

CEELO Leadership Academy

Onboarding Infant Toddler Specialists: Preparing the workforce

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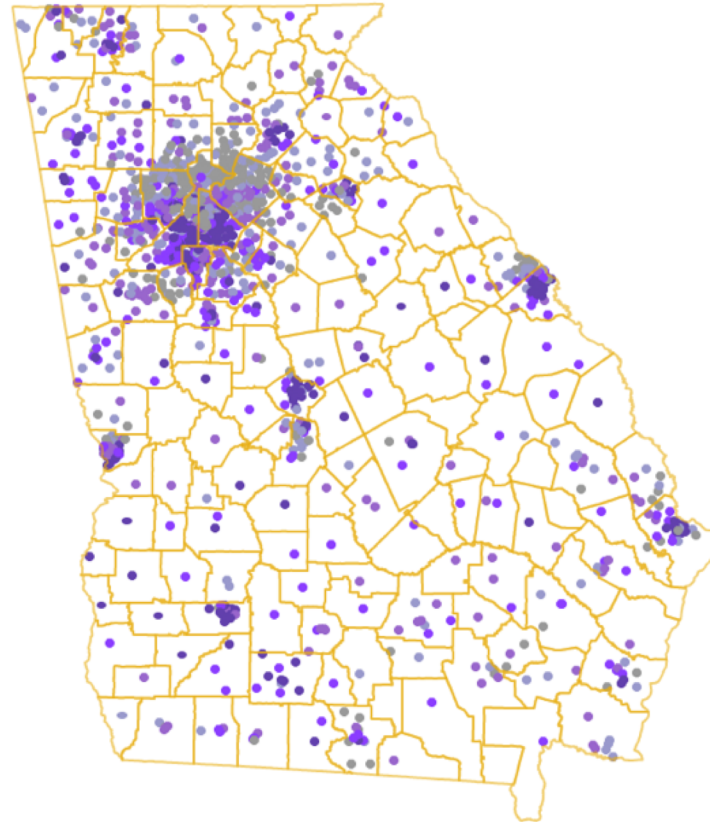
Whole Population Results Statement

Every child in GA will be reading on grade level by the end of third grade.

Whole Population Data

PERCENT OF STUDENTS ACHIEVING PROFICIENT LEARNER OR ABOVE ON 3RD GRADE ELA MILESTONES 2015

- 49.5 to <92.6
- 38.1 to <49.5
- 29 to <38.1
- 19.5 to <29
- 0 to <19.5



Indicator Data

- In the 2017-2018 school year, 60 percent of all four year-olds in Georgia were served by state funded Pre-K.
- Approximately 80% of child care learning center providers are participating in Quality Rated, Georgia's QRIS system.

Program Results Statement

- All infants and toddlers in child care in GA will experience language rich and responsive environments.

Program Population Data

- 48 infant toddler classrooms participated in the first cohort of the Early Language and Literacy Classroom Grants, receiving weekly coaching visits from infant toddler specialists
- An additional 113 classrooms will be participating in 2018
- At least 31 hours of professional development available to every teacher

Performance Measurement Data

- CLASS Scores
- LENA data
- % of training hours completed by teachers
- Highly trained infant toddler specialists
 - % who hold PITC certification
 - % who hold CLASS certification
 - % who hold PLC facilitation certification
 - # of Training hours completed
 - # of shadow visits completed

Job Embedded Project

- Highly Trained Infant Toddler Specialists
 - 11 of 14 specialists hired in the last 2 years
 - 1 remaining vacancy
- Revamp onboarding process
 - Extended the document to cover first 16 weeks
 - Introduced Mentors

Lessons Learned

- Onboarding is a process, not a product
- Systems Thinking in Action
 - Changing perspective to increase understanding
 - Specialist input
 - Recognizing that a system's structure generates its behavior

Next Steps

- Review suggestions of specialists
 - Order of tasks
 - Update hyperlinks
 - Guidance for Mentors
 - How to help them help the specialists?
- Networking call among states: Don't recreate the wheel.