

## Read Here to Learn About Benefits and How to Apply to Participate in Exciting New Workforce Initiative

### **Expanding Professional Possibilities in Early Childhood (EPPEC)**

An Innovative Workforce Initiative in Larimer County, Colorado



The Early Childhood Council of Larimer County is looking for programs ready for an innovative approach to address our current workforce challenges of staff turnover, recruitment and retention.

The purpose of this initiative is to expand the pool of qualified early childhood teachers through increased recruitment and retention. We are creating a cohort of Front Range Community College students who will be employed part-time in programs under the guidance of an experienced mentor teacher. These students must have completed ECE 101 and 102/103 prior to participation, so will be qualified as an Assistant ECT. During the 2018-19 spring semester, the employee/cohort students will take 12 additional college credits to complete the Foundation Certificate in Early Childhood Education at FRCC.

Because of the education, high quality mentoring and positive work experience they receive, these employees/cohort students will be better prepared as future Early Childhood Teachers, and more likely to stay in the field.

#### Benefits of Participating!

- Develop your current staff by supporting existing experienced teachers to become mentors of new employees

- Gain a staff member who is better qualified to serve as a future ECT.

- Receive training in how to ensure a welcoming and inclusive environment for all new employees

- Support an expanding ECE workforce in Larimer County!

## Program Application Information

Program Participation Requirements	Supports Provided by ECCLC!
<p><b>Identify a Mentor Teacher:</b> Must commit to have teacher attend all dates of the mentor teacher training. Fridays and Saturdays, <b>September 28<sup>th</sup> and 29<sup>th</sup> and October 26<sup>th</sup> and 27<sup>th</sup></b> in Fort Collins.</p>	<p><b>You will receive:</b></p> <ul style="list-style-type: none"> <li>• Four days of free, high quality training</li> <li>• Program will receive \$640 per mentor teacher, to cover additional costs incurred</li> </ul>
<p><b>Employ a cohort student</b> (a new or current employee) during FRCC's Spring 2019 semester. To support the student's ability to attend class and complete assignments, the ideal maximum time working with children will be 20-25 hours/week.*</p>	<p><b>You will receive:</b></p> <ul style="list-style-type: none"> <li>• Up to \$177.50 stipend to the program per student/new employee to cover costs of new employee on-boarding (CPR/First Aid; Standard Precautions; and background checks/fingerprints)</li> <li>• All educational costs for the cohort student employees are covered (up to \$2,000 per student for 12 credits)</li> </ul>
<p><b>Allow time for the Mentor Teacher to learn and practice mentoring skills:</b></p> <ul style="list-style-type: none"> <li>• Between September and April 2018, mentor teacher will have 6-8 one hour meetings with an ECCLC coach to support application of the mentoring skills. The meetings from January through April will also include the cohort student/employee.</li> <li>• Between January and April, mentor teachers will also meet individually with the cohort student/employee to support growth.</li> </ul>	<p><b>You will receive:</b></p> <ul style="list-style-type: none"> <li>• Free coaching by skilled ECCLC coach</li> <li>• Opportunities to reflect on practices and develop mentoring skills</li> </ul>
<p><b>Foster a welcoming and inclusive environment:</b></p> <ul style="list-style-type: none"> <li>• In late fall, mentor teacher and administrator will participate in a day long Cultural Consciousness Training</li> <li>• As follow-up, will participate in short Toolbox Orientation, and then have access to user friendly tools to use in your center</li> </ul>	<p><b>You will receive:</b></p> <ul style="list-style-type: none"> <li>• Free Cultural Consciousness Training customized specifically for early care and education programs</li> <li>• Free customized toolkit for on-going learning</li> <li>• One hour of free consultation around implementation of practices</li> </ul>

### Have Questions?

Please feel free to contact Lisa Sadar at [lsadar@ecclc.org](mailto:lsadar@ecclc.org) or at (970) 377-3388 X 224 or attend an information session on Thursday, September 6<sup>th</sup> from 6-7 PM at the ECCLC office. Please note Lisa will not be available to answer questions the week of August 27<sup>th</sup>. She will respond as soon as possible after September 4<sup>th</sup>.

*\*Any cohort student/employee who needs to work more than 20-25 hours due to income hardship must meet jointly with the Employer, FRCC and ECCLC, and receive approval from those bodies.*

## **READY TO APPLY? Application Deadline is 10 AM Monday, September 10th**

To participate in this exciting initiatives, you must complete a program application, and identify a teacher(s) in your program who is ready and interested in becoming a mentor teacher. Each of you must complete an application, and agree to the program requirements listed above.

**CLICK HERE TO FOR THE PROGRAM APPLICATION:** <https://www.surveymonkey.com/r/EPPEC19>

**SHARE THIS LINK WITH YOUR TEACHERS THAT ARE READY TO APPLY TO BECOME MENTORS:**

<https://www.surveymonkey.com/r/EPPECMT19>

### **Additional information about Cohort Students:**

Up to 15 students will be selected to participate in a learning cohort at FRCC. The cohort students will complete 12 more credit hours of formal education, receive high quality on the job learning, and be more prepared to serve as a future ECT.

#### **Learning Cohort Model details**

- Recruit 15 students during fall 2018 - new students or existing child care staff
  - Prerequisite: complete ECE 101 and 103 by January, 2019
- During spring 2019 semester, students will complete FRCC Foundations Certificate (12CR)
  - ECE 102- Early Childhood Lab (15 weeks)
  - ECE 220- Curriculum Methods/Techniques (15 weeks)
  - ECE 238- Child Growth & Development (first 7.5 weeks)
  - ECE 256- Family & Community Relationships (last 7.5 weeks)
- Scholarship will cover full cost of cohort spring classes
- Hybrid model- part online, part on campus
  - On campus- Mondays, 8:30-11:10am & Wednesdays, 8:30-10:50am
  - Estimate 20-25 hours per week of class (online and on campus) plus homework time
- Work part-time in child care/preschool program (15-25\* hrs/week)
  - Will need to apply and get hired at program
  - Learning on the job with a trained mentor teacher

#### **Next Steps for Cohort-**

- Applications available in early September
- Applications due to ECCLC in October
- Cohort students selected in late October
- Cohort student contact Anne Marie (at FRCC) to get registered for spring cohort classes. Students attend orientation, start classes, and begin employment (if not already employed) in January, 2019.

### **KNOW ANYONE READY TO APPLY TO BE A COHORT STUDENT/EMPLOYEE?**

If you have an existing staff person you would like to have join the cohort student, please send them our way!! Contact Lauren Powers at [lpowers@ecclc.org](mailto:lpowers@ecclc.org) for application or more information.

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