

A decorative graphic on the left side of the slide, consisting of white and light blue lines and circles that resemble a circuit board or data flow diagram. The lines are vertical and horizontal, with small circles at various points, creating a grid-like structure that tapers towards the top and bottom.

# AZHSA COMMITTEE

EARLY CHILDHOOD DEVELOPMENT  
WORKFORCE REGISTRY

# COMMITTEE PROCESS & PROGRESS

- ✓ Reviewed the HSSCO Strategic Plan
- ✓ Created committee plans that identified 2-3 Goals
- ✓ Have been focusing on 1-2 of those
- ✓ Developed Work Plans

# HSSCO/AZHSA PROCESS & PROGRESS

- Met with ECD to assist in finalizing Work Plan Template
- Created Work Plan Templates on AZHSA [Website](#)
- Worked with ECD on using online version

## WHAT IS THE REGISTRY?

- Registries provide important data about the early childhood workforce to help raise the status and compensation for early care and education as a viable and unique profession in our society.
- Informs administrators, innovators, and policy makers
- Captures critical information about the workforce (education status, professional development, certifications, etc.)
- Provides data for compliance

# WHO SHOULD APPLY FOR THE REGISTRY?

- **Caregivers, teachers, educators, administrators and other advocates for young children.**
- The Registry is designed for anyone who works with children birth to age eight (providing direct or indirect service) in a variety of settings:
  - ❖ Family and group child care homes
  - ❖ Child care centers
  - ❖ **Head Start and Early Head Start programs**
  - ❖ Preschools
  - ❖ Public and private schools—pre-kindergarten-3rd grade
  - ❖ Higher education, including community and tribal colleges and universities
  - ❖ Child Care Resource and Referral agencies
  - ❖ Community agencies serving children and families
  - ❖ Private organizations and government agencies who impact early care and education at local, state, and regional levels

**ECE Strategic Goal**

**Process Goal 1: HS is involved in the development of state policies, plans, processes, and decisions impacting HS**

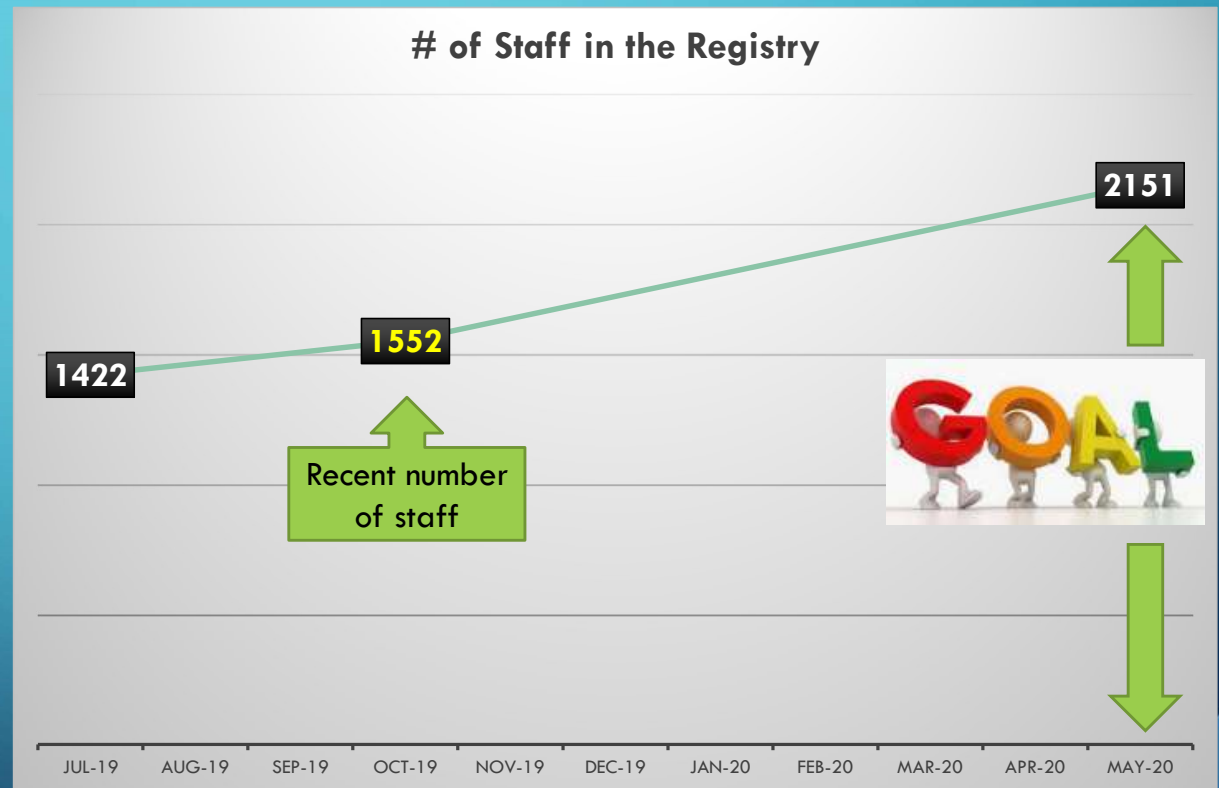
**Strategic Priorities**

**EHS/HS actively involved in the development and implementation of the Early Childhood Workforce Registry**

**Desired Outcomes: Increase the number of EHS/HS professionals participating in the Registry by 50% by May 2020.**

# MORE DATA

- July 2019-Our percentage was 33% (1,422 Staff)
- October 2019-We were at 36% (1,552 staff)
- The goal is to be at 50% by May 2020 (that means we need 600 staff to meet our goal)





# WHY SHOULD HEAD START PARTICIPATE?

- Region IX Staff:

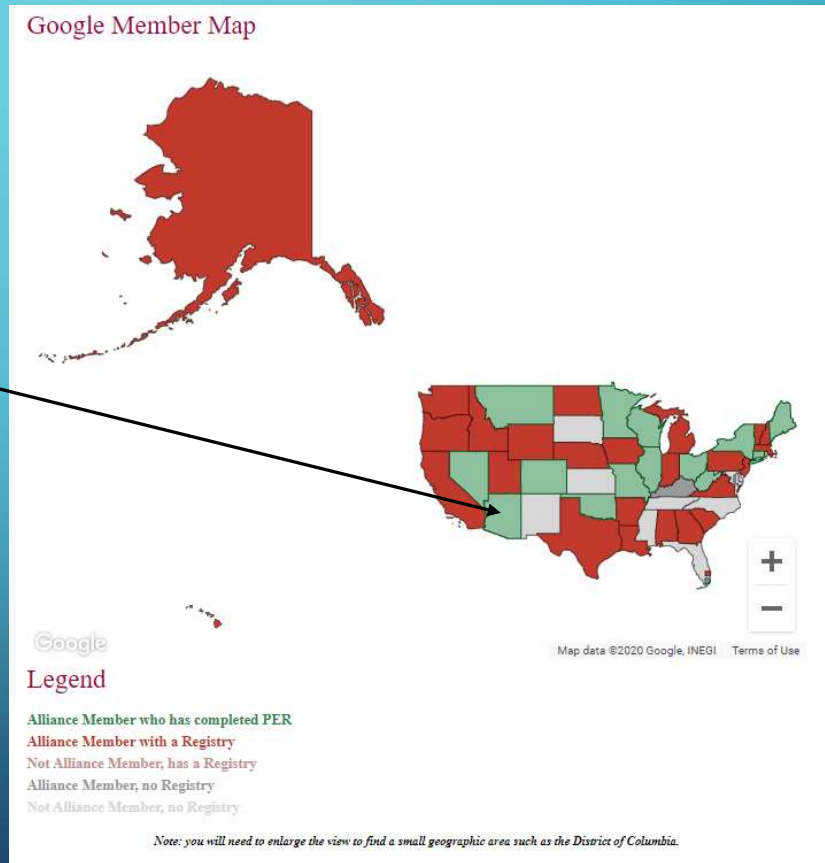
...as system specialists across the US, we are looking at work force registries in each state and sharing how the process works. We want to know what everyone has in place so that potentially in the future it can assist with the development of a national workforce data base for early childhood educators. It's also a way to recognize and bring professionalism to the field of Early Childhood development that Educators deserve and have worked so hard to achieve.



## WHY? CONTINUED

- Participation in the Arizona Registry will help you:
  - **Count yourself as a professional in early childhood services in Arizona**
  - Inform parents about your level of professional development
  - Apply for new employment positions in early childhood programs or negotiate for a salary increase with your employer
  - Validate and document the learning and training experiences in which you have participated
  - Plan your future education and career goals
  - Become eligible for incentives, awards, scholarships and grants

# WHAT STATES IMPLEMENT WORKFORCE REGISTRIES?



IN CONCLUSION TO REACH OUR GOAL OF 50% BY MAY  
2020 WE NEED 600 MORE STAFF TO REGISTER



# REFERENCES/RESOURCES

