

T/TA Plan 2024-2025

Grant: 04HP000306



WNCSource values continuous learning to ensure that our program is providing exemplary services. Through this plan we will support our staff, families, and governing bodies to ensure they have the skills and knowledge to complete their roles to the best of their ability. Our comprehensive and ongoing training ensures that every staff person is knowledgeable of the Head Start Performance Standards and the NC Division of Child Development and Early Education requirements. In addition, this plan will reflect training and technical assistance plans for continuing to support our program goals of teacher retention and continuity of care for our children and families.

T/TA to support Goals

Moving into a new grant period with new goals, we are focusing on empowering our staff and families. One aspect of this is supporting our families and staff in training around leadership. We hope to partner with an outside consultant to offer specific support to our supervisors to support all staff in learning how to be a leader in classrooms, sites, and in the community. Families will also have the opportunity to participate in training that will support them in understanding our program, what trauma responsive care is and how to engage in diversity, equity, inclusion and belonging initiatives.

Mandatory Trainings

The Office of Head Start and the North Carolina Division of Child Development and Early Education (DCDEE) require training for our staff to engage including the following.

The following health, safety and child care trainings are completed during orientation and updated as noted

- Completed at a minimum every 5 years through the DCDEE Training Platform.
 - The prevention and control of infectious diseases
 - Prevention and response to emergencies due to food allergic reactions
 - Building and physical premises safety, including identification of and protection from hazards, bodies of water, and vehicular traffic
 - Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment
 - Appropriate precautions in transporting children
- Staff maintain valid certifications by renewing every 2 years
 - First aid and cardiopulmonary resuscitation
- Every 3 years staff complete the state mandated ITS-SIDS course for
 - Prevention of sudden infant death syndrome and use of safe sleeping practices
- Annually
 - Administration of medication, consistent with standards for parental consent using the DCDEE Training Platform
 - Emergency preparedness and response planning for emergencies. The course using the DCDEE Training Platform is completed every 5 years as well.

- Handling and storage of hazardous materials and the appropriate disposal of bio contaminants. The course using the DCDEE Training Platform is completed every 5 years as well.
- Recognition and reporting of child abuse and neglect

The Policy Council and Board of Directors receive an orientation and annual training on their roles and responsibilities which is provided by an outside consultant and includes

- Program Performance Standards
- Information on the program so that they can understand the reports and effectively oversee the program
- How our Policies and procedures align to Applicable Federal Regulations in regards to how we
 - collect accurate eligibility information from families
 - treat families with dignity and respect
 - take action against those who provide false information.

To ensure all of our staff receive training and professional development to support their fulfilling their roles and responsibilities we plan on offering at a minimum the following

- Supporting Center Directors of CCP sites to engage in the Site Leader Credential program through NHSA.
- Attending NHSA Conferences. Sending front-line staff and families to NHSA conferences. Supporting our staff who are able to present at these conferences to attend.
- Training support from ChildPlus and other entities to support our use and analysis of data.
- Training around all of our curriculum implementation beyond what was mentioned previously (Baby Doll Circle Time, Ready Rosie)
- Communities of Practice and Professional Learning Communities will be supported and expanded from our initial introduction into smaller focused groups.

Build a Professional Learning Community with the CCP directors so that they can learn from each other and share their ideas openly about how to run EHS classrooms at their site.

The opportunity for any staff to request training that aligns with their individual professional development goals.

We will continue to support staff in continuing their education through CDA renewals or college courses towards an Associates or Bachelor's degree in Early Childhood. We will help our dollars go further by utilizing North Carolina T.E.A.C.H. Scholarships.

Providing support and training directly to Site Supervisors by ensuring they have the skills to retain staff. This will include providing 5Rs training through Region IV T/TA. We will also look at training specific to a CCP site around culture building.

To continue to grow our implementation of a high-quality program, we will use funds to provide at least quarterly training to teaching staff in the following areas:

- Baby Doll Circle Time
- Challenging behaviors
- Autism Spectrum
- Trauma informed workforce
- Curriculum Teaching Strategies

Description		Total T/TA Request
Conference Registration	NHSA	\$14,364.64
Local & On-Site Training	CCR&R Trainings (ITS-SIDS and First Aid & CPR) Refreshments for on-site trainings	\$8,080.11
Contractual	Teaching Strategies Training Conscious Discipline Training Coach Membership to TS Teacher Memberships to Quorum Culture Building Training for Directors Mentor Program DEI Audit	\$20,649.17
Tuition & Certification Fees	College Coursework with T.E.A.C.H. QCIT Renewal NHSA's Academy for Site Leaders	\$7,182.32
Travel	Out of state travel and PerDiem for Conferences.	\$35,911.60
Dues, Memberships, Subscriptions	Teacher Memberships to Quorum Coach Membership to TS	\$3,591.16
Total		\$89,779.00