

Professional Development System Overview: North Dakota



National Center on Child Care Professional Development Systems and Workforce Initiatives (PDW Center)
Jointly funded by ACF's Office of Child Care and Office of Head Start

State	North Dakota	
Professional Development (PD) System	<p>Title: Growing Futures: North Dakota Professional Development</p> <p>Web site: http://www.ndgrowingfutures.org/default.aspx</p>	
Infrastructure/ PD System Governance	<p>Type of Governance: State agency with performance based contracts</p> <p>The Early Childhood Services program of the North Dakota Department of Human Services (ND DHS) receives Federal and state grants that fund quality early care and education efforts, which may involve contracts with other organizations. The Child Care Aware Network refers parents to licensed providers, develops and conducts provider training, and provides resources and assistance to help providers meet their business needs.</p> <p>Key contact: Jennifer Barry, Early Childhood Services Administrator, ND DHS; (701) 328-4809, jbarry@nd.gov</p>	
Head Start (HS)/Early Head Start (EHS)	<p>State HS Collaboration Director: Mark Schaefer, marschaefer@nd.gov</p> <p>State HS Early Childhood Manager: Roberta Lein, lein_roberta@bah.com</p>	
Target Population	<ul style="list-style-type: none"> Workforce in Child Care, preschool, HS/EHS, school-age, and other programs that serve children and families 	
Early Learning Guidelines (ELGs)	<p>Ages Included in ELGs and Alignment with K–12</p> <ul style="list-style-type: none"> Birth–3 3–5 years Align with K–12 	<p>Notes</p> <p>Title: North Dakota Early Learning Guidelines: Birth to 3 years These voluntary guidelines are intended for parents, child care providers, EHS teachers, health professionals, and others who work with infants or toddlers. Web site: http://www.nd.gov/dhs/info/pubs/docs/cfs/2009-08-earlylearning-birth-3.pdf</p> <p>Title: North Dakota Early Learning Guidelines: Ages Three through Five These voluntary guidelines are intended as a resource for parents, child care providers, pre-kindergarten and HS teachers, and others. They outline the skills, knowledge, and dispositions young children need prior to entering first grade. Web site: http://www.nd.gov/dhs/info/pubs/docs/cfs/nd-early-learning-guidelines-for-ages-3-thru-5.pdf</p> <p>Information on State ELGs references to dual language learners is available at http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/center/state-guidelines/dll_guidelines.html</p>

Core Knowledge and Competencies (CKCs)	Roles	Notes
Approval Systems	Trainer/Training <ul style="list-style-type: none"> ▪ Early education and care practitioners ▪ Trainers and training must be approved through the registry ▪ Trainer directory ▪ Training calendar 	<p>Title: Core Competencies for Early Education and Care Practitioners The Core Competency content areas define the framework of the Growing Futures Career Pathways and provide the foundation for the professional development system. The competencies identify skills at the beginning, intermediate and advanced levels of professionalism across eight content areas. Web site: http://www.nd.gov/dhs/info/pubs/docs/cfs/nd-core-competencies-early-educ-care-practitioners-rev3-17-10.pdf</p> <p>Title: Growing Futures Registry The Growing Futures Registry is a central clearinghouse which receives and approves trainer and training requests, tracks approved training, maintains the Trainer Registry of approved trainers, and makes information about approved training available to the early care and education community statewide. All training offered and taken for child care training hours must be approved by the Growing Futures Registry in order to count toward licensing renewal or placement on the Career Pathways. Training is identified by ND Core Competency. Trainers can be approved as an early childhood education (ECE) trainer or non-ECE trainer and are assigned a trainer level. Web site: http://www.ndgrowingfutures.org/page.aspx?key=trainerandtrainingapproval</p> <p>Title: Trainer Directory Web site: http://www.ndgrowingfutures.org/trainerdirectory</p> <p>Title: Growing Futures online Training Calendar Web site: http://www.ndgrowingfutures.org/trainingcalendar</p>
Workforce Registry/Data System and Career Pathways	System(s) <ul style="list-style-type: none"> ▪ Voluntary registry ▪ Career pathways (ladder/lattice) 	<p>Title: Growing Futures Registry The Growing Futures Registry supports ECE careers by recognizing the professional achievements of the workforce. Registry members have access to a comprehensive professional development record to track and manage achievements. Records include verified education and training, and placement on the Career Pathways. Web site: https://www.ndgrowingfutures.org/frm-registryselect.aspx</p> <p>The registry also offers verified data regarding the qualifications of the workforce. Web site: http://ndgrowingfutures.org/data</p> <p>Title: Growing Futures Career Pathways Web site: http://www.ndgrowingfutures.org/files/pdf/careerpathways02.pdf</p>