

# A Guide to Access for All Teachers

Access: Ensuring professional development (PD) is available to all teachers, including lead teachers and instructional aides, across all programs.

This handout is designed to be used with the Access Mini Module video. Consider utilizing the following strategies and resources to enhance your PD planning related to the Access element.

## STRATEGIES TO PROVIDE GREATER ACCESS TO PD OPPORTUNITIES FOR ALL TEACHERS

<b>COLLABORATION</b>	<ul style="list-style-type: none"><li>◆ <b>Schedule a meeting with coordinators across ECE programming in your community. Invite leaders from school-based, center-based, and family day home programs to join the conversation:</b><ul style="list-style-type: none"><li>○ In the meeting, discuss possible benefits of shared PD. Could this help with cost-savings, alignment, and/or child benefits and outcomes? Now that all teachers are being observed with CLASS<sup>®</sup>, could this be a point of connection for PD offerings with a shared lens?</li><li>○ Discuss scheduling and even compensation, if applicable. (see below)</li></ul></li></ul>
<b>SCHEDULING</b>	<ul style="list-style-type: none"><li>◆ <b>Reflect on your current PD access and scheduling:</b><ul style="list-style-type: none"><li>○ Who is currently able to attend your offerings (including group PD, observations, coaching, etc.)? Do instructional assistants (IAs) participate in all PD? ECSE and VPI teachers? Teachers across age groups?</li></ul></li><li>◆ <b>Brainstorm how you might be able to make changes so that more staff members can attend:</b><ul style="list-style-type: none"><li>○ Could you hold PD sessions during nap time? Planning time? Virtually? Different days/times during paid hours? Asynchronously?</li></ul></li></ul>
<b>COMPENSATION</b>	<ul style="list-style-type: none"><li>◆ <b>Consider how you might provide comp time to staff members who can attend PD after-hours:</b><ul style="list-style-type: none"><li>○ Is there anyone else in your community who provides comp time for training? Could you meet with them to learn more?</li></ul></li></ul>

## ADDITIONAL RESOURCES

To enhance your program's Access for All Teachers:

- ◆ **Website:** "ECE Resource Hub"
  - ◆ **Link:** <https://ecevirginia.org/early-childhood-education/ece-resource-hub/>
  - ◆ **Description:** Our new ECE Resource Hub features various topics (e.g., Building Teacher-Child Relationships, Supporting Emotions) that have resources to enhance knowledge and build specific teacher skills. These topics offer a variety of PD opportunities that could be done asynchronously or virtually to enhance PD Access.
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