Child Care Resource and Referral Enhancement was designed to improve access to and enhance the quality of professional development, coaching, mentoring, and technical assistance within North Carolina’s Child Care Resource & Referral (CCR&R) system. Throughout this initiative, professional development and technical assistance staff within the CCR&R system were encouraged to become certified and earn endorsements that demonstrate competence in professional development, and/or technical assistance.

As a result of the professional development that was accessible to CCR&R staff, training events were convened on how to deliver new standardized trainings on five key topics:

- **Cultural Competence**
  
  At least one Cultural Competence trainer is now trained and maintained in each region, and 71 percent of the regions now have at least two PD/TA CCR&R staff trained (29 total) to deliver Cultural Competence training.

  Statewide, 104 courses were offered and 913 child care professionals participated in these events.

- **The Art of Coaching, Mentoring and Technical Assistance**
  
  At least two PD/TA staff in each CCR&R region are now trained (35 total) to deliver The Art of Coaching, Mentoring, and Technical Assistance.

  Statewide, 115 courses were offered and 341 PD/TA staff members were trained.

This initiative built on the strengths of North Carolina’s CCR&R system to further enhance the training and technical assistance capacities of the workforce, both within CCR&R, and across the early care and education sectors. In addition, it also sought to embed the delivery of newly developed CEU bearing courses within the CCR&R system to ensure the availability of these learning events for the near term and for the future.
The N.C. Division of Child Development and Early Education is making some of these courses available on the online platform Moodle to ensure more early childhood educators can continue to access them. In addition, the N.C. CCR&R Council continues to provide many of the courses developed and has embedded them into the N.C. CCR&R core services project. The N.C. CCR&R Technical Assistance and Professional Development Specialist continues offering many training courses to enable regions to continue providing courses when turnover occurs. Communities of Practice and tracking of the workforce endorsements and certifications is ongoing.

- **North Carolina’s Early Learning and Development Standards (Foundations)**
  
  At least two PD/TA staff are now trained (77 total) to deliver the NC Foundations for Early Learning and Development course in each region.

  Statewide, 248 courses were offered and approximately 3,194 child care professionals participated in these events.

  100 percent of CCR&R learning events were aligned with the revised North Carolina Foundations for Early Learning and Development Standards. A total of 758 learning events were aligned in 2015.

- **Choosing and Using an Appropriate Curriculum and Instructional Assessment**

  At least two PD/TA staff (68 total) in each region are trained to deliver Choosing and Using a Curriculum and Instructional Assessment.

  Statewide, 225 courses were offered and 1,549 unduplicated child care professionals participated in these events.

- **Classroom Assessment Scoring System (CLASS)**

  All 14 CCR&R regions now have at least one CLASS affiliate trainer and 11 regions have at least two PD/TA staff (34 total) designated as CLASS affiliate trainers.

  Statewide, 201 courses were offered and approximately 1,485 child care professionals participated in these events.

**In addition,**

- CCR&R staff members were trained on the use of the CLASS assessment tool, and many became certified and are using the assessment tool while providing technical assistance in their communities.

- CCR&R staff members were trained to facilitate Communities of Practice and these have been convened in CCR&R regions statewide to provide professional learning communities that enhance the quality of practice across various early childhood domains.

- Technical Assistance staff attended a 2.0 CEU bearing course on the Art of Coaching, Mentoring and Technical Assistance, and by the end of 2015 were encouraged to become certified and endorsed (Professional Development and/or Technical Assistance) by the N.C. Institute for Child Development Professionals.

- As a result of this collaboration, skills of professional development and technical assistance specialists within CCR&Rs across the state have been enhanced, which have promoted the accessibility of quality technical assistance, and professional development to the child care professionals working with young children in North Carolina.