

News From the Front Lines

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A Message from the Program Coordinator

growth \ grōth\ *n* 1: stage or condition attained in growing 2 : a process of growing esp. through progressive development or increase 3 : a result or product of growing

management system was implemented allowing for the electronic storage and archiving of Registry files – a necessary evil due to our expanding physical storage needs!

Needless to say, 2007 has been a busy year. The good news that despite all of these new developments, there are more on the way! Be sure to stay tuned to what is happening at the Registry because there is no doubt that our growth is rapid, ever-changing, and ongoing! We look forward to expanding the services offered by our organization in the coming months and years and are committed to remaining responsive to the needs of our program participants and to the larger ECE community so that the benefits of membership continue to grow as rapidly as our increasing participation!

The theme for this issue of “*News from the Frontlines*” is growth. Whether it be developing new ways to improve our own internal processes, developing new resources to help you grow individually as a professional, or collaborating with community partners to create new ways to help the profession grow as a whole, it’s happening on an ongoing basis here at the Registry!

Thank you for your collaboration, participation, feedback, support and most of all, for being an integral part of our continual growth!

For example, the first quarter of 2007 was filled with exciting new developments. We launched a brand new statewide Job Board. Now for the first time ever, employment information is available on a statewide basis in one centralized location making the Registry the “go-to” place for information related to ECE in Nevada. The “*Nevada’s Core Knowledge Areas and Core Competencies for Early Care and Education Professionals*” document was also completed. This handbook is one more “tool” that ECE professionals can add to their professional development “toolbox.” The handbook is aimed at supplementing the professional development activities and planning that already occur as part of a growing profession (learn more about this exciting new development on page 5). Significant programming changes were made to our existing database allowing for expeditious placement of new applicants, processing of renewals, and approval of training requests. In fact, the Registry processed 33% more new applications, 137% more renewals and 13% more training approval requests than last year during the same period! Last but not least, a document

Shelly Nye, Program Coordinator



*One generation plants the trees;
another gets the shade.
Chinese proverb*



News From the Front Lines

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News From the Front Lines is published quarterly by The Nevada Registry, 680 South Rock Blvd, Reno, NV 89502.

Letters to the Editor

Do you have a compliment, success story, concern, frustration or general feedback for the Registry? Let your voice be heard by submitting a letter to the editor. *The Nevada Registry* reserves the right to publish participant feedback on its web site and/or newsletter. We may edit comments for clarity or brevity and identify authors by name and location.

While the Registry does not seek to limit expression of ideas, certain materials and language will not be tolerated. Any material or links to material that is libelous, defamatory, false, obscene, indecent, lewd, pornographic, violent, abusive, threatening, harassing, discriminatory, in violation of the law or that constitutes hate speech will NOT be posted on the Registry's website or published in the newsletter.

Letters to the Editor/Opinion section can only be used for non-commercial purposes.

Letters or comments not directly related to professional development in Nevada may not be published on the Registry's website or newsletter.

Content of the Registry's newsletter publications may not be reproduced, distributed, or displayed without prior written consent of *The Nevada Registry*.

Registry Staff



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Letters to the Editor

The Registry did not receive any submissions to the "Letters to the Editor" section for this edition of the newsletter. If you would like to see this feature continued in the future, please send a letter or email to:

The Nevada Registry | Letter to the Editor
680 S. Rock Boulevard | Reno, NV 89502
Email: nevadaregistry@washoe.k12.nv.us



Program Statistics

Career Ladder Participation

- 1,212 active participants
- Number of Participants by Level:
 - Levels 1: 370
 - Levels 2: 292
 - Levels 3: 160
 - Levels 4: 122
 - Levels 5: 151
 - Levels 6: 97
 - Levels 7: 7

Training Approval

- 469 Registered Trainers
- Over 7,600 Approved Trainings

The Nevada Registry thanks you for your support in helping us serve ECE professionals across the state!

Attention TRAINERS

This page contains important updates regarding the Registry's training approval system. Please read closely!

Thanks for Planning Ahead!

Thank you to all of our thorough trainers who submit your paperwork on time (at least 2 weeks prior to your training)! By doing so, you give our office sufficient time to review and issue approval codes, which ensures that you'll have your code before your training. At the Registry, time is of the essence, so thank you for honoring our time and helping us honor yours! We understand that last minute trainings come up occasionally and are willing to work with trainers to issue a code as quickly as possible prior to the date of the event. However, failure to contact our office in a timely fashion will result in a denial of your request as well as upset training participants. Please also keep in mind that requests are processed in the order of receipt. Requests that are submitted at the last minute are not given priority; this is to ensure that we continue to meet the deadlines of trainers who submit their paperwork on time. Thanks again for helping us help you!

Online Training Calendar: New Feature Available!

Trainers in Nevada are staying quite busy these days - the Registry's online training calendar has hundreds of trainings listed! We've recently added a new feature to enhance the accuracy of information posted to the calendar and also assist trainers with the volume of calls they receive from interested parties. The Registry is now able to list training as "full," so when registration volume has reached its max, trainers can simply call or email our office and we will mark the training as full. This feature allows training to remain on the website but will hopefully reduce the amount of inquiries trainers receive after registration is closed.

Sample Certificate

The Registry asks that all trainers submit their attendance sheet(s) as well as a sample certificate to our office within 7 days after the date of the training event by mail or by fax. Please remember that only one copy of the certificate is necessary. While we appreciate the diligence of trainers, it is not necessary to submit copies of every certificate to our office. The reason we request a sample certificate is to ensure that trainers are using the appropriate language needed to guarantee that participants receive appropriate credit for

attendance. To download a certificate template or the attendance sheet, please visit the "Program Forms" section of our website at www.nevadaregistry.org.

Registered Trainer/Sponsor Agreement Update

This past Fall 2006, The Nevada Registry Advisory Committee worked diligently to develop policies and procedures specifically related to the expectations of registered trainers and sponsors who utilize the training approval system. The *Ethical Obligations and Professional Responsibilities for Registered Trainers* was formally adopted in November 2006. As a result, all registered trainers are required to have a signed agreement on file with the Registry. The *Ethical Obligations and Professional Responsibility Agreement for Registered Sponsors* document was implemented in May 2007. It is our hope that we can lessen the likelihood of system misuses by clearly outlining the expectations for trainers and sponsors, the potential consequences for inappropriate uses of the system as well as the procedures to follow when there is a change in an approved event.

Agreements were mailed to all registered trainers in December 2006 and registered sponsors in May 2007. If you did not receive an agreement or are a new trainer/sponsor, please visit the Registry's website at www.nevadaregistry.org to download a form to sign and mail in (both agreements are also now included within the training approval request forms). Only one signed agreement per trainer/sponsor is needed. Please feel free to contact the Registry at nevadaregistry@washoe.k12.nv.us if you have questions and/or concerns about the adopted policies and procedures.

Statewide JOB BOARD Now Available!

Any recent visitors to the Registry website have probably noticed a brand new feature: a statewide **JOB BOARD** for Early Care and Education! Previously, job boards were housed on the State of Nevada Office of Early Care and Education and the Nevada Child Care Apprenticeship program websites. In order to streamline information and make this resource readily available to as many ECE professionals as possible, *The Nevada Registry* now hosts the statewide job board. The new online job board went live on March 1, 2007, and we're very excited that since then, over 70 employers have utilized this service and over 90 positions have been posted!

EMPLOYERS: The job board is available to the entire ECE community and allows you to advertise available positions **FREE OF CHARGE!** Posting positions is done through a simple online process - there is no paperwork involved! Positions are posted for 30 days to ensure that only the most up-to-date information is displayed on the job board.

Reposting an unfilled position is an easy process and only takes the click of a button.

JOB SEEKERS: Opportunities in Early Care and Education are at your fingertips! The job board is a community resource available to **EVERYONE** - no user accounts or passwords are necessary to view position openings in the field. Search for positions* throughout the entire state of Nevada!

Visit the "Job Board" link on our website to post positions and to view a listing of current job opportunities in the field.

www.nevadaregistry.org

**The Job Board is provided for informational purposes only. The Registry does not endorse any particular ECE organization or guarantee job placement. To learn more about a specific position, contact the listed employer. Positions posted are not affiliated with The Nevada Registry.*

Proposed Regulations UPDATE

In an effort to keep as many ECE professionals informed about the proposed Licensing regulation changes as possible, important regulation-related updates and information will be posted to the Registry website (www.nevadaregistry.org). Since this is being provided as a service to the ECE community, please be aware that the Registry will only post public information that has been created, distributed, and approved by the Bureau of Services for Child Care.

The first notice posted to the Registry's website was a solicitation for workgroup participation on proposed regulation changes, due June 30, 2007. As per the Bureau of Services for Child Care, "It was recommended to reconvene the workgroups in order to ensure adequate community representation before any regulations [are] adopted." Once workgroups are solidified, the Bureau will issue information related to workgroup composition, goals, objectives, and due

dates. It is expected that by the end of December 2007, the Bureau will present the remaining regulations that the majority of providers are in support of to the Board for Child Care (*Bureau of Services for Child Care, May 2007*).

Please stay tuned to the Registry website for the most up-to-date information.



Nevada's CORE COMPETENCIES

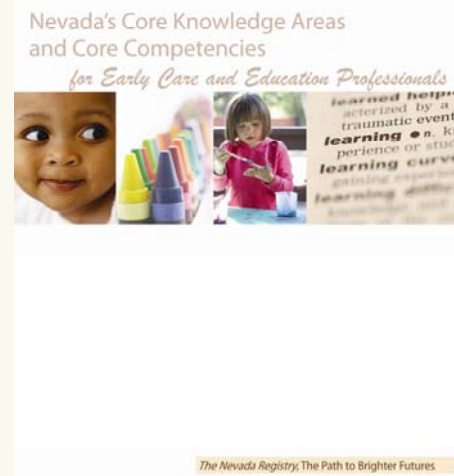
The Nevada Registry, along with our many community partners and contributors, is excited to introduce the result of our latest collaboration – Nevada's Core Knowledge Areas and Core Competencies for Early Care and Education Professionals.

Nevada's ECE Core Knowledge Areas (CKA) are a set of **content areas** that define what caregivers should know and understand in order to provide quality experiences for children. In July 2006, the CKAs were revised to be more closely aligned with national standards and are reflected in this document, which includes the newly developed Core Competencies. Core Competencies are a set of **observable skills** that reflect a caregiver's knowledge and understanding of the Core Knowledge Areas. Core Competencies help to standardize the expectations for ECE professionals and are based on nationally accepted standards and best practice in the field of ECE. Nevada's competencies were developed by a statewide team of ECE professionals and are part of the larger ECE Professional Development System in Nevada.

The Core Competency document is a FREE professional development resource that is intended to be a practical self-assessment tool that may be used in a variety of ways. For instance, ECE teachers and caregivers can evaluate their own current level of knowledge, identify areas of training/educational needs and determine training/professional development that can meet those needs. Directors or administrators can specify levels of training/education needed for individual jobs, develop more complete job descriptions based upon the competencies defined for the early childhood field, help staff develop professional development plans, plan educational or training opportunities that will best serve the needs of the teachers and caregivers in the program, develop a salary scale based upon levels of competency and appraise job performance of staff. The list of benefits goes on for higher education faculty, trainers or training organizations, career advisors, parents, and policymakers. **Regardless of how you use this document, please keep in mind that Core Competencies are NOT being used by The Nevada Registry to determine Career Ladder levels nor are they currently required by licensing or regulation – use is completely voluntary and up to you!**

While supplies last, request your copy (or multiple copies) via email at nevadaregistry@washoe.k12.nv.us (please be sure to include a mailing address in your request) or download the document at www.nevadaregistry by clicking on the "Program Forms" link from the home page. Please feel free to contact the Registry for more information and/or with questions about the newly developed Core Competencies for Early Care and Education Professionals!

New!



Nevada's Revised Core Knowledge Areas (CKA)

Human Growth and Development
Positive Interactions and Guidance
Observation and Assessment
Environment and Curriculum
Health, Safety and Nutrition
Family and Community Relationships
Leadership and Professional Development
Management and Administration

A Word From The Nevada Registry Advisory Committee

Melissa Burnham, Ph.D., has been an active Nevada Registry Advisory Committee member since 2003. Her enthusiasm and commitment has been crucial to the growth of the Registry and we would like to thank her for her dedication!

Dr. Burnham is currently Assistant Professor of Child Development and Early Childhood Education at the University of Nevada, Reno. During her undergraduate and graduate studies at UNR she worked directly with infants and toddlers at the Child and Family Research center. She went on to receive her Ph.D. in Human Development from UC Davis in 2002.

Dr. Burnham shared her thoughts with us on Nevada's professional development system, and here's what she had to say: *"A professional development system is of primary importance*

because it lends a degree of credibility to a field that rarely receives the credit it deserves as a real profession. Professional development also has the potential to increase the quality of care that the children of Nevada receive by increasing providers' training, education, and credentials. I would love to see a future where teachers are paid what they deserve, receive benefits, are well-educated, and feel good about themselves and the essential role they play in society. Our children deserve no less!"

Thanks again Dr. Burnham for your active involvement on The Nevada Registry Advisory Committee!



Melissa Burnham, Ph.D.,
University of Nevada, Reno

The Nevada Registry ADVISORY COMMITTEE

Special thanks to all of The Nevada Registry's Advisory Committee members who volunteer their time to help raise the status of the ECE profession and make a difference in the lives of Nevada's children! A wide variety of professional agencies from across the state are represented among the membership of The Nevada Registry Advisory Committee:

Ron Barakat, *Nevada Child Care & Development Program* • Marci Behmaram, *Campus Child Care Connections* • Cheryl Brecheisen, *Community College of Southern Nevada* • Melissa Burnham, Ph.D., *University of Nevada, Reno* • Margot Chappel, *Nevada Head Start State Collaboration Office* • Joanne Everts, Ph.D., *Washoe County School District, ECE Dept.* • Melissa Faul, *Bureau of Services for Child Care* • Alison Gigante, *Clark County Child Care Licensing* • Cindy Johnson, *Office of Early Care and Education, North* • Bette Katz, *The Children's Cabinet* • Alice LeDesma, *Washoe County Social Services* • Christine Matiash, *Office of Early Care and Education, South* • Carol Meyer, *City of Las Vegas Licensing* • Tina Springmeyer, *Nevada Child Care Apprenticeship Program* • Crystal Swank, *Truckee Meadows Community College* • Mona Timmons, *St. John's Room to Grow, Fallon* • Daniel Voges, *Nevada Child Care & Development Program*

For more information regarding The Nevada Registry Advisory Committee, please visit the Registry's website at www.nevadaregistry.org.

Registry Participants Are On The Path to BRIGHTER FUTURES!

The Registry is currently working on developing an internal mechanism to easily track increases in Career Ladder levels. While this component of our system is still under development, we have already begun to notice that many Registry participants are moving along the Career Ladder and obtaining formal education. We'd like to give those participants who have increased their levels because of completion of an ECE degree program a BIG PAT ON THE BACK for their academic accomplishment and dedication to professionalism! You are leaders on the path to brighter futures for the ECE workforce and Nevada's children. The Registry congratulates those of you who have increased your levels and encourage all Registry participants to take an active role in pursuing and achieving your academic and professional goals.

Important REMINDER



As of March 2007, all Caring 4 Kids Child Care Training Series modules are being processed by the Office of Early Care and Education - *no longer by The Nevada Registry*. **Please mail your completed modules to: Connie Zeller • Office of Early Care and Education • 850 Elm Street, Suite 9 • Elko, NV 89801.** If you have a module-related question, please email Connie Zeller at czeller@dwss.nv.gov. *Please keep in mind that the Registry is no longer able to answer module-specific questions.* Modules mailed to the Registry will be forwarded to the Office of Early Care and Education and will result in a delay in processing of your module. Thank you for your patience and cooperation!

Mark Your CALENDARS!

Office Closure

The Registry office **WILL BE CLOSED** **JULY 16-20, 2007**. REQUESTS FOR TRAINING APPROVAL WILL **NOT** BE REVIEWED OR APPROVED DURING THIS WEEK. ALL REQUESTS MUST BE RECEIVED BY NOON ON THURSDAY, JULY 12, 2007. Please plan accordingly.

2008 NevAEYC State Conference

We look forward to seeing you next year in Las Vegas! Stay tuned to www.nevaeyc.org for the latest conference details and scholarship information.



Attention

REGISTRY PARTICIPANTS

Renewals

Please check your Certificate of Achievement expiration date to make sure that it is current! You will receive a renewal reminder 2-4 weeks prior to your expiration date. If you did not receive one, or have misplaced the notice that was sent, please download a Renewal Form from the "Program Forms" link at www.nevadaregistry.org. We ask that participants keep the following in mind with regard to renewal:

- If you have moved since the time of your last renewal or initial application, your renewal may have been sent to an old address.
- Participants with expired certificates are not eligible for Registry incentives.
- Approval codes will not be granted to Trainers with expired certificates.

Congratulations!

The Registry ID numbers below were randomly selected and belong to participants who have a current Certificate of Achievement. These individuals will receive a gift from the Registry - a box of classroom materials valued at approximately \$50 each! We thank all of you who have remained active with the Registry. Your participation makes our program successful!

Congratulations to the following
Registry ID#s!

125, 435, 915, 976, 1206

*Make sure your certificate doesn't expire.
Your number could appear in the next
newsletter!*

IMPORTANT: The Registry office WILL BE CLOSED July 16-20, 2007.



Visit us on the web!
www.nevadaregistry.org

Contact Information

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Fax: (775) 448-5279

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"The beautiful thing about learning is that no one can take it away from you." B.B. King

Summer 2007 Membership Newsletter

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