based learning experience that combines online instruction with real-classroom application to empower professionals to grow their practice and become more effective in their role, all while earning a salary.



Program rigor and work-based format leads to deeper learning and greater overall effectiveness



Streamlines the learning experience by combining online instruction with hands-on application

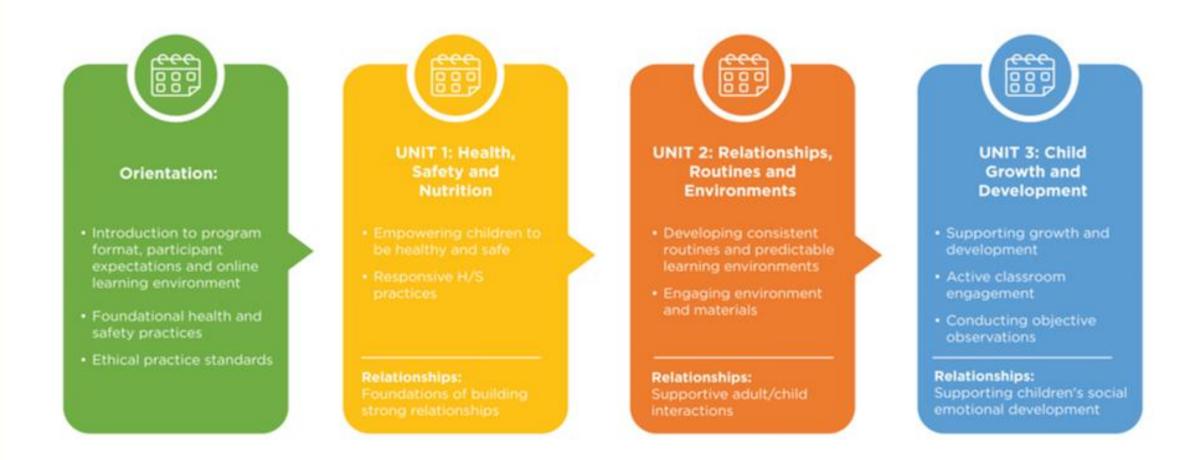


Program cost is lower than market alternatives and participants benefit from earning a wage as they go





Scope and Sequence





Earning the Credential

- At the end of each unit, participants complete an application assignment and a skills demonstration observed by the cooperative teacher.
- Program concludes with an online competency-based exam of about 80 questions that typically takes about an hour to complete. Exam is available in Spanish and additional languages as needed.

The Classroom Ready program credential can be used toward credit-based programs at Purdue Global or Ivy Tech.











A New Instructional Leadership Model

Participants in the two-year program will build their identity as a strong instructional leader by learning to optimize classroom practices through coaching and cultivating curiosity.

KEY TOPICS WILL INCLUDE:

- Managing change
- Coaching to empower educators
- Increasing data literacy
- Creating peer networks
- Fostering communication and conflict resolution
- Building educator resilience



Moderated Questions

Questions from the Audience

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