Meeting Agenda
Learning Table Overview

The BUILD Initiative supports state policymakers to implement high-quality early childhood professional development policies, programs, and practices in order to improve outcomes for all young children. Together, BUILD and state leaders from Ohio, New Jersey, Arkansas and Iowa have embarked on a learning journey to examine ways to strengthen state professional development systems to ensure that the early childhood health, early learning, and family support workforce is well-qualified to advance racial equity.

In order to advance effective early childhood professional development systems designed to foster racially equitable outcomes for all children and to ensure diversity in the workforce, we have broadly focused our learning table on the recommendations put forth by the Institute of Medicine, National Research Council. These recommendations include:

- Support comprehensive state- and local-level efforts to transform the professional development system to support the workforce for children from birth through age 8.
- Support workforce development with oversight and continuous improvement policies.
- Support comprehensive pathways and multi-year timelines at the individual, institutional and policy levels transitioning toward specialized knowledge and competencies.
- Support the consistent quality and coherence of professional learning supports during on-going practice for professionals working with children birth-8.

Meeting Purposes and Goals

This learning table session will consider critical system issues to address to ensure that early childhood professionals can effectively meet the care, development, and learning needs of all children and advance racial equity. The issues that we will examine in this meeting will include:

- Early educator and professional development trainer standards from an equity perspective;
- The advancement of racial equity through an interdisciplinary foundation in child development and learning for all early childhood professions (e.g., education, health, family support);
- The role of higher education content and structure in advancing racial equity in children’s learning and development, and in the diversity and quality of the early childhood workforce;
- Setting goals and benchmarks for equity advancement in state early childhood professional development systems, creating useful data, and assessing progress; and
- Current policies levers for advancing an equitable professional development system.
**SUNDAY, OCTOBER 18, 2015**

12:00 pm  
Rosslyn I – Lobby Level  
Buffet Lunch

12:30 pm  
Rosslyn I – Lobby Level  
Welcome and Review of the Agenda  
*Sherri Killins*, Director State Systems Alignment & Integration, BUILD Initiative

1:00 – 3:00 pm  
Taking an Equity Stance: Looking Forward - State Team Time and Debrief  
Each state team will discuss goals for improving equity in their professional development system. States are encouraged to consider where there state currently is and explore opportunities to build equity into the current professional development system. States will leave this session with action items for advancing equity that they will unpack during the remainder of the meeting.  
*Sherri Killins*, Director State Systems Alignment & Integration, BUILD Initiative  
*Aisha Ray*, Senior Vice President for Academic Affairs and Dean of Faculty, Erikson Institute

3:00 pm  
Meeting Break and move to the National Black Child Development Institute Plenary

3:30 pm  
Arlington 3/4  
National Black Child Development Institute Plenary Session  
“We The People...Are Energized & Engaged” – Geoffrey Canada  
For 45 years, attendees have said they participated in NBCDI’s Annual Conference for inspiration and rejuvenation that keeps them refreshed and committed for the year to come. As they celebrate the 45th anniversary, who better to deliver this energy than the renowned Geoffrey Canada, President of the Harlem Children’s Zone and extraordinary leader, educator, author and advocate?

5:15 pm  
Rosslyn I – Lobby Level  
Reception

6:00 pm  
Rosslyn I – Lobby Level  
Dinner and Presentation  
Enhancing the Capacity of the Early Childhood Training Workforce to Advance Equitable Outcomes for Children and Practitioners  
Dr. Valora Washington will lead us in a discussion of the competencies and educational content that professional development trainers need to support educators in advancing equitable outcomes for all children and the professional learning supports needed to ensure the retention of a well-qualified and diverse workforce.  
*Valora Washington, Ph.D.*, President, Council of Professional Recognition
MONDAY, OCTOBER 19, 2015

8:00 am Buffet Breakfast
Rosslyn I – Lobby Level

8:30 am Standards Addressing Diversity and Equity
Rosslyn I – Lobby Level
We will focus on how professional standards in education and health support the practitioner to address the diversity of the young child population and to promote equity. States will have the opportunity to respond to panelists about how equity and diversity could be incorporated using formal standards as a base.

Brenda Jones, DHSc, RN, MSN, The Joint Commission, Hospital Field Surveyor: Division of Accreditation & Certification Operations

Alison Lutton, Senior Advisor, National Association of the Education of Young Children

9:30 am State Team Presentations and Discussion
States have received questions in advance that will serve as the basis for this session. Each state will have 20 minutes to share their state’s equity journey over the course of the learning table and the actions they are or plan to take to improve equity for professionals and/or children in the state. The peer-review partner state will then respond to your state’s plan, offering feedback and insights. The state lead will begin the conversation, however, all team members (and other learning table participants) are encouraged to engage in the discussion.

9:30 – 10:00 Arkansas
10:00 – 10:30 New Jersey

10:30 – 10:45 am Meeting Break

10:45 – 11:15 Ohio
11:15 – 11:45 Iowa

12:00 pm Buffet Lunch

12:30 pm Setting Benchmarks for Advancing Equity in Professional Development Systems
Dr. Eboni Howard will lead a discussion on how to use data to set equity goals and benchmarks in professional development system outcomes and will discuss strategies for assessing the progress states are making toward their equity goals.

Eboni Howard, Ph.D., Managing Researcher, American Institute of Education
1:30 pm  **Cross State Team Time: Addressing Critical Challenges**
Participants will hear brief five-minute talks from our guest faculty on advancing racial equity in different components of the early childhood professional development system. Topical areas include: higher education, selecting, preparing, and monitoring professional development trainers, the professional development content that is necessary to advance equitable outcomes, and common professional development needs across service sectors (e.g., education, health and social services).

2:15 – 3:30 pm  State teams will divide themselves among the four topics listed below. Each group will delve more deeply into critical challenges to advancing racial equity in these areas.

**Group I: Higher Education**  
*Faculty: Sherry Cleary*

**Group II: Selecting, Preparing and Monitoring Professional Development Trainers**  
*Faculty: Valora Washington, Velma Williams and Judith Sikora*

**Group III: Setting Equity Benchmarks**  
*Faculty: Eboni Howard*

**Group IV: Common Professional Development Needs Across Sectors - Conceptualizing Training Systems for Health, Early Learning, and Family Support**  
*Faculty: Brenda Jones and Alison Lutton*

3:15 – 3:30 pm  **Coffee Break**

3:30 pm  Groups will report out on key insights, challenges, and potential actions that emerged from discussions.

4:30 pm  **Summary & Wrap-Up**

5:00 pm  **Meeting Adjourns**