



# National Native American Heritage Month—Highlighting Innovative Professional Development Practices in Tribal Early Childhood Programs

November 19, 2020

# Collaborating Partners



- ◆ Office of Child Care
- ◆ Office of Head Start
- ◆ Administration for Native Americans (ANA)
- ◆ Office of Planning, Research and Evaluation (OPRE)
- ◆ Tribal Early Childhood Research Center
- ◆ Tribal Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program
- ◆ National American Indian and Alaska Native (AI/AN) Head Start Collaboration Office
- ◆ National Center on Tribal Early Childhood Development

# Presenters

- ◆ **Todd Lertjuntharangool**, Regional Program Manager, Region XI, Office of Head Start
- ◆ **Jennifer Amaya-Thompson**, MSW, Federal Project Officer, Tribal Colleges and Universities Partnerships, Office of Head Start
- ◆ **Ginny Gipp**, MA, Director, Technical Assistance Division, Office of Child Care
- ◆ **Melody Redbird-Post**, Ph.D., Project Director, National Center on Tribal Early Childhood Development
- ◆ **Micker “Mike” Richardson**, MBA, Director, National American Indian and Alaska Native Head Start Collaboration Office
- ◆ **Meryl Barofsky**, Ph.D., Senior Social Science Research Analyst, Office of Planning, Research and Evaluation

# Presenters

- ◆ **Moushumi Beltangady**, MSW MPP, Program Manager, Tribal Home Visiting Program, Office of Child Care
- ◆ **Katherine Chavez**, Tiwa Babies Program Coordinator, Taos Pueblo
- ◆ **Aspen Mirabal**, Tiwa Babies Home Visitor, Taos Pueblo
- ◆ **Sheryl Hammock**, Early Childhood Education Department Faculty/Program Developer, Bay Mills Community College
- ◆ **Carrie Stansberry**, CCDF, Early Head Start, and Head Start Program, Gila River Indian Community
- ◆ **Carmelia Strickland**, Director, Division of Program Operations, Administration for Native Americans

# Session Objectives

- ◆ Increase awareness of innovations in professional development at the federal level
- ◆ Hear about ongoing initiatives involving coordination and collaboration among multiple partners
- ◆ Hear highlights from Tribal programs on innovative professional development practices



# Agenda



- ◆ Welcome
- ◆ Snapshots of the Tribal Early Childhood Workforce
- ◆ Federal Level Innovations
- ◆ Tribal Program Level Innovations
- ◆ Closing remarks
- ◆ Resources

# Welcome



**Todd Lertjuntharangool**  
Regional Program Manager  
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# Welcome



**Ginny Gipp**

Director

Technical Assistance Division

Office of Child Care

[Ginny.Gipp@acf.hhs.gov](mailto:Ginny.Gipp@acf.hhs.gov)



# Highlights from the Early Childhood Workforce in Indian Country

- Office of Planning, Research, and Evaluation (OPRE)
- National AIAN Head Start Collaboration Office
- Tribal Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program
- Administration for Native Americans (ANA)



# A Snapshot of the Head Start Workforce

Meryl Barofsky and Michelle Sarche | AIAN Head Start  
Child and Family Experiences Survey

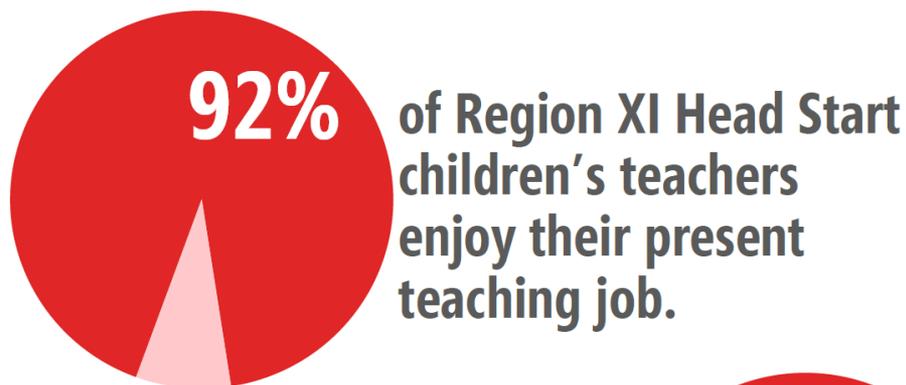
Mike Richardson | National AIAN Head Start  
Collaboration Office

# Region XI teachers are experienced

**More than 1/3** of Region XI Head Start children have a lead teacher who has taught in Head Start/Early Head Start for 10 years or more.



# Region XI teachers enjoy teaching and feel they are making a difference

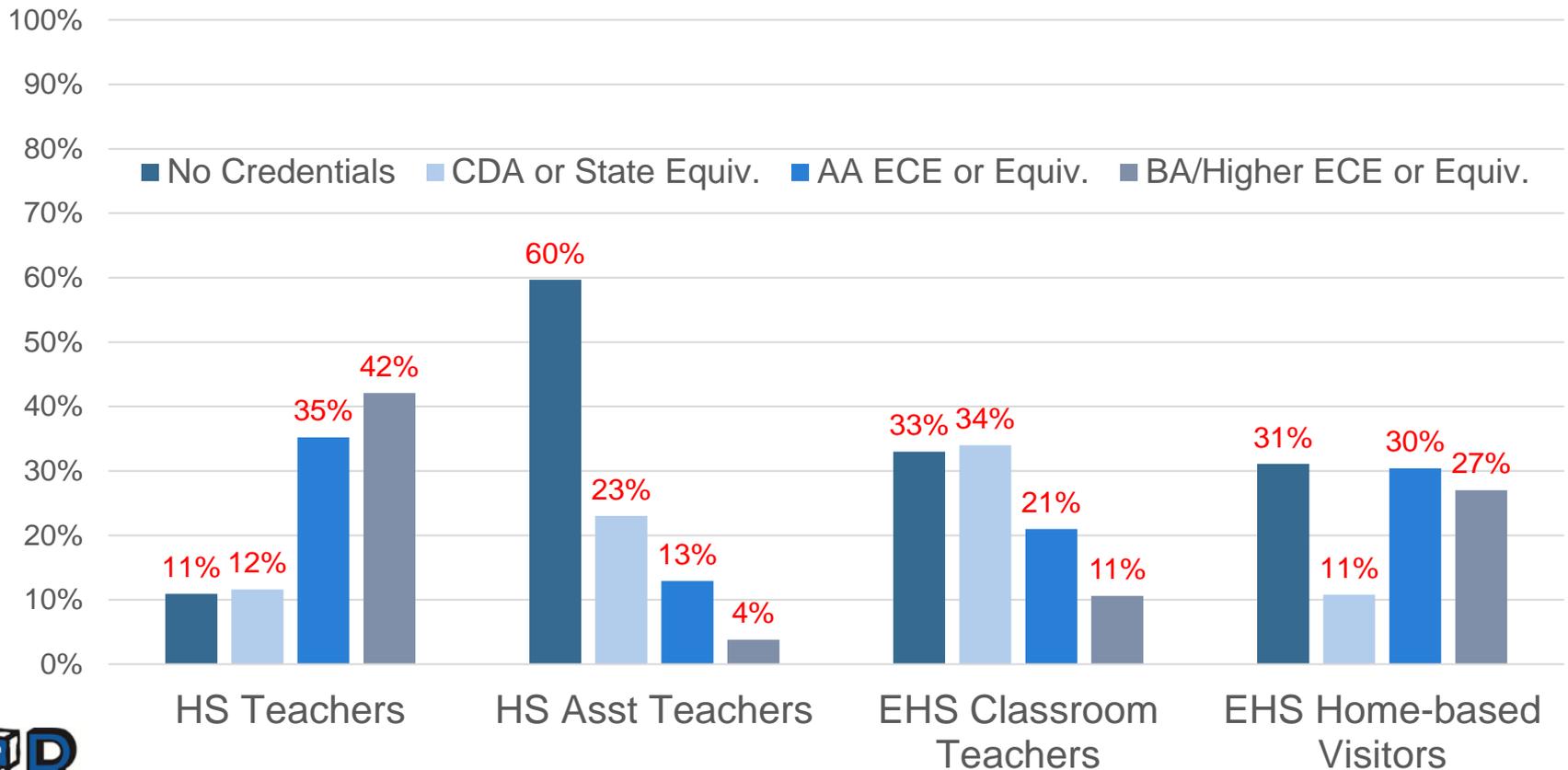


# Region XI teachers are supported in their professional development

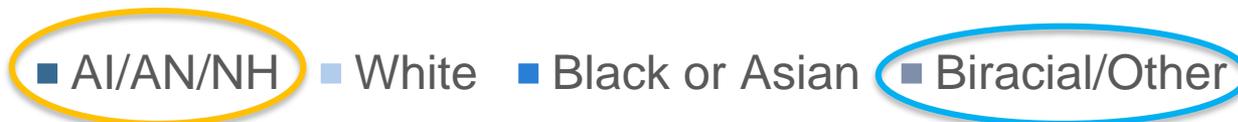
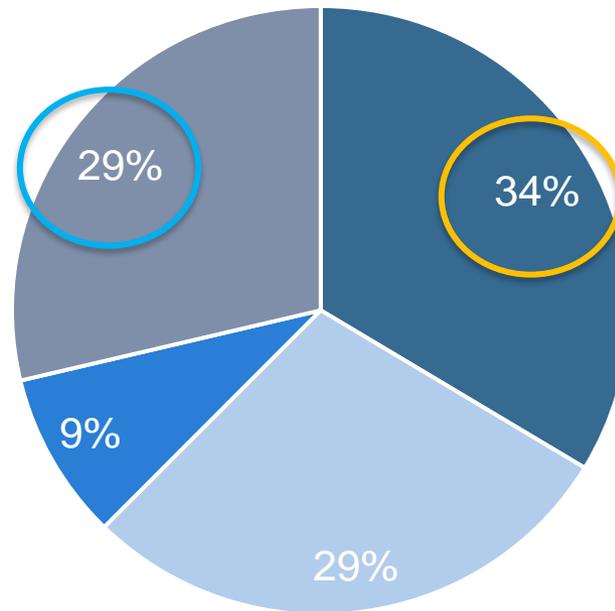
**Region XI Head Start children's teachers are offered a variety of professional development supports.**



# HS and EHS Teacher Degrees & Credentials



# HS & EHS Staff Race



# Head Start / Early Head Start Professional Development Innovations

- ◆ Collaborative partnerships
  - American Indian College Fund – language & culture
  - Tribal Colleges/Universities - On-site course offerings
- ◆ Online courses
  - Early EdU Alliance & Bay Mills Community College
- ◆ Educational leave/Flex Time
- ◆ State collaborations



# Characteristics of the Tribal MIECHV Workforce

Moushumi Beltangady, Office of Child Care,  
Administration on Children and Families

# Demographic Characteristics of Tribal MIECHV Home Visitors

## ◆ Age

- 18% under 30
- 32.4% 30-39
- 25.2% 40-49
- 17.1% 50-64
- 7.2% over 65

## ◆ Gender

- 95.5% female
- 4.5% male

## ◆ Race

- 64.0% American Indian and Alaska Native (one race or multiple races)
- 22.5% White

# Educational Attainment of Tribal MIECHV Home Visitors

Highest Level of Education	Tribal MIECHV	MIHOPE Study
High School Diploma/GED or less	9.9%	2.3%
Some College/Training	15.3%	10.6%
Associate's Degree or Technical Training or Certification	26.1%	12.3%
Bachelor's Degree	38.7%	61.6%
Master's Degree or Higher	9.9%	13.2%



# The Administration for Native Americans' Early Childhood Workforce

Carmelia Strickland, Administration for Native Americans

# Administration for Native Americans

- ◆ The Administration for Native Americans (ANA) was established in 1974 through the Native American Programs Act (NAPA).
- ◆ ANA provides discretionary grant funding to American Indian/Alaska Native (AI/AN) tribes both federally and state recognized. ANA also funds Native Hawaiians and non-profits in all 50 states and Native populations in the Pacific Basin (including American Samoa, Guam, and the Commonwealth of the Northern Mariana Islands).
- ◆ The mission of ANA is to promote the goal of self-sufficiency and cultural preservation for Native Americans by providing social and economic development opportunities through financial assistance, training, and technical assistance to eligible tribes and Native American communities.
- ◆ ANA's Vision: Native communities are thriving!

# ANA Grant Programs that fund Early Childhood Teacher Training

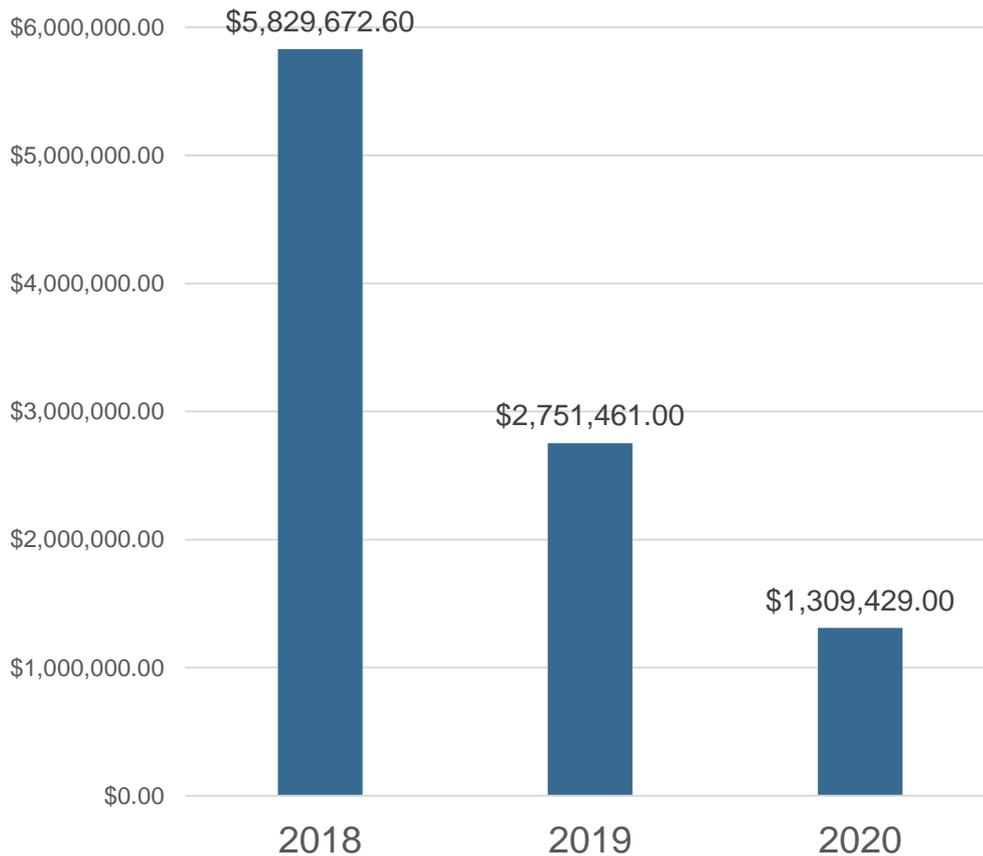
- ◆ Native American Language Preservation and Maintenance (P&M), 1-3 year projects, up to \$300k
- ◆ Native American Language Preservation and Maintenance - Esther Martinez Immersion (EMI), 1-5 year projects, up to \$300k
- ◆ Social and Economic Development Strategies (SEDS), 1-3 year projects, up to \$400k

# Data Explanations



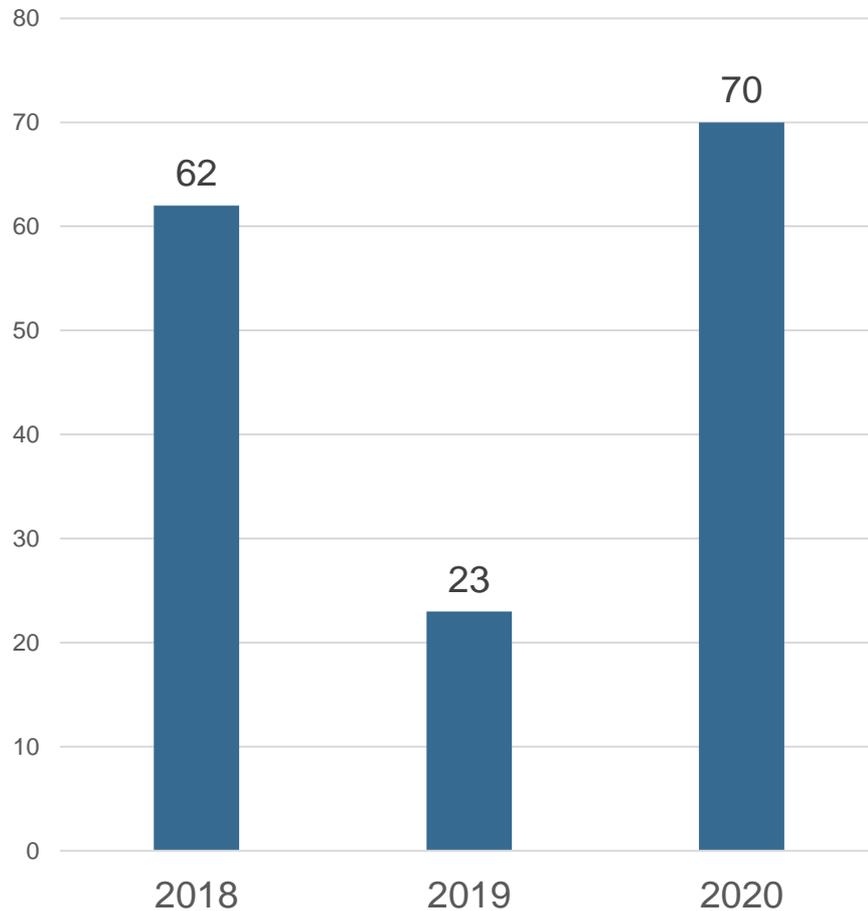
- ◆ This data is from **2018, 2019, and 2020** funded grants including **SEDS, P&M, and EMI**
- ◆ The grants are included in the data if they included training for **Early Childhood Teachers or staff that worked with children ages birth to 2<sup>nd</sup> grade**
- ◆ The majority of our early childhood teacher/staff training is in **Native languages**
- ◆ Data on early childhood teachers/staff trained comes from applicant outcome trackers and the **numbers are the projected outcomes by the end of their projects**, none of which have yet been completed

# Grants Supporting Early Teacher/Staff Training



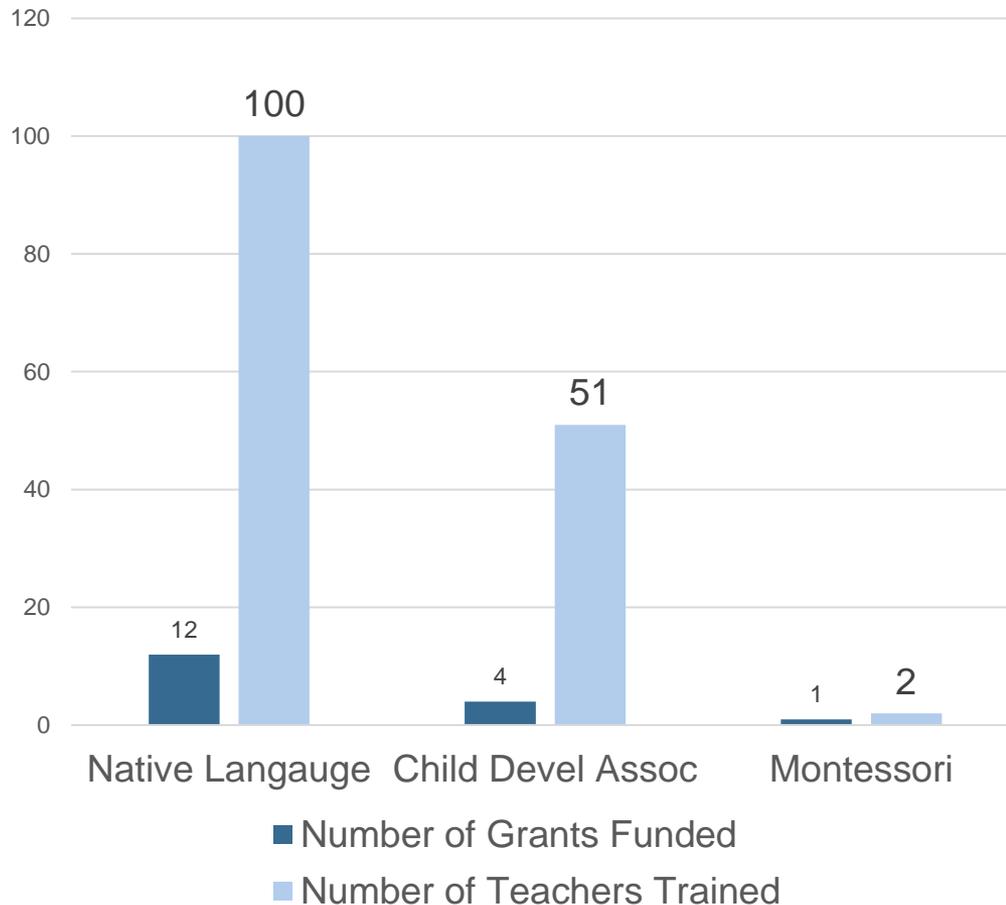
- 7 grants funded in FY 2018 will train early teachers/staff and have thus far spent a total of \$5,829,672.60
- 5 grants funded in FY 2019 will train early teachers/staff and have thus far spent a total of \$2,751,461.00
- 5 grants funded in FY 2020 will train early teachers/staff and have thus far spent a total of \$1,309,429.00

# Numbers of Early Teachers/Staff To Be Trained



- Grants funded in FY 2018 will train a total of 62 early teachers/staff over the lifetime of the projects
- Grants funded in FY 2019 will train a total of 23 early teachers/staff over the lifetime of the projects
- Grants funded in FY 2020 will train a total of 70 early teachers/staff over the lifetime of the projects

# Type of Training 2018-2020



- 12 grants awarded from 2018-2020 will fund a total of 100 early teacher/staff to be trained in Native languages
- 4 grants awarded from 2018-2020 will fund a total of 51 early teacher/staff to get a Child Development Associates certification
- 1 grant awarded from 2018-2020 will fund a total of 2 early teacher/staff get Montessori certification



# Spotlight on Federal Innovations

- Administration for Children and Families (ANA)
- Office of Planning, Research and Evaluation (OPRE)

# ANA Innovations to Grow Tribal Workforce



## NATIVE LANGUAGE COMMUNITY COORDINATION

- ◆ <https://ananlcc.org/resources/teaching/>
  - Sunaq Tribe of Kodiak – Immersion Language Nest – seeking ECE teacher credentials
  - Yurok Tribe – California Commission on Teacher Credentials – 4 completed, 8 candidates
  - Kiowa Tribe of OK – training 15 teacher candidates
  - Also working with Head Start, Elementary, Middle, High School and College level Native Language instruction

# Investing in Training to Ensure Future Generations are Thriving



# Cook Inlet Tribal Council

## CCDBG Implementation Research and Evaluation Grant

- Primary Research Question:
  - Whether a process for designing and delivering professional development that is 1) research informed, 2) provider-centered, and 3) responsive to specific identified community needs effectively improves early childhood educators' ability to provide culturally responsive care in an Alaskan and Indigenous setting
- Secondary Research Questions:
  - What is the current understanding of needs and resources regarding culturally responsive practice among parents using CCDF funds to access child care and the providers who serve them in Anchorage, Alaska?
  - How can we best measure culturally responsive practice in an Alaskan and Indigenous early care and learning context?

# Work to Date

- Launched survey and focus groups with parents and providers to understand what culturally responsive practices are important
- Piloted Draft Cultural Guidelines and Indicators for ECE and presented to the Cultural Advisory Committee
- Developed and implemented training on Cultural Standards and Indicators
- Conducting pre-intervention assessments of teachers (halted due to COVID-19)
- Engaging in extensive process of obtaining feedback and input from Indigenous early childhood educators from across the state



# Tribal Program Innovations

Spotlight on Early Childhood Workforce and Professional Development Supports



# Taos Pueblo's Tiwa Babies Program

Katherine Chavez and Aspen Mirabal

Tribal Home Visiting Grantee, Office of Child Care,  
Administration on Children and Families

# Tiwa Babies Program



# Questions?





# BAY MILLS Community College

## Development of the Online Early Childhood Education Bachelors Degree

Presented by Sheryl Hammock, Early Childhood Education Department Chair/Faculty

BMCC is located in the Eastern Upper Peninsula of Michigan on Lake Superior.

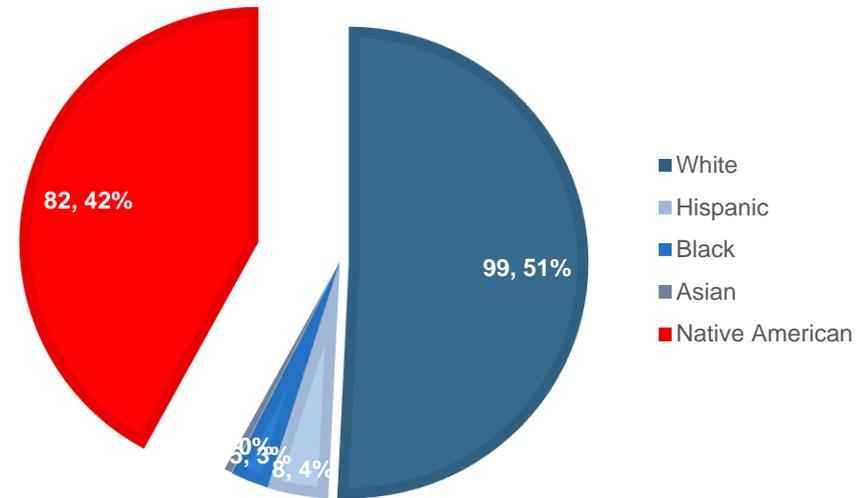


## Tribes

Bay Mills Indian Community, MI	4
Calista Eskimo Tribe, Anchorage, AK	1
Catawba Indian Nation, SC	1
Chippewa Cree, MT	1
Citizen Potawatomi Nation, OK	1
Confed-Tribes, WA	1
Coquille Indian Tribes, OR	3
Grand Traverse Band-Ottawa, MI	1
Grand Portorge Chippewa, MN	1
Hannahville Potawatomi Indian, MI	1
Ho-Chunk Nation, WI	1
Hualapai Tribe, AZ	1
Huron Band-Potawatomi, MI	2
Leech Lake, MN	1
Little River Band-Manistee, MI	1
Lower Sioux-Morton, MN	1
Mississippi Band of Choctaw, MS	15
NA Villge Unalakleet, Unakleet, AK	1
Nez Perce Tribe, ID	1
Oglala Sioux, Pine Ridge, SD	2
Rosebud Sioux, SD	2
Saint Regis Mohawk Res. NY	1
Sault Ste. Marie Tribe of Chippewa Indians	28
Seminole Nation, OK	2
Seneca Nation, NY	3
Shosone-Paiute-Nev, ID	1
Sisseton-Wahpeton Sioux, ND	1
Sun'aq Tribe of Kodiak, AK	1
Turtle Mt. Band of Chippewa, MN	1
Unalakleet Tribe, AK	1

# 2019-2020

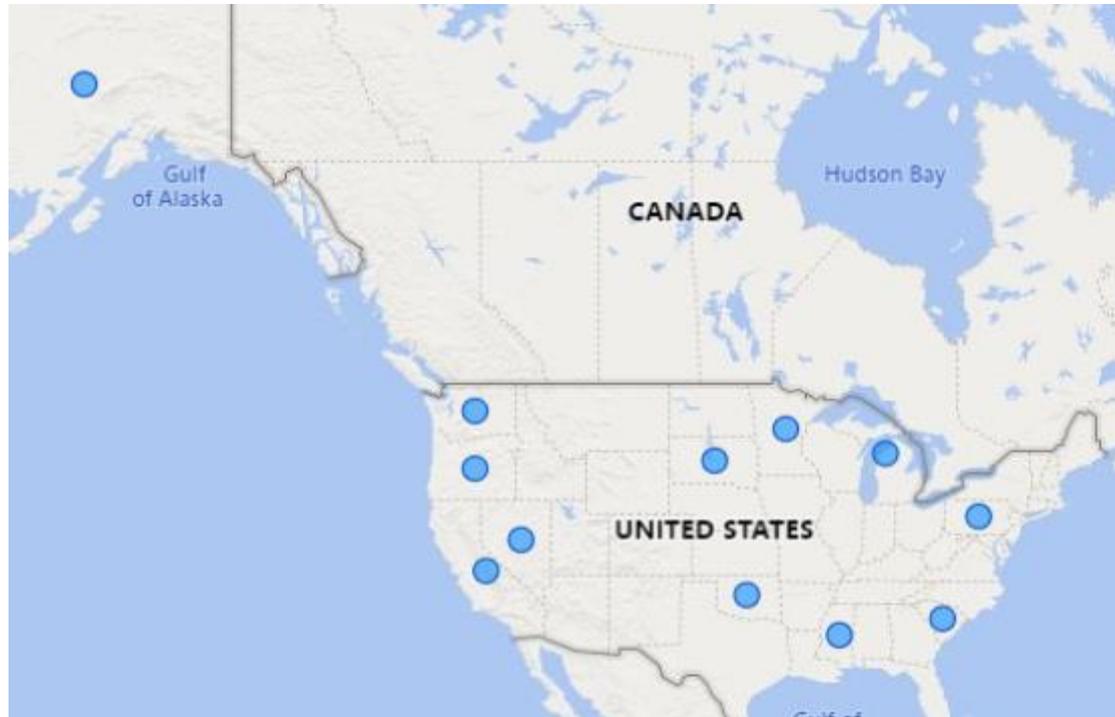
## ETHNICITY



### Percentage of Native American Students

	Students	Native American Students	Percentage
<b>CDA</b>	20 students	6 Native American students	30%
<b>AA</b>	130 students	55 Native American students	42%
<b>BA</b>	45 students	21 Native American students	47%
<b>Total</b>	195	82	42%

# Educating students from 30 tribes in 12 states





**BACHELOR OF ARTS**  
**EARLY CHILDHOOD EDUCATION**  
*(Must have completed the ECE Associates Degree)*  
 Instruction delivered Online

FALL SEMESTER	YEAR ONE	SPRING SEMESTER	
	<u>Credits</u>		<u>Credits</u>
CS*** Computer Science Elective	3- 4	EC117 Health, Safety, & Nutrition for Early Childhood	3
EN111 College Composition	4	EN112 Content Area	4
ES101 Fitness & Wellness	2	Composition and Research	
NA113 Native American Awareness	1	NA*** Native American Studies Elective	3-4
EC*** Designated Elective	4	NA125 Michigan Indian Tribes	
EC101 Introduction to ECE		NA123 Native American Contributions	
EC107 CDA I		EC*** Approved Elective	3-4
	<b>Total</b>	<b>Total</b>	<b>13-15</b>

FALL SEMESTER	YEAR TWO	SPRING SEMESTER	
	<u>Credits</u>		<u>Credits</u>
EC212 Child Development	4	EC200 Social & Emotional Needs of Children	3
EC217 Emergent Literacy	3	EC216 Curriculum Development	3
EC218 Developing Family Partnerships	4	EC219 Inclusion of Special Needs in EC Programs	3
SO213 Communication/Conflict Resolution	3	MA*** Math Elective	4
**** Communication Elective	3-4	MA13/MA114/MA116	
EN107 Public Speaking		**** Science Elective w/Lab	4
NL105 Ojibwe Language I			
	<b>Total</b>	<b>Total</b>	<b>17</b>

FALL SEMESTER	YEAR THREE	SPRING SEMESTER	
	<u>Credits</u>		<u>Credits</u>
PY101 Introduction to Psychology	4	ED220 Integrating Technology in the Classroom	3
EC305 Managing the Environment for Development and Learning	4	EC320 Observation/Assessment	4
NA122 Native American Art Appreciation	3	EC330 Administration of Early Education Childhood Programs	4
EC310 Challenging Behaviors in Early Childhood	4	SO209 Family Systems	3
	<b>Total</b>	<b>Total</b>	<b>14</b>

FALL SEMESTER	YEAR FOUR	SPRING SEMESTER	
	<u>Credits</u>		<u>Credits</u>
EC410 Internship I	4	EC415 Internship II	4
PY405 Psychology of Childhood Trauma and Recovery	3	EC425 STEM for Early Childhood	4
**** Science Elective	4	EC440 Senior Capstone	5
EC430 Creating Data Reports for ECE	4		
	<b>Total</b>	<b>Total</b>	<b>13</b>

Required credits for this curriculum =120-122



*Educating students who will embrace and look out for our young children's futures and the next seven generations to come.*

2020- 5 graduates & 2021- anticipating 15 graduates



Would like to Thank - ANA for the opportunity to make a difference in the lives of Native families.



BAY MILLS COMMUNITY COLLEGE  
**EARLY CHILDHOOD  
EDUCATION**



# Questions?





# Gila River Indian Community

Carrie Stansberry

Head Start/Early Head Start/CCDF Grantee

# Questions?



# Closing Remarks



**Carmelia Strickland**, Lumbee Tribe  
Director, Division of Program Operations  
Administration for Native Americans,  
[carmelia.strickland@acf.hhs.gov](mailto:carmelia.strickland@acf.hhs.gov)





“Let us put our minds together and see what life we can make for our children.”

—Sitting Bull, Dakota Sioux, 1831–1890

Spiritual Quotes to Live By. (n.d.). 100 inspirational Native American quotes to live by [Web page]. Retrieved from <http://www.spiritual-quotes-to-live-by.com/100-inspirational-native-american-quotes.html>

# Contact Us!

## Contact the National Center on Tribal Early Childhood Development

- ◆ Email: [nctecd@ecetta.info](mailto:nctecd@ecetta.info)
- ◆ Phone: 877-296-2401
- ◆ Website: <https://childcareta.acf.hhs.gov/centers/national-center-tribal-early-childhood-development>



The slide features a header with the logo for Early Childhood National Centers and the text "NATIONAL CENTER ON Tribal Early Childhood Development". A red "Overview" tab is visible in the top right corner. The main content area has a dark red background with a photograph of a woman in traditional Native American dress holding a young child. The text on the slide includes the title "What Is the National Center on Tribal Early Childhood Development?", a paragraph describing the center's mission to provide training and technical assistance to support American Native and Alaska Native (AIAN) Child Care and Development Fund (CCDF) grantees, and another paragraph explaining the center's role as part of the Administration for Children and Families' Early Childhood Training and Technical Assistance System (ECTIAS).

**Early Childhood National Centers** NATIONAL CENTER ON Tribal Early Childhood Development

Overview

### What Is the National Center on Tribal Early Childhood Development?

The National Center on Tribal Early Childhood Development (NCTECD) provides training and technical assistance (T&TA) to support American Native and Alaska Native (AIAN) Child Care and Development Fund (CCDF) grantees. We assist with implementation of the Child Care and Development Block Grant Act of 2014 and adoption and implementation of early childhood program best practices, systems, and infrastructure in tribal communities.

As part of the Administration for Children and Families' Early Childhood Training and Technical Assistance System (ECTIAS), NCTECD provides and coordinates T&TA to support AIAN CCDF grantees and their partners in creating early childhood systems that are coordinated, collaborative, and comprehensive in their approach to improving child outcomes and school readiness.

NCTECD T&TA team members are highly qualified native professionals, and the majority are enrolled members of federally recognized Tribes. Our team has experience providing culturally responsive and appropriate resources and materials tailored to the unique needs of tribal communities. We promote high-quality child care for AIAN children and their families.

# We Appreciate Your Feedback!

- ◆ <https://www.surveymonkey.com/r/TJNB5QF>



# Resources

# Resources

- ◆ American Indian & Alaska Native Head Start Family and Child Experiences Survey 2015: *Education & Professional Development of Lead Teachers Poster and Key Indicator Slides*: <https://www.acf.hhs.gov/opre/resource/aian-faces-2015-education-and-professional-development-of-lead-teachers-poster-and-key-indicator-slides>
- ◆ Bay Mills Community College: <https://www.bmcc.edu/>
- ◆ November 2018 Webinar – *Celebrating Tribal Early Childhood Language Revitalization Efforts Across the United States*: The recording and webinar slides can be found online at: <https://childcareta.acf.hhs.gov/resource/celebrating-tribal-early-childhood-language-revitalization-efforts-across-united-states>
- ◆ November 2019 Webinar – *National Native American Heritage Month– Celebrating School Readiness in Tribal Early Childhood Programs across the United States*: The recording and webinar slides can be found online at: <https://childcareta.acf.hhs.gov/resource/national-native-american-heritage-month-celebrating-school-readiness-tribal-early-childhood>

# Resources



## ◆ *AIAN FACES*

<https://www.acf.hhs.gov/opre/research/project/american-indian-and-alaska-native-head-start-family-and-child-experiences-survey-faces>



- ◆ *Tribal Early Childhood Research Center*  
[www.tribalearlychildhood.org](http://www.tribalearlychildhood.org)



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**