

# Priorities for Winston-Salem/Forsyth County

## Top Priorities for Change and Improvement Selected by the CCDC

- **Recruit a diverse and competent workforce to work with young children and families.**
  - Recruit early childhood educators from outside the United States, especially Spanish-speaking countries
  - Actively recruit students early in their training [middle and high school]
    - Encourage high school students to intern in early childhood programs
    - Pair students with a mentor in the early childhood field
    - Participate in high school career days
    - Visit early childhood classes at high schools
    - Encourage high school classes to visit practicum sites
  - Actively recruit professionals in transition to work in early childhood education
  - Recruit from a variety of community groups and focus on existing programs, such as Black Achievers at the YMCA, Sib Shop and parent education programs
  - Identify siblings of special needs children who might be interested in a career in early childhood education
  - Create information packets for students with disabilities
  - Share resources
- **Develop a sensitive educational environment that is responsive to multiple cultures, perspectives, learning styles, and personal differences.**
  - Include syllabi, texts, methods, teaching, and assessments in the definition of educational environment
  - Create a broadly inclusive environment (culture, linguistic and ability diverse)
  - Develop a long-term vision
  - Incorporate Spanish into early childhood programs and teacher preparation programs
- **Cultivate diverse practicum settings for those entering the field and those already working in early childhood education.**
  - Train mentors for practicum experience
  - Share resources
  - Follow up with diversity training
  - Offer diverse practicum settings

## Additional Priorities for Change and Improvement

- **Provide extended discussions about developmental theory and cultural differences, including training, research and conversation.**
- **Develop a global mission statement for the community that is all-inclusive [not focused only on color]: culture, ethnicity, subcultures (for example 2<sup>nd</sup> and 3<sup>rd</sup> generation diverse people).**
- **Stabilize current workforce as well as prepare a new workforce**
  - Create a system that supports communication and different learning styles
  - Prepare teachers to be competent in their own cultures and those whom they serve and Encourage active listening training

- **Prepare early childhood professionals who share the culture of the families to work with faculty, trainers and teachers**
- **Prepare teachers to individualize their approaches to working with children and families, focusing on similarities and differences in their current classes.**
- **Work towards institutional equality, especially pay**
- **Incorporate Spanish into early childhood and teacher preparation programs**
  - Learn the language, values and culture of families served
- **Create a summer camp for inter- and intra-personal aptitude**