

State Action Plan

North Carolina State Team for Walking the Walk

Project: Walking the Walk (Cohort 2)

Date: 05/31/2002

Team Members: Kemal Atkins, Kathy Baars, Mary Bushnell, Karen Chester, Lana Dial, bj Avent-Farmer, Valerie Herndon, Trish Mengel, John Pruette, Kristi Snuggs, Florianna Thompson (Members unable to attend the May 2002 institute: Ron Moore, Duncan Munn)

Goal: Create a diverse early childhood workforce and culturally competent system in North Carolina.

Objective: Develop linkages and increase knowledge about diversity efforts of North Carolina agencies, institutions, and organizations affiliated with early childhood.

Action Steps:

- A. Create a grid of statewide early childhood diversity initiatives in order to document what efforts are currently being implemented.
 1. Create a short survey which asks questions about diversity training, recruitment efforts, retention, and strategic plans
 2. Finalize list of survey recipients
 3. Conduct survey by e-mail, fax, phone, or U.S. mail
 4. Compile results and validate findings
 5. Produce document and/or grid
 6. Analyze gaps, linkages, and overlaps of North Carolina early childhood diversity efforts
 7. Develop possible strategies that would improve the system.
 8. Make sure this information doesn't gather dust on a shelf!
 9. Meet with key stakeholders (power players) to share information on findings, to encourage collaboration between state agencies focused on common diversity efforts, to gain buy-in and support, and to discuss further details and ideas.

- B. Create a listserv that includes team members and key stakeholders in early childhood throughout the state of North Carolina in order to keep communication regarding diversity efforts open and ongoing.
 1. Share information with listserv participants regarding action plan, diversity survey, and ongoing purposes for the listserv.
 2. Offer participants opportunity to unsubscribe if they wish.
 3. Offer participants opportunity to add names of others they think should be included.

Resources Available:

- Walking the Walk staff is available to assist the team in identifying an appropriate diversity survey and in establishing a listserv for team members and key stakeholders. (Rosie Parrish will be key contact person until August 9, 2002 when she leaves FPG.)
- Walking the Walk has adapted a survey called "Program Profile" which measures diversity in institutions of higher education. A short adaptation of this might be used in preparing diversity survey to be distributed to North Carolina agencies, organizations and institutions affiliated with early childhood.

Resources Needed:

- A graduate student who can do the legwork/phone-work in gathering contact information, survey data, data analysis – Perhaps have involved agencies "pass the hat" in order to fund a temporary position such as this.

Timeline:

- By July 1, 2002 - Rosie Parrish will coordinate state team efforts to gather names and contact information for those who will be survey recipients (can be done via e-mail with the team).
- By July 1, 2002 – Rosie Parrish will coordinate development of short survey, using the Program Profile from Walking the Walk project as a guide, and work with team members to finalize drafts (also via e-mail with the team).
- By July 1, 2002 – Flo Thompson will contact Meredith College faculty to see if a graduate student is available to assist with the team's work.
- Last week in July – State Action Team will meet again to work out details and next steps (Rosie will coordinate the meeting.)
- By September 15, 2002 – Survey will have been developed and distributed.
- By November-December 2002 – Have six-month follow-up meeting with Statewide Advisory Team for Walking the Walk. Share action plan ideas and ask for input!
- By January 31, 2003 – Have results of survey compiled, validated, and analyzed.
- By March 2003 – Meet as a team to look at gaps, linkages and overlaps among diversity initiatives surveyed, and create a grid reflecting these.
- By May 2003 – Share survey information with key stakeholders in form of a grid, pointing out strengths of initiatives as well as problem areas. Offer ideas on how to make changes that will improve the system and ask for their assistance.

Methods of Evaluation:

- Evaluations will be conducted through follow-up meetings with Walking the Walk staff and Statewide Advisory Team for Walking the Walk.
- Proficiency of efforts might also be measured through linkages made via the statewide early childhood diversity listserv to be created.