

National Workforce Registry Alliance  
Claiming our Space Conference

<b>Topic*</b>	<b>Description*</b> 2017	<b>Day</b>	<b>Start</b>	<b>End</b>	<b>Location</b>
Registration Desk	<p>Welcome, Come to the registration table to check in on-site for the conference and get conference materials!</p> <p>Throughout the conference, we will also have a conference office in the Franklin room. If the registration table is not manned, please check in the Franklin room at the Plaza Level if you need assistance.</p>	Tuesday	11:00:00	17:00:00	Grand Ballroom Foyer on Lobby Level
Pre Conference Session for Registry Admins/Managers	All Alliance registry administrators or program managers are invited to this intensive afternoon workshop how registries see their landscapes growth and improving in the next three to five years. During this interactive pre-conference session, participants will learn about approaches to setting national benchmarks and through a consensus process, develop draft SOAR goals for Board review and approval.	Tuesday	13:00:00	17:00:00	Washington and Jefferson Rooms on the Plaza Level
Registration	Welcome! Stop at the registration table in Grand Ballroom Foyer to check in and collect your conference materials.	Wednesday	07:30:00	17:00:00	Grand Ballroom Foyer, Lobby Level
National Workforce Registry Alliance 2017 Data Set	A presentation of the analysis of the 2017 Data Set provided by the Partnership Eligibility Review registries of the Alliance. See what workforce data is telling us.	Wednesday	08:00:00	09:30:00	Grand Ballroom, Salons B/C, lobby level
Radical Hospitality: Achieve's Customer Service Approach	The Achieve Team has built a positive and strong presence in the MN Childhood Care and Education community. In this session, participants will learn about our success story in providing remote registry services and customer support during the last three years. Participants will explore our effective and engaging customer service approach. Participants will also discuss implementation strategies and expected outcomes.	Wednesday	09:45:00	11:00:00	Salon A on Lobby Level

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<p>Strengthening Career Pathways through Technology Integration: Systems Building at the Texas Early Childhood Professional Development System (TECPDS)</p>	<p>Learn more about recent systems building changes at The Texas Early Childhood Professional Development System (TECPDS). Join TECPDS representatives for a conversation about the recent technology changes to their Workforce Registry. Participants will have the opportunity to see the statewide professional development system from the administrative side, and learn about our process for improving systems integration within the state of Texas. The newly enhanced Workforce Registry includes an interactive career lattice reporting system, and technology enhancements that enabled us to bring together statewide quality improvement initiatives. We will also include information on a recent partnership between Workforce Solutions for Tarrant County, Early Learning Alliance, and the Children’s Learning Institute at UTHealth, which created the opportunity for this work. This session will be useful for individuals and groups that are in the process of planning, developing or improving their own system.</p>	<p>Wednesday</p>	<p>09:45:00</p>	<p>11:00:00</p>	<p>Potomac A on Lobby Level</p>
<p>L.E.A.D. Early Childhood Clearinghouse: A New Resource on the Administrative Workforce and Leadership Development</p>	<p>The McCormick Center at National Louis University recently launched the L.E.A.D. Early Childhood™ Clearinghouse interactive website and released the premier issue of the National Status Report on Early Childhood Leadership. This resource consolidates data from multiple sources on the administrative workforce, standards and regulations for directors and principals, and leadership development opportunities. Examining the benchmarked status of states; decision makers, policymakers, advocates, scholars, teachers, and students can gain a greater understanding of leadership in the field and access reliable information to improve leadership in the field. The report is useful for advancing the understanding of competency standards for early childhood program leaders across settings, sectors, and states to promote alignment of standards and adoption of policies that support consistent and effective program leadership. Come and explore the 50-state profiles and learn about accessing essential information about early childhood leadership.</p>	<p>Wednesday</p>	<p>09:45:00</p>	<p>11:00:00</p>	<p>Madison on Plaza Level</p>

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Bridging the Gap between Federal Content on Early Educator Central and State PD Systems	Federal funds have supported the accessibility of no-fee or low-cost online training for the early care and education workforce now available on Early Educator Central, a federally-sponsored website. Challenges to the use of these opportunities include the navigation through varying state approval systems as well as the transfer of training credit to professionals' profiles. The National Center for Early Childhood Development, Teaching and Learning (NCECDTL) assessed the accessibility gap and has been working with a group of three states and two online PD system providers to create plans that bridge existing federal content to state established PD systems. Come join the discussion and learn from workgroup participants and facilitators developed strategies that support partnerships between state PD systems and training providers to expedite the exchange of completion data. The discussion will also focus on how other states and registries can use the strategies and tools identified by the team to create similar partnerships and how we can together think through next steps of this project.	Wednesday	11:15:00	12:30:00	Potomac A on Lobby Level
Is your public website helping or hindering your registry system?	Discuss how public facing websites can bolster or hinder registry sites in terms of functionality, legitimacy, and usability.	Wednesday	11:15:00	12:30:00	Madison on Plaza Level
Think Tank: Simplifying Training Approval for State Registries	As a professional development provider, the process of training approval by state registries across the country is daunting. Each registry has a different application, and procedures vary greatly state to state, from certifying training, trainers, and/or organizations. Approval of training is also a time-consuming process for state registries, including reading through applications, providing feedback, and communication. In the end, caregivers who need learning credits suffer by having limited opportunities and little reciprocity state to state. We would like to facilitate a think tank around how to simplify the process, perhaps by leveraging IACET accreditation, and work with state registry leaders to brainstorm challenges and opportunities of this, and other, approaches.	Wednesday	11:15:00	12:30:00	Salon A on Lobby Level

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Building a professional development system before it is required: Strategies to support the workforce and state stakeholders	Across the country, states are in various stages of implementing PD systems to meet the needs of early childhood professionals. Workforce registries, often the foundation of a PD system, may be completely voluntary, required as tied to a particular initiative, or mandatory for all working in licensed programs. This session will explore how to build a registry that is meaningful and valuable to users when participation is not yet mandated, by communicating a clear vision, building a membership culture, and highlighting benefits for individuals as well as the early childhood field.	Wednesday	13:30:00	15:00:00	Potomac Room on Lobby Level
Registry Data: What do our stakeholders want to know from registry systems and how does registry data provide more information to the field. A case study of Ohio's Professional Registry and it's integration with licensing, QRIS and CCDBG requirements.	In this session, we will explore Registry data from the stakeholder lens to determine what stakeholders, i.e. Professionals, Program Administrators, State Agency staff, want to know from the Registry. To open our session, we will have small groups assigned a different stakeholder and ask these groups to determine their top three responses as to what would the stakeholder want to know from the Registry data. We will have each small group report back to the large group. After the report outs, we will show what Registry data, and specifically Ohio's Professional Registry, have in response to our stakeholders and the data that is available to support each stakeholder group's unique requirements. We will discuss how to leverage more from the stakeholders and in turn how to provide more to the field with the data from the state registry system. We will discuss Ohio's integration of the Registry within state licensing, Ohio's QRIS and CCDBG and BCI background checks. We have asked one of our state partners to also attend and present this session with us.	Wednesday	13:30:00	15:00:00	Salon A on Lobby Level

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Take the Madness out of Digital Marketing : Tips, Tricks & Tools for Developing Your Social Media Strategy	Stuck in a social media rut? Developing a sound strategy for social media marketing can feel overwhelming with so many platforms available. This collaborative session will put you at ease with developing a strategy to maximize your digital media reach. We will examine and discuss social media management systems and analytics, free graphic design and video tools, the pros / cons of different social media platforms, strategies for email marketing and how to curate engaging content. Join us as we share what Achieve MN Center for Professional Development and The Registry have implemented and learned as well as the successes and challenges you have experienced.	Wednesday	13:30:00	15:00:00	Madison on Plaza Level
Professional Development Frameworks: Regulations, Strategies, and State Examples	New regulations were released in September, 2016 to guide States as they work toward meeting the requirements of the Child Care and Development Block Grant Act of 2014 (CCDBG). One requirement is that States must have a framework for training, professional development, and postsecondary education for caregivers, teachers, and directors, including those working in school-age care. The requirement is an effective complement to the Head Start requirement for individual professional development plans. This session will present the six key components that are required for the professional development framework, and provide some strategies for how State leaders can bring stakeholders together for these important discussions. States are in different places with this requirement, which is to be expected! The session will also provide some examples from States that are working to develop a framework, and from States that already have a framework in place. Audience members will be encouraged to share experiences related to professional development frameworks and planning in their own program.	Wednesday	13:30:00	15:00:00	Jefferson Room

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Data Visualization: Extreme Makeover Edition	As a registry staff member, you know your data... But do you know how display those data to tell your state workforce story? Do you know which tools or techniques are best? Are you confident that users understand your takeaway message when using data visualizations? Join an interactive session where we will discuss and review examples of common data visualization pitfalls. Participate in activities to critique workforce related data visualizations and generate solutions for improvement. Learn about resources and tools that will help you produce more effective and visually pleasing data displays.	2017-09-06		15:15:00	16:45:00	Potomac Room on Lobby Level
Building a Technical Assistance System through the Registry	Presenters from the Maine Roads to Quality Professional Development Network will show how we have created a Technical Assistance System including Onsite Consultation, Communities of Practice, and resources to assist early care and education practitioners of all settings to become collaborative problem solvers! Through the use of the Registry database, consultants statewide can work with programs to set goals and develop action plans as they work to provide quality care for all children.		Wednesday	15:15:00	16:45:00	Salon A on Lobby Level
Background Screening for Trainers & Technical Assistance Professionals: Why we did it and what does it mean for state systems?	Assault charges, state fraud, code of conduct violations, oh my! The state of Wisconsin has recently been grappling with trainers and/or technical assistance professionals adhering to basic code of conduct agreements implemented by the Registry. This session will look at how Wisconsin identified areas of misconduct, what we did to protect ourselves from a legal perspective, and how we used the science of implementation to incorporate a background check policy for all trainers and technical assistance professionals in Wisconsin.		Wednesday	15:15:00	16:45:00	Madison on Plaza Level
Night Tour of DC Monuments (Optional, extra ticket purchase required in advance.)	A night tour of monuments in the DC area is planned for Wednesday evening, September 6. Ticketed passengers only. Buses will leave the hotel at 6:30 p.m. and return at 10:30 p.m. Each bus has an expert guide and will provide time to get off for pictures and views at the monuments.		Wednesday	18:30:00	22:30:00	Boarding from hotel main lobby

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Registration	<p>Welcome to the conference. Stop at the registration table to collect your conference information.</p> <p>If you need assistance and no one is at the registration table check the conference office in the Franklin room on the Plaza Level.</p>	Thursday	07:30:00	16:00:00	Grand Ballroom Foyer
Voices in Leadership and Collaboration, Part 1	Come hear a lively panel discussion with our national partners, NAEYC, NHSA, and NAFCC around their association's priorities, professional development perspectives, and strategic plans for the field. Exploring opportunities for Alliance members to partner and align with our national associations' priorities helps strengthen our shared goals. Participants will have an opportunity for questions and answers at the end of the panel presentations.	Thursday	08:00:00	09:30:00	Grand Ballroom (Salons B&C), Lobby Level
Utilizing GIS mapping for targeted advocacy efforts	In the current early childhood education climate, resources can be sparse. Policymakers need to make informed decisions about where to allocate those resources – they are relying more and more on data visualization tools, particularly on GIS mapping to underscore geographical areas of greatest need. We will describe our process for developing data-driven, interactive maps to explore key issues, like child care deserts, and target populations, such as millennials. We will lead a discussion on the process we used to go from data tables to mapping to advocacy efforts. During this discussion, we will describe publicly accessible databases and provide recommendations for mapping tools and resources and designate best practices for developing a variety of formatted maps. In addition, we will showcase previous advocacy efforts designed to share maps with a variety of target audiences and provide recommendations for sharing maps. At the end, participants will have the opportunity to consider the issues that they would like to explore in their communities and how they might incorporate what they've learned about linking research, mapping, and advocacy.	Thursday	09:45:00	11:00:00	Madison on Plaza Level

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Learning Management Systems: Sharing and Accessing Professional Development Resources	Many states are investing in the development of online, individualized training modules to support early childhood professionals and to meet the updated CCDBG requirements. Several states have asked how these high quality PD trainings that were developed with state or federal dollars can be shared with others so time and resources are not wasted by having multiple states develop similar trainings. Should there be a place to put source files so other states could include in their Learning Management System? Come learn about opportunities to work with other states and access their sources files AND hear about an exciting PD series that Colorado has developed and will share widely. Consider and discuss whether your state has anything to contribute to LMS in other states?	Thursday	09:45:00	11:00:00	Potomac Room on Lobby Level
Wyoming Working Together: A look at a state system collaboration	This presentation will provide a look into the Wyoming STARS Registry, Licensing, and the Child Care Resource and Referral systems, including how we were able to improve our processes and efficiencies. We will discuss how all three programs communicate and support each other and how child care professionals in Wyoming will interact and benefit from the new system	Thursday	09:45:00	11:00:00	Salon A, Lobby Level
Power to the Profession	Get all the details and latest updates on the exciting effort called Power to Profession lead by NAEYC with Marica Cox Mitchell who is leading the effort.	Thursday	11:15:00	12:30:00	Grand Ballroom, Salons B & C, Lobby Level

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iLookOut: Mobile Learning and Badging for Child Protection	This presentation will discuss an interactive, online, learning program called iLook Out for Child Abuse that provides professional development credit for early childhood educators, and plans to include digital badging on the topic of child protection and mandated reporting. The presentation will include an overview of the iLookOut initiative; discussion of its story-based, experiential learning design; summary data on its efficacy; and discussion of how we are partnering with Maine Roads to Quality and the Maine's Office of Child and Family Services to study the impact of iLookOut. Of particular interest to members of the National Workforce Registry Alliance is our plan to systematically examine how mobile technology can reinforce learning and maintain awareness through the use of interactive pings (which includes messaging, quizzes, and educational games) sent to individuals' cell phones, tablets, or email.	Thursday	13:30:00	15:00:00	Madison on Plaza Level
The Impact of Business Process Mapping on Oklahoma's State Registry and Trainer/Training Approval System	We know that registry operations are complicated, detailed, and ever evolving with the advent of new technology, increased operating standards from the Alliance, and requirements from funders. Registries can benefit from having detailed documentation and a shared understanding of all business processes. Business process mapping is the visual display of the steps involved in a process from start to completion. Learn about how AEM used business process mapping with the Center for Early Childhood Professional Development (CECPD) in Oklahoma to fully outline registry and trainer/training approval systems processes and identify strengths, redundancies, potential risks, and opportunities. Hear an update about the changes that have been instituted because of this process. Discuss how registries can incorporate this tool into their planning and continuous improvement efforts, including tips from the team about how to approach this process with staff and leveraging it to initiate conversations with funders.	Thursday	13:30:00	15:00:00	Potomac Room on Lobby Level

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Linguistic diversity and translation: Now that we did it, does it still make sense?	Considerations, when you begin down the path of quality translation, include accuracy of the translation, subject matter challenges, reading level challenges, technology challenges, translating training materials, and having interpreters at in-person training events. Participants will work in small groups to discuss each of these topics. Presenters from Wisconsin, Minnesota, and Oklahoma will share experiences dealing with and overcome the challenges of attempting to meet the linguistic diversity of the populations served.	Thursday	13:30:00	15:00:00	Salon A Lobby Level
Elements of Good Workforce Data Systems: What States Need to Know	With good workforce data, policymakers can understand which investments support a stable well-compensated high-quality workforce. In this session, presenters from the Center for the Study of Child Care Employment at UC Berkeley and the Early Childhood Data Collaborative will identify essential workforce data elements, highlight state successes, and discuss recommendations for advancing the use of registry data in states. Participants will learn about data collection gaps and progress developing workforce registries which are comprehensive, high-quality, and linked with other early childhood programs.	Thursday	15:15:00	16:45:00	Salon A on Lobby Level
When we say Credential, what does that mean?	With the movement to professionalize the field, the ‘credentials’ of early care and education practitioners are more important than ever. However, the definition of a credential is not synonymous on a national level. Wisconsin has a unique credentialing system that is recognized in our state licensing, quality rating system, and higher education community. Come discover an alternate degree pathway using Registry Credentials and see if our lessons learned can make a difference in your state.	Thursday	15:15:00	16:45:00	Madison Room on Plaza Level

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Get the Biggest Bang for your Buck: What the data is really telling us about series based professional development?	The session will provide an in-depth look into the research as well as practical application of the value and importance of series-based training. Three states will share the impact of series-based training. Wisconsin has developed a variety of series-based training offering that meets the requirements for their infant/toddler and administrator credentials. Michigan has a series-based training to meet minimum licensing requirements as well as Child Development Associate (CDA) credentialing. Minnesota offers series-based training coupled with coaching to ensure full implementation. The research states intentional professional development over time provides better outcomes. Additionally, when coaching is connected to professional development, the changes in practice improve dramatically. Each state will share their story of how they began to move from one shot workshops to a more integrated series-based system of professional development. <sup>3</sup>		Thursday	15:15:00	16:45:00	Salon A on Lobby Level
Alliance Networking Reception & Auction	Join us for the fun of our annual networking session with your peers, visit the sponsors and exhibitors for the conference and participate in our annual Alliance Auction! A great time to relax, share and get to know others in the Alliance network. Our own, Peter Deakman, will again be our auctioneer.		Thursday	17:30:00	20:00:00	Grand Ballroom, B/C
Registration	We are winding down today.  If you need something please send a message to <a href="mailto:director@registryalliance.org">director@registryalliance.org</a>		Friday	08:00:00	09:30:00	Franklin on Plaza Level
Voices in Leadership and Collaboration, Part II	Come hear a lively panel discussion with our national partners, ZERO TO THREE, CDA Council and ChildCare Aware of America, around their association's priorities, professional development perspectives, and strategic plans for the field. Exploring opportunities for Alliance members to partner and align with our national associations' priorities help strengthen our shared goals. Participants will have an opportunity for questions and answers at the end of the panel presentations.		Friday	08:00:00	09:30:00	Grand Ballroom, Salons B/C, Lobby Level

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Going Paperless!	Three states will discuss how they have taken their Registries paperless! Montana, Minnesota, and Wisconsin vary in size and population. Each office is in the process of going paperless in different ways. Some states use a Documentation Management system while others with smaller populations are doing things differently. We will engage participants in an open dialog about how the three states are doing this and how they are, or might, do this.	Friday	09:45:00	11:00:00	Salon A, Lobby Level
Data on Staff Health-- Connecting Staff Health to their Practice in Child Care Settings	Child Care Aware of America (CCAoA) partnered with six states—Alabama, Colorado, Indiana, Missouri, New York and North Carolina—to conduct focus groups with center-based and family child care providers. Providers described their approaches to health-related behaviors as well as the barriers experienced when making everyday healthy choices. CCAoA attempted to identify the link between provider wellness and their desire to provide healthy food and engage in physical activity with children in their care. We will review key findings from these focus groups and describe provider-suggested best practices for their own individual health as well as the children in their care. In these findings, we will make connections to existing bodies of research on staff wellness in other fields, and will explore what additional research questions arise from this work. We will lead participants in a facilitated discussion to further explore findings and consider the efficacy of potential interventions. Participants will also have an opportunity to develop an action plan that focuses on making practice and policy changes that support child care teachers and providers.	Friday	09:45:00	11:00:00	Madison on Plaza Level

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Thinking Outside the Box: Innovative Ways to Work with the Council	Critical to the success of every CDA credential program in your state is the availability of adequate numbers of qualified assessors (Professional Development Specialists) to service CDA candidates. In addition, our PDS community is an untapped resource that can be channeled for a number of state workforce development initiatives, training, and other professional development opportunities. This session will provide you with innovative ways to both strengthen your state PDS network and utilize the PDS community for other workforce initiatives. The session will also initiate a discussion on data sharing opportunities between the Council and state registries and highlight new Council initiatives such as our CDA Gold Standard Training certification for early care training organizations and partnership opportunities.	Friday	09:45:00	11:00:00	Potomac Room on Lobby Level
Lessons Learned from Child Care Aware Deserts Mapping Project: Insights to Inform Policy and Practice	This session will provide an overview of Child Care Aware of America's 2016 Child Care Deserts Report, and the subsequent 2017 Child Care Deserts mapping project with 15 states. The 2017 work focus on bringing child care supply, demand, cost and quality data to life by creating dynamic mapping tools with states using Child Care Aware of America's National Data System for Child Care (NDS) software. In this session, we'll explore how the maps have been a catalyst for problem-solving at the state and national levels. Finally, we'll engage participants in a discussion about how similar data mapping tools can be leveraged to spotlight the power of workforce registry data to gain greater insights into access and availability of professional development opportunities.	Friday	11:15:00	12:30:00	Potomac Room, Lobby Level

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Weaving Webinars into the Mix of Approved Training in Your Registry	When it comes to state registry approved training, webinars are cut from a different cloth than in-person professional development training. Your agency may actively grapple with how to handle credits earned in webinars from third party providers and may be interested in learning how to offer webinars on your state’s platform. Because synchronous online training is relatively new on the registry “scene”, your agency needs new design patterns for the fabric of your system. This session will explore real data and observations from the successful national deployment of webinars over seven-years. Join this session to: • learn about best practice for tracking attendance and balancing accessibility with quality assurance; • explore challenges and opportunities for learners, supervisors, agencies, and registries; • take a behind the scenes tour of webinars for professional development; • learn a few basic considerations for offering webinars. Webinars are now a part of the fabric of PD in the US. If you care about ensuring that the workforce has access to cost-effective high-quality professional development to support career lattices, this session is for you.	Friday	11:15:00	12:30:00	Madison Room on Plaza Level

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Filling Gaps in the Path: Effectively Leveraging EarlyEdU Alliance Resources	<p>The Alliance and EarlyEdU are both national Alliances that are working to support the early childhood workforce and transform teacher development. This session aims to align our respective work and the resources we have available. We will present the full range of resources developed by the EarlyEdU Alliance. This will include resources already publically available for training and professional development of the early childhood workforce. We will highlight the ECE course work and Coaching Companion video upload and annotation tool that is available to Institutions of Higher Education and Stakeholder agencies that join the Alliance (membership is free). Following a brief outline of resources and examples of how the EarlyEdU resources are currently being used in states, we will consider ways that our Alliances can support one another in building pathways to affordable, relevant, and effective ECE degrees. Participants will work in small groups to consider how best to effectively leverage the EarlyEdU resources for their individual registries.</p>	Friday	23:15:00	12:30:00	Salon A
Annual Alliance In-Person Board Meeting	<p>The board of directors for the Alliance meeting at least once in person each year. The board meeting are open to all members of the Alliance.</p>	Saturday	08:00:00	15:00:00	Madison on Plaza Level