Early Childhood Education Professional Development Organization at PHMC
Fiscal Year 2019-2021 Work Plan

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<tr>
<th>ECE PDO Goals</th>
<th>ECE PDO at PHMC Strategies</th>
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| 1. Increase overall completion rates of BAs, AAs and CDAs in the ECE workforce of assigned region. | • Data collection: CDA Council, T.E.A.C.H., IHE Partners, PD Registry, ELRCs, ECEHigherEd.com  
• Identify completion gaps and develop funding priorities through contracting process  
• Set Career Advising goals to reflect PA ECE Career Pathway  
• Support Articulation Agreements for CDA to AA, AA to BA  
• Increase Apprenticeship opportunities |
| 2. Increase overall participation rates in BA, AA and CDA programs for the ECE workforce of an assigned region. | • ECE and IHE Coordinator caseloads are designed to address participation gaps and provide support to increase workforce participation in BA, AA, CDA offerings  
• Collaboration with ELRCs, ECE Workforce, Community Stakeholders  
• Fund priorities outlined in ECE Workforce Data Collection  
• Use PD Registry and Regional Mapping to track participation data  
• Use ECE PDO communications to promote regional BA, AA, CDA offerings |
| 3. Increase number of teachers who transition to the next degree after graduation. | • Engage IHEs and Community Partners in planning opportunities for content development, program design and fund CDA and Apprenticeship cohorts  
• Use quarterly stakeholder meetings and RFP process to expand regional opportunities for articulation agreements and innovative course and curriculum design  
• Require demonstration of how CDA and degree programs will articulate for credit through program-program approach, provide support through ECE and IHE Coordinators  
• Require demonstration of how course credits will be matriculated, provide support to IHEs through ECE and IHE Coordinators |
| 4. Address equity-based gaps in the credentialing system. | • Promote workforce needs assessment survey to gather wide feedback on current needs, barriers, trends to identify current gaps and shared responses.  
• Maintain active feedback loops through workforce engagement and stakeholder workgroups to monitor trends.  
• Create an RFP to solicit IHE responses to targeted areas of need.  
• Deploy staffing component of ECE and IHE Coordinators to monitor deliverables that address gaps, provide resources for student supports  
• Implement customer service supports through an ECE Workforce Specialist to ensure responsive practices around accessibility of PDO staff and resources. |

**COLLABORATION**
The ECE PDO at PHMC values ongoing collaboration with national, statewide and regional ECE partners, including:
- OCDEL
- PA Key
- PACCA
- Institutions of Higher Education (IHEs)
- Early Learning Resource Centers (ELRCs)
- Early Childhood Education Employers
- Early Childhood Educators
- Community Partners

**COMMUNICATION**
The ECE PDO at PHMC will share and receive information through the following resources:
- EMAIL: ECEPDO@phmc.org
- Phone: 267-773-4400
- FAX: 267-765-2397
- Website: https://ecepdo.phmc.org/
- Weekly E-Newsletter: Sign up at https://ecepdo.phmc.org/
- Website: https://ecehighered.com

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