



ocaeyc

Orange County Association for the
Education of Young Children

2018

Annual Report 2018



An Affiliate of **naeyc**

Vision Statement:

Early Childhood professionals ensure that all young children thrive, learn, and reach their full potential.

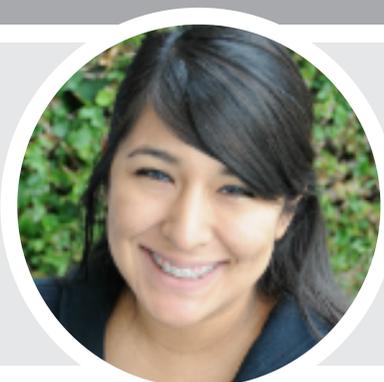
Our Mission:

The Orange County Association for the Education of Young Children, the local affiliate of the National Association of the Education of Young Children, is the largest organization of this kind in the county. Our mission is to support early childhood professionals in their work with children birth through age eight, to advocate for high standards and improve working conditions in programs for young children, and to promote public understanding of issues affecting children and their families.

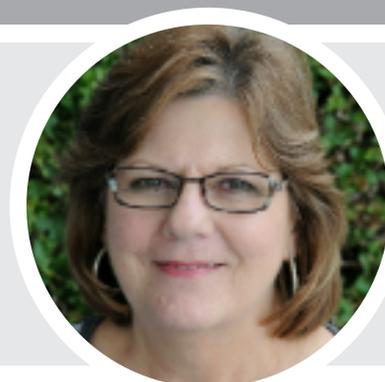
Executive Board



Regina Lamourelle
PRESIDENT



Ana Page
PRESIDENT ELECT



Donna McInteer
SECRETARY

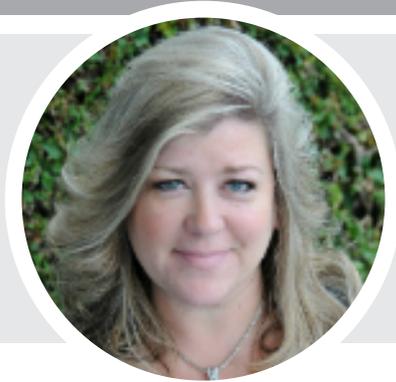


Roseann Andrus
TREASURER



Collette Gallegos
MEMBERSHIP CHAIR

Board Members At-Large



Janet Deussenberry
BOARD MEMBER AT-LARGE
CHAIR OF RECOGNITION



Melissa Wheelahan
BOARD MEMBER AT-LARGE
CHAIR OF PROFESSIONAL
DEVELOPMENT



Krista Murphy
BOARD MEMBER
AT-LARGE



Ileana Tavaras
BOARD MEMBER
AT-LARGE



Cristina Blevins
BOARD MEMBER
AT-LARGE



Sandy Avzeradal
BOARD MEMBER AT-LARGE
CHAIR OF COMMUNITY
PARTNERSHIPS



Beth Odom
BOARD MEMBER
AT-LARGE



ocaeyc

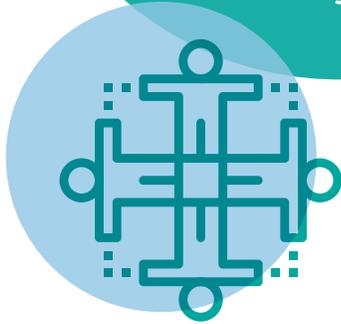


2018



This past year has been a tremendous period of growth for OCAEYC. Beginning in May, with the hiring of our first Executive Director, through the preparation for September's affiliate and membership structure changes, to a total revamping of the way we conduct our non-profit management and operations. It has been a whirlwind, to say the least, and we are both overwhelmed by and proud of the many changes we have realized.

Below is a bulleted snapshot of many of the ways we have grown this year!



Diversifying and growing your membership:

- Membership grew from 514 (7/1/17) to 578 (6/15/18) - A 12 % growth
- Created local membership benefit structure, published, and distributed over 1500 membership brochures
- Created a local Center Membership program and 100%-member center benefits
- Conducted outreach to previously overlooked populations such as: family childcare providers, faith-based programs, for-profit centers, and alternative settings.
- Reconnected with groups previously collaborated with such as: school district early learning specialists and school readiness nurses, local colleges and universities, the county child care and development planning council, and our local Regional center.
- Created materials to encourage local educators to "Find Their People" and "Get Involved" (see attachment in pdf 9)

Policy and advocacy efforts:



- Held Gubernatorial Watch parties in collaboration with the Silicon Valley Community Foundation
- Participated as a partner in California's Early Learning Advocacy Day (ELAD)
- Linked local educators to NAEYC's Power to the Profession and America for Early Ed Initiatives
- Regularly shared information on social media related to electoral advocacy and public policy
- As a board, took support positions on a couple of national bills
- Created a job description for a Public Policy Intern to be filled in Year 2 (see next page)

Public Policy/Advocacy Intern

Organization Overview

The Orange County Association for the Education of Young Children is the local affiliate of the National Association of the Education of Young Children, and the largest organization of this kind in the county. Our mission is to support early childhood professionals in their work with children birth through age eight, to advocate for high standards and improve working conditions in programs for young children, and to promote public understanding of issues affecting children and their families.

Job Qualifications

Open to an undergraduate or graduate student, or recent graduate, interested in public policy, education, or advocacy. Candidate must have excellent oral communication, research, organization, and writing skills. Familiarity with, or interest in policy organizations, federal policy, or the early education field a plus.

Job Description

The intern will work closely with all members of the policy/advocacy committee in OCAEYC efforts and will:

- Assist staff by conducting legislative research, developing policy fact sheets, tracking federal and state legislation, and attending legislative meetings and events.
- Provide staff with support in research and analysis of various topics, organizations, and key players in the field.
- With guidance, work with local legislators to develop legislation advancing early childhood in Orange County.
- Attend webinars, conferences, and forums as a representative of OCAEYC and share information about those events with staff and board.
- Assist in the preparation of OCAEYC publications and events, including drafting website information and social media posts.
- Provide any other support to the committee, board, and staff as needed.

This is a volunteer position and is considered part-time. All assignments will be coordinated with the intern's availability.

Developing new leadership:

- Recruited 5 new board members
- Implemented a Board Application Process and Board Code of Conduct
- Created a new tiered volunteer structure outlining pathways for leadership experiences
- Implemented Teacher Talks, in which local educators get to share their expertise with each other and get experience giving presentations
- Created a Teacher Advisor Leadership (TAL) Program Design (pdf 1, Fee-based Services)
- Took advantage of many free and reduced-cost opportunities to support our new Executive Director in her leadership journey
- Spoke at a number of local conferences about Developing Leadership in ECE/Connecting with AEYC (CCDAA, First 5 CA, Super Saturday, etc...)
- Volunteered to host WSLN with a theme of "Developing Latina Leadership"
- Began a local journey to support leadership within the Family Child Care system in Orange County
- Created a cohort of OCAEYC Professional Growth Advisors to support educators not served through other state-subsidized programs.



Progress with Governance:

- Restructured board positions with “At-Large” board members
- Created more comprehensive, board-led committees
- Updated both our Bylaws and Policies and Procedures (Which had not been updated since 2012)
- Began Strategic Planning Process (to be completed this fall)
- Formally added Parliamentary duties to the Board Secretary job description
- Created an HPIO/Board Governance Committee



New look at Accreditation:



- Began recognizing accredited programs (Including Higher Ed Accreditation) at annual awards ceremony and through social media
- Began collecting and analyzing accreditation and QRIS information
- Planning for national on-line Bev Bos training offering

Pursuing Alternate Funding Opportunities:

- Implemented a structure of fee-based services (see attachments at the end of this pdf) and entered into a contract this spring
- Began serving as the fiscal lead for many professional development conferences and trainings

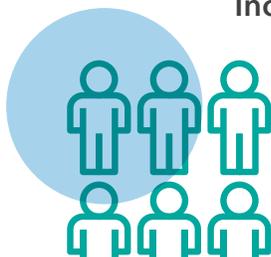


Event Date(s)

Mentor Director Conference	October 2017
Quality Start Collaborative Conference	November 2017
OC Reggio RoundTable Trainings	Quarterly
Saddleback College Ed Camp	April 2018
Annual Collaborative Awards Ceremony	May 2018
Inclusion Mini-Conference	May 2018

- Established relationships with many new vendors and sponsors
- Began researching grant opportunities through non-profit Grant Station membership
- Planning for national on-line Bev Bos training offering

Increased Staffing:



- Hired an Executive Director May 1st, 2017 (Contract employee)
- Created a consultant application process, and hired 5 consultants for part-time contract work, including graphic design, administrative support, and fee-based services
- Developed a Scope of Work for the (part-time contract employee) program manager, under Supervision of the Executive Director

Targeted Marketing:



- Increased social media following:

Platform	5/1/17	6/15/18
	Likes: 161 Views: 2 Reach: 138	Likes: 710 Views: 187 Reach: 5,552
	N/A New account	Tweets: 236 Followers: 119
	N/A New account	Posts: 66 Followers: 199
	Followers: 33 Views: 2	Pins: 241 Followers: 46
	Connections: 487	Connections: 925

- Revamped website to include translation into over 100 languages, and the ability to have members create an individual sign-in with member access.
- Completely rebranded all printed, on-line, and promotional materials
- Participated in all Orange County conferences as either as a fiscal lead, sponsor, volunteer coordinator, or presenter.
- Instituted a system of on-line recognition of excellence in ECE through publicizing awards, recognitions, author spotlights, accreditation, etc.
- Participated through social media in the Week of the Young Child including sponsor drawings for prizes.

Strengthening Relationships and Partnerships:



Our board and staff have used this first year to re-establish our organization as a key player in the ECE system in Orange County. For this reason, we have used our connections to make sure we have a “Seat at the table” for all key county-wide initiatives, advisory committees, and projects.

Below are a list of just some of these partnerships and initiatives:

- California Mentor Teacher Program
- National Board-Certified Teachers (NBCTs)
- Pretend City
- Orange County Department of Ed - QRIS
- Child Care and Development Planning Council
- Help Me Grow Orange County
- Children and Families Commission of Orange County
- Children’s Home Society of Orange County (Child Care Resource and Referral)
- Child Creativity Lab
- Silicon Valley Community Foundation
- 4th District PTA
- CHOC Children’s Hospital
- County of Orange Health Care Agency
- County of Orange - Social Services Agency
- All local colleges and universities
- All Local Public Elementary and Unified School Districts, Early Learning Specialists
- Orange County Head Start
- PITC - Program for Infant Toddler Caregivers
- Orange County Reggio Roundtable
- Discovery Science Center
- ABC Mouse
- PBS SoCal
- Child Behavior Pathways
- The UCI Autism and Neurodevelopmental Center
- Orange County LGBT Center
- Family childcare networks
- KinderCare
- Child Development Incorporated (CDI)
- Executive Coaches of Orange County (ECOC)
- American Academy of Pediatrics (AAP): Orange County Chapter
- Regional Center of Orange County
- Zero to Three



Region	Collaborative Processes
National	Power to the Profession
Local	Help Me Grow Advisory Committee
National	NAEYC Affiliate Days
Local	4th District PTA
Local	Orange County ECE Task Force
National	Power to the Profession
Local	Orange County Child Care and Development Planning Council
Local	Annual Retreat
Local	Early Childhood Mental Health Collaborative
Local	Pretend City Education Committee
Local	Inclusion Collaborative
Local	Workforce Development Committee
Local	Reggio Roundtable
Local	ECE STEM Advisory Committee
Local	T-K Network Advisory Committee
State	Early Learning Advocacy Day Planning Committee
Local	Early Learning Specialist Meetings
National	Servant Leader NAEYC Cohort
Local	Executive Coaches of Orange County (ECOC) ED Roundtable
Local	QRIS Community Advisory Committee
Local	Mentor Director Forums
Local	OC EC STEM Advisory Committee
Local	AAP-OC Reach Out and Read Advisory Committee
Local	County Disaster Prep Committee
Local	Regional Center of OC SSIP (Social Emotional Outcomes in Early Intervention) Committee

Elected Officers:

Regina Lamourelle President

July 1, 2016- June 30, 2018

Past President July 1, 2018 - June 30, 2019

Ana Page President Elect

July 1, 2017- June 30, 2018

President July 1, 2018 - June 30, 2020

Rosann Andrus Treasurer

July 1, 2017 - June 30, 2019

Donna McInteer Secretary

July 1, 2016 - June 30, 2018

Marilee Cosgrove Secretary

July 1, 2018 - June 30, 2020

Collette Gallegos VP of Membership

Appointed March 2018

Elected July 1, 2018 - June 30, 2020

Appointed, At-Large Board Members:

Janet Deussenberry Re-appointed July 1st, 2017

Melissa Wheelahan Re-appointed July 1st, 2017

Krista Murphy Re-appointed July 1st, 2017

Ileana Tavaras Re-appointed July 1st, 2017

Cristina Blevins Newly appointed April 2018

Sandy Avzeradal Newly appointed February 2018

Beth Odom Newly Appointed February 2018

2 At-Large Positions Currently Vacant



Guiding Statements: Purpose, Core Beliefs, and Strategic Priorities

NAEYC/OCAEYC Vision Statement:

All young children thrive and learn in a society dedicated to ensuring they reach their full potential.

NAEYC/OCAEYC Mission Statement:

NAEYC promotes high-quality early learning for all children, birth through age 8, by connecting practice, policy, and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of children.

NAEYC/OCAEYC Core Values:

- Appreciate childhood as a unique and valuable stage of the human life cycle.
- Base our work on knowledge of how children develop and learn.
- Appreciate and support the bond between the child and family.
- Recognize that children are best understood and supported in the context of family, culture, community, and society.
- Respect the dignity, worth, and uniqueness of each individual (child, family member, and colleague).
- Respect diversity in children, families, and colleagues.
- Recognize that children and adults achieve their full potential in the context of relationships that are based on trust and respect.



Core Beliefs

(NAEYC/OCAEYC Adopted)



Strategic Priorities

(NAEYC/OCAEYC Customized)



OCAEYC Purpose

(Bylaws)

Equity and Opportunity—We advocate for policies, practices, and systems that promote full and inclusive participation. We confront biases that create barriers and limit the potential of children, families, and early childhood professionals.

High-Quality Early Learning: OCAEYC will continue emphasis on policy and public awareness, while increasing activities around accreditation and developmentally appropriate practices.

B. To promote quality in all early education settings within Orange County, CA.
 E. To promote the profession of early education, as well as projects, programs, and initiatives that support the early education community, quality care, and positive outcomes for children in Orange County, CA.
 F. To inform, support and empower families to be active participants in their child’s education.

Reflection—We consider multiple sources of evidence and diverse perspectives to review past performance, note progress and successes, and engage in continuous quality improvement.

The Profession: OCAEYC will promote early education service providers as skilled, knowledgeable, and qualified professionals striving for excellence and advancement. This includes strengthening public messaging to endorse early education professionals as valuable, critical contributors to society.

C. To improve and increase professional and educational opportunities of all early educators and professionals in Orange County, CA.
 D. To support and strengthen the overall early education system, and to promote and collaborate with organizations supporting the welfare and education of young children in Orange County CA.
 E. To promote the profession of early education, as well as projects, programs, and initiatives that support the early education community, quality care, and positive outcomes for children in Orange County, CA.

Collaborative Relationships—We share leadership and responsibility in our work with others. We commit time and effort to ensure diverse participation and more effective outcomes. We act with integrity, respect, and trust.

Organizational Advancement: OCAEYC will raise awareness and visibility for the organization by articulating the unique value of membership for early educators. This will help recruit additional members, engage additional partners, and drive provider and partner access to professional development and other resources.

D. To support and strengthen the overall early education system, and to promote and collaborate with organizations supporting the welfare and education of young children in Orange County CA.
 E. To promote the profession of early education, as well as projects, programs, and initiatives that support the early education community, quality care, and positive outcomes for children in Orange County, CA.



Core Beliefs

(NAEYC/OCAEYC Adopted)



Strategic Priorities

(NAEYC/OCAEYC Customized)



OCAEYC Purpose

(Bylaws)

Excellence and Innovation—We are imaginative risk takers willing to challenge assumptions while being accountable to our mission and fiscally responsible. Transparency—We act with openness and clarity. Reflection—We consider multiple sources of evidence and diverse perspectives to review past performance, note progress and successes, and engage in continuous quality improvement. Equity and Opportunity—We advocate for policies, practices, and systems that promote full and inclusive participation. We confront biases that create barriers and limit the potential of children, families, and early childhood professionals.

Organizational Excellence: OCAEYC will continue integrating HPIO standards while increasing efficiencies, hiring a new staff, and maintaining our strong governance structure.

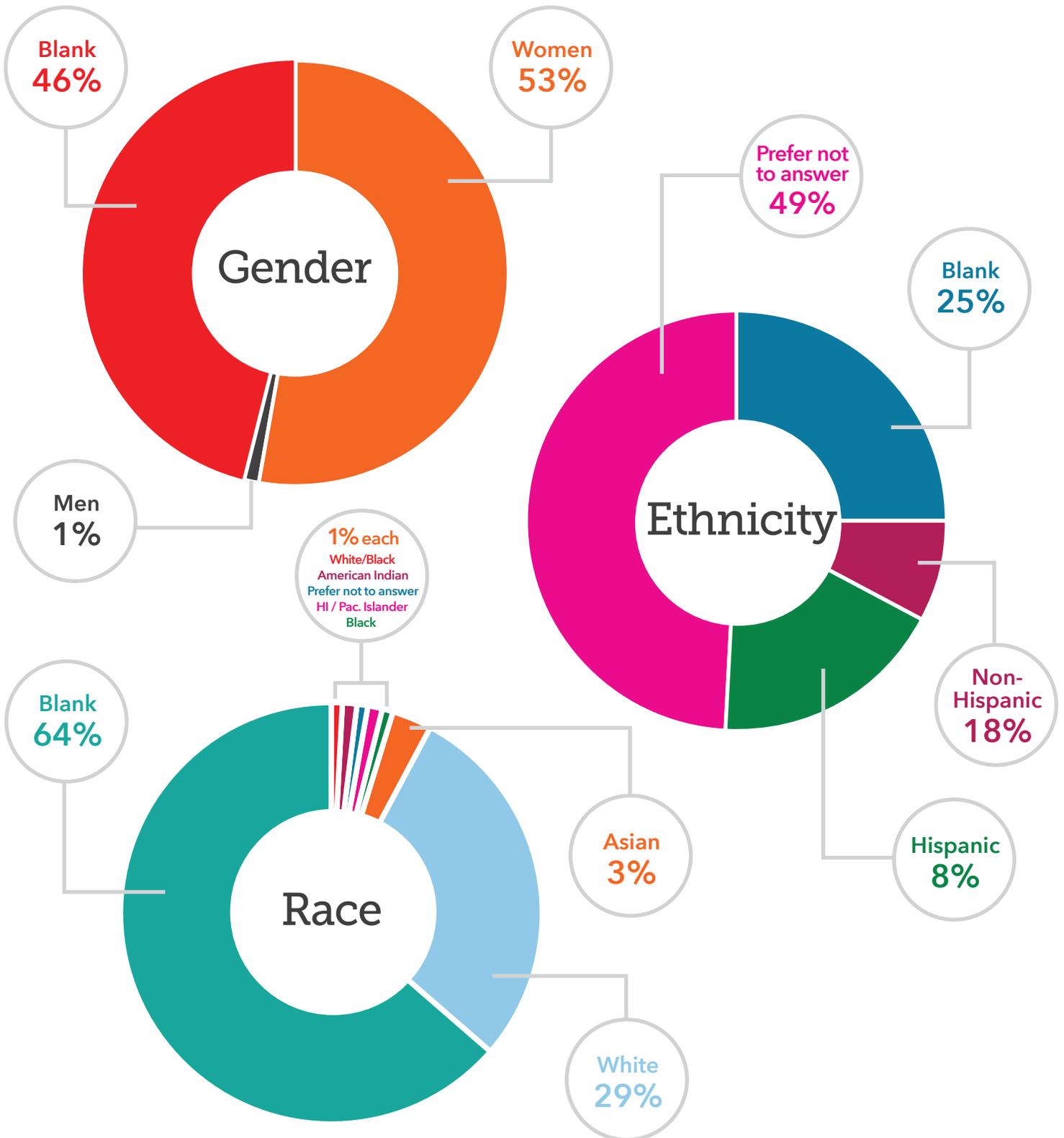
A. The purposes of the Orange County AEYC, (hereafter "Association") shall be charitable and educational and, include but not be limited to: Creating a supportive community of professionals working within the field of Early Education in Orange County, CA.

Excellence and Innovation—We are imaginative risk takers willing to challenge assumptions while being accountable to our mission and fiscally responsible.

Leadership and Innovation: OCAEYC will pursue new models, such as creating a fee-based training/technical assistance program or pursuing collaborative grants to bolster our capacity, advance early education in Orange County, and efforts long-term.

B. To promote quality in all early education settings within Orange County, CA.
 C. To improve and increase professional and educational opportunities of all early educators and professionals in Orange County, CA.
 D. To support and strengthen the overall early education system, and to promote and collaborate with organizations supporting the welfare and education of young children in Orange County CA.

OCAEYC is undertaking a new strategic planning process in the 2018-2019 year. The final strategic plan will be submitted by February 1st, 2019.



	ENTRY \$30	STANDARD \$69	PREMIUM \$150	FAMILY \$35
Digital resources	●	●	●	●
Online networking	●	●	●	●
NAEYC Store discounts	●	●	●	●
Discount insurance and subscriptions	●	●	●	●
NAEYC / OCAEYC event discounts	●	●	● ●	●
Entertainment & retail discounts	●	●	● ●	●
Complimentary NAEYC books		● 1 book	● 5 books	
Print subscription to YC OR TYC		● Either	● Both	
Online courses		● 1 course	● 2 courses	
Access to VIP events			● ●	
Free Local Professional Development Events	●	●	●	●
Eligible for OCAEYC Awards and Grants	●	●	●	
Members only online job board	●	●	●	
Quality Start OC Conference discount		●	●	

OCAEYC, as an affiliate serving only one California County, does not currently have a policy agenda, other than to support both CAAEYC and NAEYC Policy Agendas. That said, we are looking for ways to better promote America for Early Ed, Electoral Advocacy, and the work around Power to the Profession.



We have “dipped our toe in the water” this year with actions such as:

- Posting “Get Out the Vote” information on social media
- Working with a collaborative, including CAAEYC to put on the Early Learning Advocacy Day in Sacramento
- Partnering with the Silicon Valley Community Foundation to host Gubernatorial Debate Watch Parties throughout Orange County.
- Taking a position on a couple of Acts and Bills

We look forward to advocating for children and educators in year 2!



This year our focus was on re-branding, re-organizing, and re-connecting with our ECE community.

Our board and staff spend much time out in the community, attending events and meetings, and sharing OCAEYC's passion and commitment to the ECE community in Orange County. While we were able to increase membership by 12%, we believe that, to see a substantial increase, we need to make sure we are responsive and able to adapt to meet the current needs of our community.

With this in mind, we spent time both listening to the needs of our members and potential members and identifying the strengths and gaps in the current ECE system in Orange County. Our goal was to craft a message and programming that would speak to and meet the needs of Orange County's early educators. In addition, we are committed to both supporting current programs and practices that work and to filling in any gaps. Below is a list of identified needs and gaps, and OCAEYC's response.

The Need to Connect

Many of our local educators are feeling disconnected and without a voice. They feel as if the expectations keep increasing while the support and pay stay the same. Some distrust “the system” and wonder if those making decisions really understand the reality of working with children. Within this system, are many types of settings, funding sources, and challenges, and there is not a “one size fits all” solution.

Our response:

We have been messaging that “despite our differences we are all under the umbrella of ECE” and branding ourselves as the “unified voice of ECE”. We have been careful to be very inclusive in our language and on social media. At our annual conference, we made sure we had session “strands” that spoke to the variety in the field.

We have been working to connect with some groups that have felt isolated from the ECE community for a variety of reasons. They are faith-based programs, family childcare programs, and for-profit chains. We have been working to identify their specific needs, help integrate them back into the community, and include them in leading and planning efforts.

We have been working to revitalize the concept of “interest groups” locally (See “Find Your People” flyer in pdf 10)





There is so much information that early educators need to sort through each day and there are many assessment and paperwork requirements on them. Many complain that they are feeling unappreciated and “burnt out”. In short, they are underpaid and tired.

Our response:

We determined that one of our jobs is to help keep the community inspired excited about their jobs. We have been working on several ways to make this happen:

We try to infuse active learning and FUN into all of our professional development events and meetings. We have found it important to maintain positivity and energy when meeting early educators. We also try to carve out time to just connect and unwind - no learning necessary.

We share new ideas, events, and activities happening in our community regularly through social media.

We celebrate success and excellence as much as possible. Our community isn't great at self-promotion, and we have found that this is a great, positive role for OCAEYC. We are the first to congratulate, recognize, and thank our educators and leaders. We know they need to be reminded of the important work they are doing and to know they are noticed and appreciated. (See the next page for more about how we recognized great work this year!)

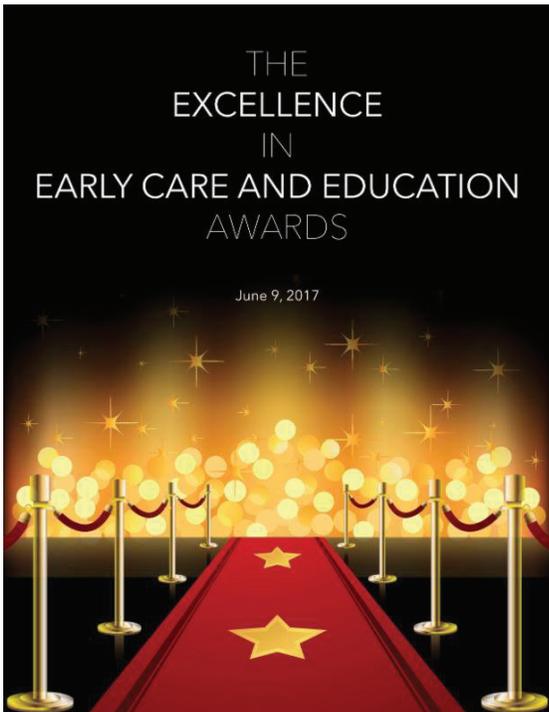
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Recognizing our Educators and Leaders

We celebrate success and excellence as much as possible. We are the first to congratulate, recognize, and thank our educators and leaders. We know they need to be reminded of the important work they are doing and to know they are noticed and appreciated.

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The Need for an Advocate

Public Policy and Advocacy are complicated. Early educators don't know who to trust and need to know someone is looking out for them.

Our response:

We are taking the time to really listen to the needs of the different groups within our diverse field. We try to solve small, local problems quickly to build trust. We are inviting local groups to take part in our strategic planning efforts.



The Need for Leadership

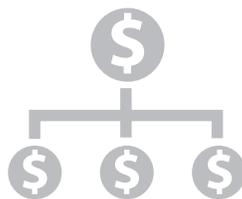
Our response:

The Need for Leadership: See plan 2!

In addition, we are implementing a few strategies that we hope will result in increased membership:



Local Savings: We have been working hard to connect with local partners, vendors, and businesses to find local discounts to benefit members. We have been able to offer OCAEYC discounts to most local ECE events and have been able to offer free volunteer spots to some very pricey conferences.



OCAEYC Membership Centers and Benefits: An opportunity for programs to enroll 100% of their teaching staff for local benefits (see next page for details)



Connections with Higher Ed: Orange County hosts many colleges and universities with an early childhood (or related) department. We are re-establishing relationships and partnerships and looking at how we may be able to better serve our higher ed faculty and our ECE students.

Membership Site Benefits

- Minimum 100% membership of teaching staff and Director
- Teaching Assistants/Aides may be Entry Level Members

Benefits Include, but are not limited to:

- ✓ Reserved Center Table(s) at the Annual Conference and Spring Awards (For Meals and/or Keynote)
- ✓ Discount on many local fee-based services (See Menu of Services)
- ✓ Free Entry to "Staff Evaluation" T&TA Event for Directors
- ✓ Parent letter explaining your investment in quality
- ✓ Program highlight on OCAEYC Social Media
- ✓ OCAEYC Membership Certificate and decal to display at your program
- ✓ Social Media Badge
- ✓ Recognition on select print materials
- ✓ Representation as a Membership Center at OCAEYC Board Meetings
- ✓ Fundraising strategies for raising funds for membership costs
- ✓ On-Site Professional Growth Advising Support
- ✓ Pretend City 25% Fall Field Trip Discount
- ✓ Child Creativity Lab Discount
- ✓ Other local discounts as developed

NAEYC/OCAEYC Membership Categories

Entry Level:	\$30/Yr
Standard:	\$69/Yr
Premium	\$150/Yr
Family:	\$35/Yr

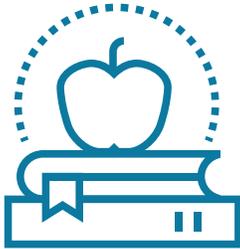


Additional Group Discounts and Benefits are available for groups larger than 50 through NAEYC. For more information, please contact Jim Carter, Sales Manager, NAEYC Group Sales at carterjw@naeyc.org. Groups must be larger than 50. Programs may combine but must be a single payer. Entry Level and Family memberships are not eligible for a group discount.

For questions regarding local group membership benefits, please contact Jennifer Burrell, OCAEYC Executive Director, at jburrell@ocaeyc.com.

So many of our early educators are ready to take on a leadership role and we, as a board and staff, recognize that one of our jobs is to take on more of a coordination role, and let the practitioners define and direct their own solutions.

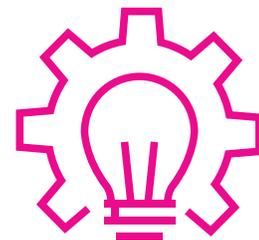
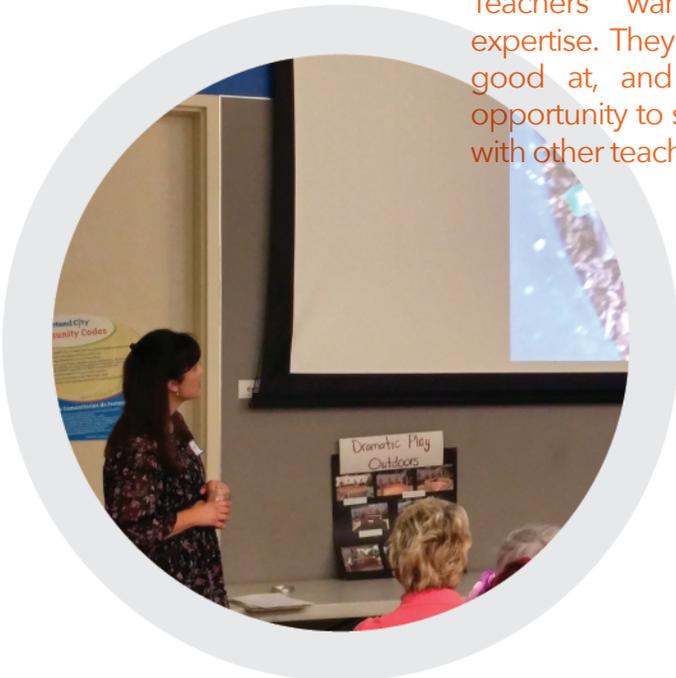
Through our conversations with educators, we have found that:



Teachers want to hear from other teachers. Theory is great, but they want to have conversations about implementation; they want to know that the person sharing information is currently working with children and “walking the walk”.

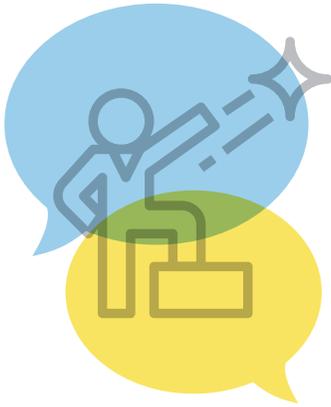


Teachers want to share their expertise. They know what they are good at, and they welcome the opportunity to share that knowledge with other teachers



Our field needs young, diverse energy, and most of that youth and diversity is in the classroom. They have new ideas, creativity, and know exactly what they need. They just need the opportunity to lead.

In response to these truths, we have implemented a number of leadership opportunities through OCAEYC this year:



Teacher Talks: Free to members, \$10 to non-members, participants are invited to hear 3-4 teachers present on a topic. Each teacher presents for 15-20 minutes and is in charge of creating their presentation and determining which items to bring to the presentation. After each has presented their materials, the attendees have the opportunity to ask questions. Many of the teachers presenting are doing so for the first time, but they are more comfortable because of the short length and their expertise with the subject. The participants love it, as they get new ideas and strategies, from classroom experts, and when they leave they are ready to implement.

Volunteer Opportunities: We have been working hard to identify tiered volunteer opportunities so that everyone can find something that both fits their needs and that they are passionate about. We have been distributing our "Get Involved" flyer and matching volunteers to projects.



Family Child Care Leadership: FCC providers work long hours and have little time to get involved and advocate for themselves. We have identified a group of 15 FCC leaders that are willing to advise our community as to how we can best advocate for and meet their needs. As a group, they will have a strong voice, which will be supported by many key ECE agencies in the county. We are excited to see what progress we can make.

Find Your People Interest Groups: Each interest group will offer at least one leadership opportunity as they rely on volunteer coordination.



Professional Growth Advisors: OCAEYC has developed a Community of Practice made up of local PGAs where they can be trained, mentored, and find support in working with teachers. We are also able to match them with local educators requesting an advisor for the permit process.

Teacher Advisor Leadership (TAL) program: This program will be implemented this fall.

The TAL Program is a unique opportunity for programs to:



The TAL program is a 10-month program that runs October - July.

Over the course of the initial training year, the participant receives:

- Provisional TAL status until December of the current year, TAL status until January of the following year
- 12 hours of intensive training in the Advisor Category
- Monthly Community of Practice sessions
- 10 hours of training in leadership skills, including: public speaking/training, creating presentations, and developing coaching skills.
- Access to an on-line network of colleagues sharing best practice, research, and professional support
- Documentation of Professional Growth Hours

Over the course of the initial training year, the participant:

- Must complete the 12 hours of training in the Advisor Category
- Must complete at least 6 hours of training in Leadership skills
- Must attend no fewer than 7 Community of Practice sessions
- Must provide a minimum of one staff or parent training session at the sponsoring program
- Must meet a minimum of 4 times with the director at the sponsoring program
- Must complete an internal site assessment at the sponsoring program
- Must complete a special project, in collaboration with the director of the sponsoring program

The participant must complete these requirements at the sponsoring site, unless released from the responsibility by the sponsoring site.

Upon completion of the program, the participant will receive:

1

Teacher Advisor Status in their area of expertise (until December of the following year)

2

A certificate and electronic badge verifying Teacher Advisor status

3

Recognition at OCAEYC events and through social and/or print media

4

Compensation of either
a) a \$1000 stipend (paid through OCAEYC) or
b) a minimum raise of .50 per hour. Compensation can occur directly through the program or through OCAEYC.

Board Leadership opportunities: See Plan 3: Nominations and Elections!

We recognize that the Governing Board is a wonderful opportunity to develop new leaders, represent the diversity of our field, and to encourage new ideas and understanding.

At OCAEYC, we have 5 Elected Governing Board members (4 elections): President Elect/President/Past President, Secretary, Treasurer, and VP of Membership. In addition, we have 9 appointed at-large board members.

In even-numbered years, we hold elections for the Secretary and the VP of Membership, and in odd-numbered years for the Treasurer and President -Elect.

As a board and staff, we have struggled with the concept of contested elections. Because we are a geographically small community, most people know (or know of) each other. We are friends and colleagues; the concept of “running against” each other seems counter-productive. We invite continued conversation!

While we are still heavy on the “MAWW” classification on our board, we are making progress and have plans to discuss next steps at our upcoming board retreat.

Our board as of July 1st, 2018 will include 4 younger Latinas, 1 African American, and 5 MAWWs. We have two vacant positions and look forward to continued diversity.

In addition, we have many members attend our board meetings in preparation for submitting board applications. We are pleased to report that we are attracting a younger, more diverse group of attendees.





Much of our work this year has been on improving our status as a high-performing, inclusive organization.

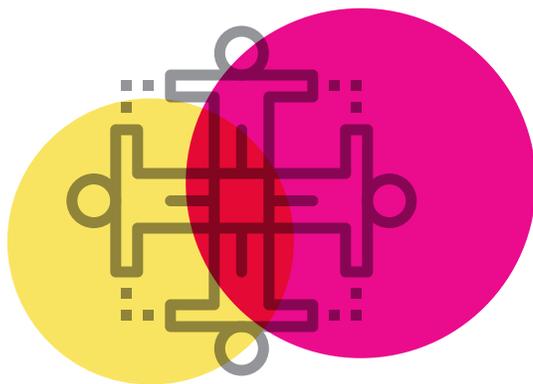
Beginning, in May, 2017, we began the process of reworking our bylaws (Adopted November 2017), and our Policies and Procedures (Adopted April 2018). Both were out of date and required thoughtful participation of the board to update. These documents included revisions to the fiscal policies and procedures and the new role of contract staff.

In addition, our Executive Director participated in all of the offered NAEYC webinars in the Governance series, as well as a number of HPIO related workshops at both PLI and National conferences. She was also privileged to be offered reduced-cost participation in the Serving Leader Affiliate Cohort this past few months. We have become members of Once OC (An organization supporting non-profits in OC), Board Source, and will receive coaching through the Executive Coaches of OC, free of charge.

Finally, the board has formed an **HPIO/Board Governance Committee** focused on realizing NAEYC HPIO principles and best practice. The committee is responsible for training and/or organizing technical assistance to the board to help our fellow board members: understand their obligations as board members; establish and maintain a healthy board/ED relationship; understand the role of board committee work; maintain alignment with our strategic direction/mission; ensure board member succession planning; and increase the diversity of our board. We may also be responsible for nominations and elections, at least until a nominating committee is formed.

The committee is committed to addressing the following, ongoing concerns/needs:

- Understanding of Board role vs ED role vs Staff/Volunteer staff roles
- Identify which committees serve the governance function of the Board, and which are "work" committees that serve in place of (or in addition to) paid contracted staff.
- Identify budgeting strategies that allow the ED to operate efficiently between board meetings
- Identify and define the role of an Executive Committee
- Reach out to NAEYC to schedule a TA visits or conference calls
- Plan board development activities for upcoming meetings as well as for our board retreat
- Identify gaps in current Board Committees
- Adopting a tool to use annually to formally evaluate the work of our ED
- Make better use of the NAEYC Affiliate Leadership webinars by watching them and/or alerting the relevant board members of topics of interest.
- Identifying separate duties for Board President and ED with regard to agenda, board duties, and general oversight of board work.



OCAEYC had no follow up items in our action plan or items identified by NAEYC as needing work.

We have only a few newly branded documents, the WOYC graphics, the WSLN materials, and the Paintbrush/pen (promotional item) pictured below as well as the "Find Your People" Flyer and the Conference "Save the Date" shown on the following pages.

ocaeyc Orange County Association for the Education of Young Children

Come Play with Us to Celebrate

naeyc **Week of the Young Child™**

Music Monday, Tasty Tuesday, Work Together Wednesday, Artsy Thursday, Family Friday

April 16th - 20th

Share your activities to win!
#ocaeycwoyc

Prizes awarded every day!
Prize: Free Fall Conference Registration (Value: \$169)

Music Monday
Celebrate, and learn as children develop math, language, and literacy while having fun and being active! Make up and record your own version of a song or write your own, and share it using #ocaeycwoyc.

Tasty Tuesday
Cooking and fitness at home and school. Encourage healthy nutrition and fitness habits at home and school. Cook with math with literacy skills, science, and more. With the rise in healthy eating, you can encourage healthy nutrition and fitness habits at home and school. Create your own healthy snacks and share the recipes and photos using the hashtag #ocaeycwoyc.

Work Together Wednesday
Work together, learn together. Build together they explore math and science concepts and develop early literacy skills. Children can use any building material—from a fort to a city—to build a block city in the classroom, or a hideaway made of blocks at home. Build and share pictures of children's creations using the #ocaeycwoyc hashtag.

April 19: Artsy Thursday
Think, problem solve, create. Children develop creativity, social skills and fine motor skills with open-ended art projects where they can make choices, use their imaginations, and create with their hands. On Artsy Thursday celebrate the joy and learning children experience when engaged in creative art making. Use any materials—from crayons to paint, clay to craft! Create and share photos of your children's creations using the #ocaeycwoyc hashtag.

April 20: Family Friday
Sharing family stories. Engaging and celebrating families is at the heart of supporting our youngest learners. OCAEYC applauds family members' role as young children's first and most important teachers. Share pictures and stories using the hashtag #ocaeycwoyc as we celebrate the unique role families play in their children's learning and development.

Posts must be made on the day that corresponds with the WOYC theme. Please follow our program's policies regarding publicly sharing photographs that show children's faces. All entries will be entered into a random drawing and daily winners will be announced Tuesday - Saturday. The grand prize will be announced Monday, April 23rd. The Grand Prize winner will receive a transferable complimentary conference registration for the November 17, 2018 QualityStart OC Conference paid for by OCAEYC.

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2018 WSLN
RED DE LIDERAZGO DE LOS ESTADOS OCCIDENTALES

Registración de WSLN está disponible!
<https://ocaeyc.membershiptoolkit.com/form/m/38236>

DESARROLLA TU LIDERAZGO EN LAS LATINAS Esta es una gran oportunidad para un líder actual o emergente en la Comunidad Latina. El programa entero será bilingüe Español / Inglés. Hablantes monolingües son bienvenidos! Vamos a aprender unos de otros y construir comunidades más fuertes en ECE.

JULIO 18TH - 21ST, 2018
CONDADO DE ORANGE, CA @ UNIVERSIDAD SOKA

DISFRUTAR DE TALLERES DE LIDERAZGO EL TIEMPO CON COLEGAS DIVERSIÓN BAJO EL SOL

La cuota de inscripción de \$ 399 incluye conferencias, el alojamiento (baño compartido), la mayoría de las comidas y eventos, eventos opcionales, incluyendo parques temáticos, El Festival de Azerrín en Laguna Beach y desfile Histórico, se anunciarán por separado. Si tiene alguna pregunta, o necesita más información, envíe un correo electrónico a Jennifer Burrell jburrell@ocaeyc.com.

NOS VEMOS EN SUR DE CALIFORNIA

ocaeyc Orange County Association for the Education of Young Children
An Affiliate of **naeyc**



FIND YOUR PEOPLE

ocaeyc GROUPS

We are all part of the ECE Community in Orange County. We are a big, beautiful, diverse network of people that care about and work with children ages 0-8, and we often have different interests, needs, and priorities. OCAEYC is trying to help you **find your people** by creating special interest groups.

Please let us know which are most interesting and relevant to you and we will help get you together through social media and in person!



OCAEYC Men

Are you always the only man in the room? Would you like to connect with other men in the field?

YPAC

Are you between the ages of 20-30? The Young Professionals Advisory Group helps OCAEYC meet the needs of our younger members. Interested in helping us stay current?

LGBT

Are you an early educator and also part of the LGBT community? Connect with others and help support Safe ECE Zones.

Faith-Based Teachers

Do you work in a faith-based program? Would you like to find more ways to teach faith in developmentally appropriate ways?

Faith-Based Directors

Do you struggle to find financial support for your program? Join this group to help find ways to increase options for faith-based programs.



FCC – Languages? Regions?

Are you a Family Child Care Provider looking to get new ideas? Would you like to connect with others nearby?

ECE Mental Health

Are you a mental health professional working with young children? Have you had special training in the pyramid model?

ECE Family Support Positions

Do you work with families of young children providing resources and support? Join this group to meet others like yourself!

Alternative Settings

Do you work with children 0-8 in a library, museum, learning link, or other non-preschool program?

Reggio Roundtable

Love Reggio and Constructivism? Want to share ideas with others?



Infants

Are you an infant teacher? Would you like to connect with other infant teachers to share ideas and best practices?

Toddlers

Do you work with toddlers? Are you looking to connect with other toddler teachers to share ideas and best practices?

T-K

T-K Teachers unite! Are you tired of being grouped with Kindergarten? Need T-K specific ideas and practices?

K-3

Do you struggle to provide developmentally appropriate activities in today's rigorous academic environment? Connect with others looking to do right by their schools and their children.

What are we missing? Let us know!

Please email jburrell@ocaeyc.com to get connected!

More ideas:

New teachers • Old-timers • SRNs • Adjunct Faculty • Grad Students • PGAs • Mentor Teachers • Students En Espanol • Coaches • ECE Consultants • ECE Office Mates • ECE Advocates • Special Educators Accredited Programs • I love ECE Data! • OC ELS • Outsiders • "STEM"ineers • Bookwormsa

Get Involved!

Get involved and you'll help shape the future of the early childhood profession. Experience the power of diverse perspectives and shared commitment to young children and our profession as we strive to be a high performing inclusive organization.

Orange County AEYC has become a powerful voice not only within the local community, but in the greater childhood development field, through continued support by volunteers. Our continued success depends on member volunteers who want to make a difference.

Please consider showing your support by offering a few hours per month of your time to help us make Orange County AEYC a model affiliate. If interested, please contact us for more information.

Ways to help:

- Create Instagram posts
- Run contests and prizes
- Promote Membership
- Work with Student Clubs
- Tweet for OCAEYC
- Instagram for OCAEYC
- Pinterest for OCAEYC
- Help with Snapchat at events
- Create videos to share
- Help with YouTube
- Event Planning
- Awards and Grants
- Work at Registration
- Bring snacks to meetings
- Table Decorations
- Take photographs
- Member Recognition
- Member Spotlight
- Teacher Talks
- Become a Consultant
- Teacher Advisor Leadership (TAL)
- Become a CLASS Observer
- Find Sponsors
- Write Grants
- Get Donations
- Become an Advocate
- Help with Newsletter
- Write Blog
- Find OCAEYC Discounts
- Volunteer at Events
- Join the Board
- Attend Board Meetings
- Send Comments
- Share posts
- Tag OCAEYC
- Apply for a Grant
- Nominate someone for an award
- Become a Membership Program
- Explore Accreditation
- Host an event
- Present at the Conference
- Share great ideas
- Share Community Events
- Post Job Openings
- Donate to OCAEYC
- Sponsor a Membership
- Become a Member!
- Promote Faith-Based Opportunities
- Learn about Public Policy
- Join "Hello"
- Track Legislation
- Utilize Member Benefits
- Find Community Partnerships
- Vote
- Recruit Volunteers
- Translate Materials
- Get your College Involved!
- Speak at College Classes
- Attend a Job Fair
- Provide Parent Training
- Analyze Membership Data
- Perform an Audit
- Recommend Speakers
- Join a Book Club
- Become a PGA
- Become a Vendor
- Donate Items to Programs
- Join YPAC (Young Professional Advisory Council)
- Join OCAEYC Men
- Offer Insight
- Read and Share Articles
- Attend Trainings
- Attend Social Events
- Take pictures of your program & share
- Participate in Read for the Record
- Join Facebook Specialty Groups
- Follow us on Social Media
- Be a Leader in ECE
- Connect with K-# Teachers
- Collaborate with the Faith-Based Community
- Become a Leader!



**SAVE
THE
DATE**

2018

**November
16th & 17th**

**Orange County Early Childhood
Collaborative Conference**

"The Power of a Story"

November 16th & 17th, 2018 | Knott's Berry Farm Hotel

ocaeyc

Orange County Association for the Education of Young Children

