

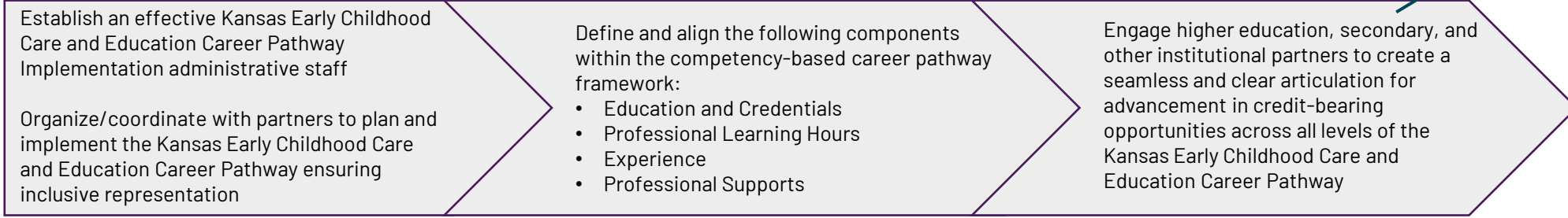
Proposed Kansas Early Childhood Care and Education Career Pathway Implementation Plan

Vision: *Each child, beginning at birth, has the opportunity to benefit from high-quality early childhood education, delivered by an effective, diverse, well-prepared, and well-compensated workforce across Kansas and all settings.*

Click on the text for a detailed list of activities

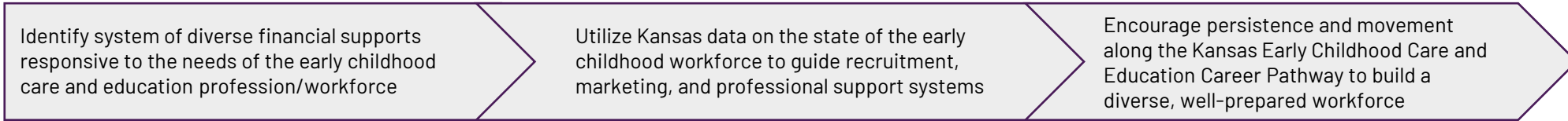
Goal: Preparation for the early childhood care and education workforce and profession

The system will be accessible, affordable and equitable, inclusive to meet the needs of a diverse early childhood care and education profession/workforce.

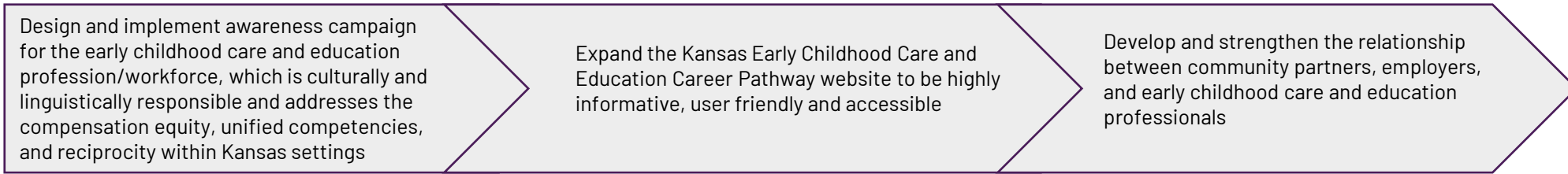


Goal: Develop and support a highly qualified workforce including wage access and parity

Recruit and retain an effective, diverse, well-prepared, well-compensated, inclusive early childhood care and education profession/workforce.

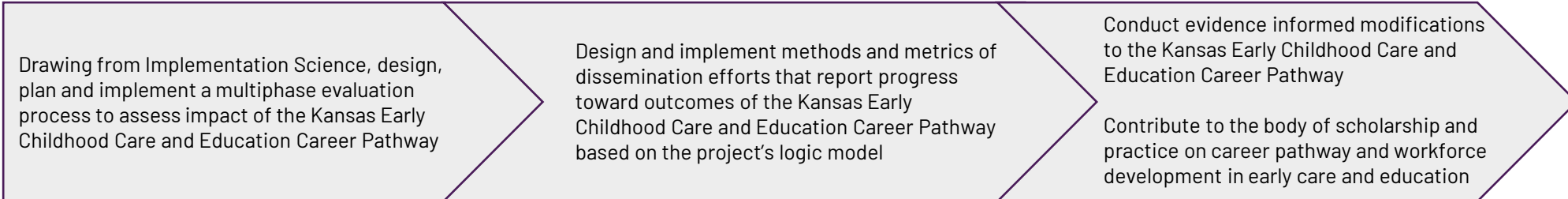


Goal: Build awareness and capacity among all Kansans of the Kansas Early Childhood Care and Education Career Pathway



Goal: Evaluation, communication, and feedback

Design and implement an evaluation process to continuously improve upon and assess coordination and alignment among systems to implement the career pathway for Kansas Early Childhood Care and Education workforce.



Goal: Preparation for the early childhood care and education workforce and profession

The system will be accessible, affordable and equitable, inclusive to meet the needs of a diverse early childhood care and education profession/workforce.

Establish an effective Kansas Early Childhood Care and Education Career Pathway Implementation administrative staff

Identify and hire qualified Kansas Early Childhood Care and Education Career Pathway staff to carry out the implementation	July 2023
Engage BUILD, a national consulting organization, as consultant to the Kansas Early Childhood Care and Education Career Pathway implementation staff	July 2023

Organize/coordinate with partners to plan and implement the Kansas Early Childhood Care and Education Career Pathway ensuring inclusive representation

Establish a Career Pathway Advisory Panel including representation from the workforce and partners in professional/workforce development meeting regularly to organize, evaluate and make recommendations on the implementation of Career Pathway	August 2023 and ongoing
Engage with state agencies and partners through multiple modalities	July 2023 and ongoing
Engage with in-service/non-credit bearing early childhood professional development organizations through multiple modalities	July 2023 and ongoing
Engage with professional associations representing the early childhood care and education profession/workforce	July 2023 and ongoing
Engage with existing early childhood care and education workgroups	July 2023 and ongoing
Engage with early childhood care and education workforce	July 2023 and ongoing
Engage with all credit-bearing institutions of higher education (IHE) offering an early childhood credential	July 2023 and ongoing
Engage the Kansas Career and Technical Education (CTE) faculty (e.g., Family and Consumer Sciences) programs	July 2023 and ongoing



Goal: Preparation for the early childhood care and education workforce and profession

The system will be accessible, affordable and equitable, inclusive to meet the needs of a diverse early childhood care and education profession/workforce.

Define and align education and credentials within the competency-based career pathway framework

Expand on existing environmental scans for both credit-bearing and in-service/non-credit bearing education and credentials statewide and nationally	August 2023 and ongoing
Engage with partners (IHE, in-service/non-credit professional development entities) to identify gaps in the current professional development system and opportunities for expansion of programs to ensure accessibility, affordability, and equity	July 2023 and ongoing
Define and establish criteria to align education and credentials drawing from review of state and national efforts, literature, and trends	October 2023 and ongoing
Engage faculty in a crosswalk or integration of standards and competencies with the early childhood course and curriculum in early childhood credential offered (licensure, non-licensure, certificates, and degree programs) at credit bearing institutions	November 2023 and ongoing
Coordinate with the registry design team on operationalization of education and credentials for data collection and reporting in the registry	July 2023 and ongoing

Define and align Professional Learning Hours within the competency-based career pathway framework

Expand on existing environmental scans of professional learning hours across career pathway models	August 2023 and ongoing
Expand on existing environmental scans of professional learning hours in Kansas including languages and accessibility	August 2023 and ongoing
Engage with partners to identify gaps in the current in-service/non-credit bearing professional development system and opportunities for expansion of programs to ensure accessibility, affordability, and equity	September 2023 and ongoing
Define and establish criteria for professional learning hours in Kansas drawing from the environmental scans	October 2023 and ongoing
Engage with agency partners in aligning continuing professional development requirements and expectations within the levels on the Career Pathway	October 2023 and ongoing
Coordinate with the registry design team on operationalization of professional learning hours for data collection and reporting in the registry	July 2023 and ongoing



Goal: Preparation for the early childhood care and education workforce and profession

The system will be accessible, affordable and equitable, inclusive to meet the needs of a diverse early childhood care and education profession/workforce.

Define and align Experience within the competency-based career pathway framework

Expand on existing environmental scans of experience across career pathway models	August 2023 and ongoing
Expand on existing environmental scans of experience in Kansas including accessibility	August 2023 and ongoing
Engage with partners to identify gaps in structured opportunities for experience to ensure accessibility, affordability, and equity	September 2023 and ongoing
Define and establish criteria for experience in Kansas drawing from the environmental scans	October 2023 and ongoing
Engage agency partners in aligning experience with relevant program criteria	October 2023 and ongoing
Coordinate with the registry design team on operationalization of experience for data collection and reporting in the registry	July 2023 and ongoing

Define and align Professional Supports within the competency-based career pathway framework

Expand on existing environmental scans of professional supports across career pathway models	August 2023 and ongoing
Expand on existing environmental scans of professional support in Kansas including accessibility	August 2023 and ongoing
Engage with partners to identify gaps in professional supports to ensure accessibility, affordability, and equity	September 2023 and ongoing
Define and establish criteria for professional supports in Kansas drawing from the environmental scans	October 2023 and ongoing
Engage partners in aligning professional supports with relevant program criteria	October 2023 and ongoing
Establish criteria and a plan for training professional support providers (e.g., coaches and mentors)	October 2023 and ongoing
Establishing a system-wide approach to developing trainers and educators for the early childhood care and education workforce	October 2023 and ongoing
Coordinate with the registry design team on operationalization of professional support for data collection and reporting in the registry	July 2023 and ongoing



Goal: Preparation for the early childhood care and education workforce and profession

The system will be accessible, affordable and equitable, inclusive to meet the needs of a diverse early childhood care and education profession/workforce.

Engage institutional partners to create a seamless and clear articulation for advancement in credit-bearing opportunities across all levels of the Kansas Early Childhood Care and Education Career Pathway

Crosswalk the Kansas Early Childhood Care and Education Career Pathway with the Unifying Framework	September 2023 and ongoing
Engage institutions in the development of articulation agreements (licensure and non-licensure)	November 2023 and ongoing
Conduct an environmental scan on credit for prior learning and experience policies and procedures in institutions including accessibility, affordability and equity	January 2023 and ongoing
Engage faculty in integration of Professional Standards and competencies for Early childhood Educators and Kansas Core Competencies in early childhood course and curriculum for early childhood credentials offered (licensure, non-licensure, certificates, and degree programs) at credit bearing institutions	November 2023 and ongoing
Engage faculty in a crosswalk of pre-professional teacher education standards with the Professional Standards and Competencies for Early Childhood Educators within each licensure	November 2023 and ongoing

Engage secondary institutional partners to create a seamless and clear articulation for advancement in both credit-bearing and in-service/non-credit bearing approaches across all levels of the Kansas Early Childhood Care and Education Career Pathway

Offer trainings for CTE educators on the components of the Kansas Early Childhood Care and Education Career Pathway	September 2023 and ongoing
Identify opportunities for continued professional development in early childhood for CTE teachers	October 2023 and ongoing
Engage institutions in exploration of offering CDA credentialing coursework and concurrent credit in early childhood within secondary institutions	November 2023 and ongoing
Engage high school CTE programs in a crosswalk of the standards and competencies in course and curriculum	November 2023 and ongoing

Engage partners to create a seamless and clear articulation for advancement in in-service/non-credit bearing approaches across all levels of the Kansas Early Childhood Care and Education Career Pathway

Support the work of existing workgroups and state agencies to create and implement a common professional development approval system	October 2023 and ongoing
Support the work of existing workgroups and state agencies to create and implement a common trainer approval system	September 2023 and ongoing
Engage partners in the integration of the standards and competencies in courses and curriculum	October 2023 and ongoing
Engage with partners to explore opportunities for additional credentials based on identified need	January 2023 and ongoing



Goal: Develop and support a highly qualified workforce including wage access and parity

Recruit and retain an effective, diverse, well-prepared, well-compensated, inclusive early childhood care and education profession/workforce.

Identify system of diverse financial supports responsive to the needs of the early childhood care and education profession/workforce

Engage agency partners and institutions to examine models and feasibility of compensated pre-professional experiences	March 2023 and ongoing
Expand on environmental scans of scholarships for the early childhood care and education professionals	March 2023 and ongoing
Examine feasibility of reinstating TEACH/WAGES programs in Kansas	March 2023 and ongoing
Explore financial coaching for early childhood professionals in planning for and supporting one's professional development	March 2023 and ongoing
Engage experts and partners in an environmental scan of apprenticeship programs across states and evaluate the need for a registered apprenticeship program in Kansas	March 2023 and ongoing
Examine compensation scales and models for early childhood care and education professionals/workforce to promote pay parity	March 2023 and ongoing

Utilize Kansas data on the state of the early childhood workforce to guide recruitment, marketing, and professional support systems

Administer the incentivized Kansas Comprehensive Workforce Study to understand the barriers and opportunities to workforce development in Kansas	September 2023 and ongoing
Distribute stipends to individuals who complete the comprehensive workforce study	September 2023 and ongoing
Prepare regular data summary reports from Kansas Comprehensive Workforce survey identifying evidence informed actionable recommendations with respect to factors related to entry, retention persistence and departure from the workforce	February 2024 and ongoing
Create policy briefs based on results from the comprehensive study to address access, affordability, and equity	March 2024 and ongoing



Goal: Develop and support a highly qualified workforce including wage access and parity

Recruit and retain an effective, diverse, well-prepared, well-compensated, inclusive early childhood care and education profession/workforce.

Encourage persistence and movement along the Kansas Early Childhood Care and Education Career Pathway to build a diverse, well-prepared workforce

Distribute support stipends for individuals who engage with mentors and coaches in developing an individual professional development plan (IPDP)	June 2024
Hire a professional development specialist for the Kansas Early Childhood Care and Education Career Pathway	September 2023
Design a professional support and mentoring system that aligns with existing professional development efforts and identifies gaps in data collection and reporting, mentoring, and coaching	October 2023 and ongoing
Design and produce training modules for coaches, mentors, and advisors in IHEs on the Kansas Early Childhood Care and Education Career Pathway	October 2023
Recruit and train a cohort of up to 10 early childhood professionals to mentor/coach early childhood professionals on the Kansas Early Childhood Care and Education Career Pathway and support the development of their Individual Professional Development Plan (IPDP)	November 2023
Provide ongoing professional development for mentors to ensure an advanced level of expertise and prepare them to work with a diverse workforce including first generation and marginalized populations	November 2023 and ongoing
Offer accessible mentoring through multiple modes of contact for the early childhood care and education workforce	November 2023 and ongoing
Deliver professional development opportunities related to the Kansas Early Childhood Care and Education Career Pathway, standards and competencies, and use of individual professional development planning tools in multiple modalities to the workforce	November 2023 and ongoing
Coordinate with the registry design team on operationalization of use of professional support for data collection and reporting in the registry	July 2023 and ongoing



Goal: Build awareness and capacity among all Kansans of the Kansas Early Childhood Care and Education Career Pathway

Design and implement awareness campaign for the early childhood care and education profession/workforce, which is culturally and linguistically responsible and addresses the compensation equity, and unified competencies, and reciprocity within Kansas settings

Review results of Comprehensive Workforce Study with actionable recommendations to prepare an effective marketing campaign to build awareness of the Kansas Early Childhood Care and Education Career Pathway	February 2024
Conduct an environmental scan on models of marketing by states implementing a career pathway	August 2023
Design and conduct an introductory marketing campaign for the Kansas Early Childhood Care and Education Career Pathway to the early childhood care and education profession/workforce	August 2023

Expand the Kansas Early Childhood Care and Education Career Pathway website to be highly informative, user friendly and accessible

Create a directory of early childhood credit-bearing degrees credentials and points of contact	January 2023 and ongoing
Create a directory of early childhood in-service/non-credit bearing program and points of contact	January 2023 and ongoing
Create a directory of CTE secondary programs offering concurrent and dual degree credit in early childhood	January 2023 and ongoing
Develop a feedback loop within the Kansas Early Childhood Care and Education Career Pathway website for continuous review	January 2023 and ongoing
Maintain a glossary of terminology in the Kansas Early Childhood Care and Education Career Pathway website	January 2023 and ongoing
Integrate direct access to the registry on the Kansas Early Childhood Care and Education Career Pathway website for access by all participants	January 2023 and ongoing
Integrate a system for live support on the website for direct access to coaching for early childhood care and education workforce and members of the community	January 2023 and ongoing

Develop and strengthen the relationship between community partners, employers, and early childhood care and education professionals

Collaborate with K-State Research and Extension to build awareness within communities about the Kansas Early Childhood Care and Education Career Pathway	September 2023 and ongoing
Communicate with local entities, for example school systems, Chambers of Commerce, faith-based organizations, and civic groups to promote the Career Pathway	January 2024 and ongoing
Design and offer Mini grant funding to partners within the state (e.g., municipalities, Extension, employers, community organizations, institutions) for recruitment, retention, and promotion of the Kansas Early Childhood care and Education Career Pathway	January 2024 and ongoing



Goal: Evaluation, communication, and feedback

Design and implement an evaluation process to continuously improve upon and assess coordination and alignment among systems to implement the career pathway for Kansas Early Childhood Care and Education workforce.

Drawing from Implementation Science, design, plan and implement a multiphase evaluation process to assess impact of the Kansas Early Childhood Care and Education Career Pathway

Collect, analyze, synthesize and report on the feedback in Career Pathway Implementation Plan	September 2024
Develop the Kansas Early Childhood Care and Education Career Pathway Implementation Plan comprehensive evaluation plan guided by a logic model including evaluation questions, indicators/metrics, data analysis methodology, and evaluation timeline	March 2024
Engage project leadership and agency partners to pilot program evaluation and reporting processes including their perceptions of the value, benefit, and usability of the information they are asked to report	March 2024
Develop instrumentation to gather formative and summative data from project leadership and agency partners	April 2024 and ongoing
Engage agency partners in continuous evaluation of the Kansas Early Childhood Care and Education Career Pathway using qualitative and quantitative methodology	April 2024 and ongoing
Develop training materials and literature to equip agency partners for continuous program evaluation, including methods to provide feedback to shape career pathways	April 2024 and ongoing

Design and implement methods and metrics of dissemination efforts that report progress toward outcomes of the Kansas Early Childhood Care and Education Career Pathway based on the project's logic model

Prepare and deliver data summary on performance measures for Kansas partners	Ongoing
Identify Kansas partners to target and pertinent/valuable metrics and measures to be reported to each group in order to increase project awareness, knowledge, and adoption	May 2024
Determine a dissemination plan that includes various reporting methods (e.g., data collection summaries, annual summative reports, presentations, infographics, social media posts, policy reports, professional literature, scholarly publications) that meet the needs of key project partners, agencies, and groups invested in the Kansas Early Childhood Care and Education Career Pathway	May 2024
Prepare and deliver to Kansas partners formative and summative evaluation reports on performance measures that include data collection results, observations, and recommendations	Ongoing
Present process and outcomes in Kansas at regional and national meetings related to Kansas Early Childhood Care and Education Career Pathway	Ongoing
Publish outcome data in scholarly and professional literature	Ongoing



Goal: Evaluation, communication, and feedback

Design and implement an evaluation process to continuously improve upon and assess coordination and alignment among systems to implement the career pathway for Kansas Early Childhood Care and Education workforce.

Conduct evidence informed modifications to the Kansas Early Childhood Care and Education Career Pathway

Provide at a minimum annual data report for review and discussion by the Career Pathway Advisory Panel	Annually
Provide quarterly updates to the Career Pathway Advisory Pathway Panel on national trends related to Career Pathway across states and federal legislation	Quarterly
Engage agency partners quarterly in discussion of panel recommendations by the Career Pathway Advisory Panel	Quarterly
Examine evaluation data collection results, observations, and recommendations. Update/revise the plan and make mid-course adjustments as needed	Ongoing
Update evaluation plan and data collection instruments to align with adjustments made to the Kansas Early Childhood Care and Education Career Pathway plan	Ongoing
Develop feedback loop and other communication processes, as appropriate for agency partners to provide ongoing feedback	Ongoing date/quarter dates
Revise the Kansas Early Childhood Care and Education Career Pathway Implementation plan based on synthesis of feedback	September 2023 and March 2024

Contribute to the body of scholarship and practice on career pathway and workforce development in early care and education

Network with professional organizations and associations on implementation of evidence-based practices in adult education and workforce development	Ongoing
Present the Kansas Early Childhood Care and Education Career Pathway model at professional conferences and meetings for feedback from the field	Ongoing

