Empowering the Early Childhood Workforce with the Environment Rating Scales Using LearnERS

March 15, 2023
Agenda

1. Welcome and Introduction
2. Overview of Empowering the Early Workforce
3. State Examples
4. Response to Your Ideas
5. Wrap-up
Panelists

Tarah Kadzielawski  
Director of Professional Development  
Branagh Group

Kimberly Owens  
Manager  
Early Childhood Initiatives  
Institute for Families, School of Social Work  
Rutgers University

Dilcia Perdomo  
Bilingual BrightStars Navigator  
Rhode Island Association for the Education of Young Children

Susie Norys  
Regional Coordinator  
ERS/TA Team  
Arkansas State Childhood Services
LearnERS Implementation in New Jersey

Funded by the NJ Department of Human Services, Division of Family Development

Presenter: Kimberly Owens

www.GrowNJKids.gov
www.ChildCareNJ.gov
LearnERS and Coaches

- 2020 in New Jersey
- Learning the Why
- PD Opportunity for Coaches
- Small Group Coaching/Reflection with ECLI
LearnERS Pilot in NJ

- Understand the Why
- Virtual Support
- Compliment not overburden
- Participation Agreement
- Incentives and training hours
- Why It Matters
Dilcia J Perdomo
Bilingual BrightStars Navigator and LearnERS Coach
Agenda

• Participation Benefits
• Assessments (Pre and Post)
• Material Baskets
• Choosing Modules
• Peer Learning Session
• FCC's Improvements
Participation Benefits

- Coaching on the FCCERS
- One year of approved professional development
- Needed materials will be provided for free
- Participants will be compensated for their time
ERS Assessments and Observations within LearnERS

**Pre-Assessment**

All Family Child Care participating in LearnERS will be observed by a BrightStars assessor using the FCCERS-3. The feedback we receive from this assessment will guide our team to provide individualized support to each program throughout the 12 months of LearnERS. It also will not negatively impact your standing with BrightStars, or your current BrightStars Rating.

**Post-Assessment**

A final post-assessment will be completed at the end of the 12-month enrollment into LearnERS. These reports will be evaluated with the initial pre-assessment to indicate LearnERS efficacy through classroom improvement and provider growth.
Material Baskets

• The Navigator and Assessment teams work in collaboration
• To put together material baskets for each of the participants,
• Filled with high-quality materials.
• The first “Welcome Basket” includes materials that are generally needed by most programs
• (ex. diversity, books, math, and science materials)
• Additional material baskets will be brought to the sites midway through the year.
• These baskets will include materials specifically needed, based on the materials list created from the ERS reports.
Peer Learning Sessions

- One hour Zoom meeting, each month
- Discussion will be focused on the content of the month's module
- Gives providers space to reflect, collaborate and share with other ECE professionals
- Providers can share their monthly goals, lessons learned from the module and reflect on any changes
- Navigators provide ERS content knowledge and coaching
LearnERS Coaching Visit
FCC's Improvements
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FCC's Improvements
Current LearnERS participants

18 Family Child Care Providers
What do our participants say?

“This computer program is IDEAL!!! I have already learned so much as a refresher and I know this will benefit here.”
– Jen from Joyful Noise

"LearnERS is allowing me to continue providing my kiddos with the high quality environment they deserve. I like that it addresses the Early Learning Standards as children learn through play."
– Ms. Tina

"Me encanta LearnERS porque me ayuda con las metas que quiero alcanzar."
– Ms. Rosmery

I love LearnERS because it helps me reach my goals.
– Ms. Rosmery
LearnERS in Arkansas

Arkansas State University
Childhood Services – Susie Norys
Environment Rating Scale

All staff trained to use the tool
ECERS3, ITERS3, FCCERS3, and SACERSU
THE PANDEMIC SHIFT

• No longer doing on-site visits

• New platform that offers coaching and collaboration for CQI

• Shift from ERS to LearnERS

• Arkansas Division of Childcare and Early Childhood Education requires programs to participate

• Incentive was earned PD

• All staff excited about LearnERS and being connected to programs
IN THE BEGINNING

• Excited to connect with providers
• Unique platform to meet ERS
• Living into Continuous Quality Improvement
NEW CHALLENGES

INTERNET ACCESS

STAFFING

TIME
SUCCESS STORIES

1. Flexibility with platform
2. Innovative ways to connect
3. Peer Learning Sessions that worked
4. Director enthusiasm
5. Feedback from providers
Thank you!

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