

A Guide to Strategic Curriculum Implementation in the Path of COVID



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TODAY'S AGENDA

Why Curriculum is essential to early childhood recovery

Post-Covid Status – Where are we now?

Understanding 'The Great Resignation'

5 Generations in the Workplace

Impact on Families

Impact on Children and their Learning Opportunities

Resources

Curriculum Innovations

Communicating Curriculum to Parents

Post Covid Status

- Enormous changes in the industry
- Enormous opportunities
- Some estimate there are 20% fewer child care options nationally
- Workforce issues abound worldwide
 - Hiring challenges
 - Orienting and onboarding
 - Retention
 - Turnover
 - Wage Inflation and Sustainability
 - Uplevel Training

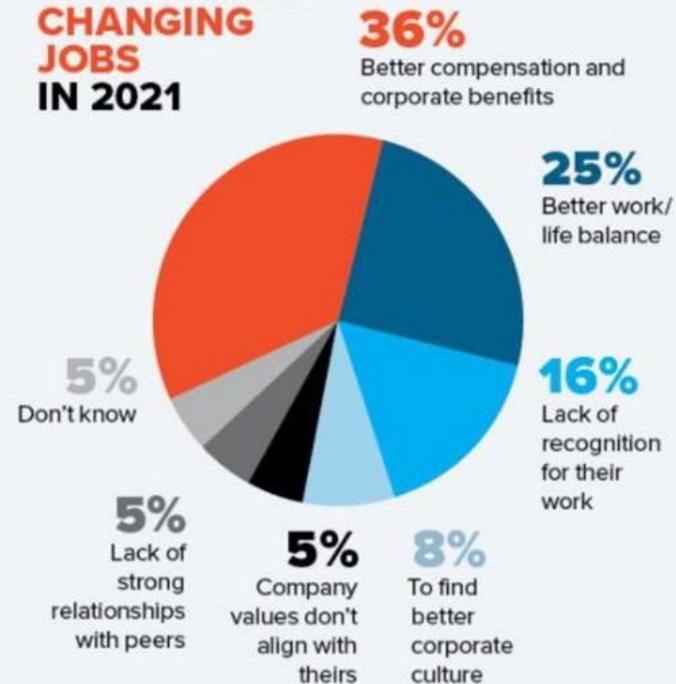
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The Great Resignation

47 million people quit their jobs in 2021

WHY EMPLOYEES ARE CONSIDERING CHANGING JOBS IN 2021



Source: *Engagement and Retention Report*, Achievers Workforce Institute, February 2021.

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It's Complicated: 5 Generations in the Workplace and their curriculum strengths

Greatest Generation	Baby Boomers	Gen X	Millennials	Gen Z
Born 1900-1920	Born 1946-1964	Born 1965-1980	Born 1981-1996	Born 1997-2012
Tried and true curriculum from the past: songs and fingerplays, nursery rhymes, children's literature, years of knowledge and ability to mentor teachers and nurture parents	Likely lifelong teachers, stayed loyal to one career. mentor younger teachers (likely parents of millennials). Use them for their depth and breadth of knowledge, excellent with parents – likely currently grandparents	First latch key children so naturally independent, they question authority and seek management responsibilities, give them freedom to manage tasks	Currently 38% of workforce, work over 40 hours a week, will resign without much notice, participative and multitaskers – great with technology – use them for planning curriculum and leading changes, also our current parent consumers, will love tinkering and loose parts	Likely least educated, least formal experience. Values diversity across all areas including job descriptions, fast and agile – use for Tik Tok, apps and social media but take time to train and mentor, will appreciate outdoor curriculum opportunities

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Let's Talk About Parents: Impact on Families

Communication is essential between home and school

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Impact on children and their learning opportunities:



- Missed classroom time – Back to Basics as we catch up and fill in learning gaps
- Teacher consistency related to turnover and absenteeism
- Less early intervention opportunities during Covid
- Behavior issues reported including lack of emotional self regulation, working in groups, give and take in conversations
- Language acquisition including speech delays

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Teacher Training

- In-depth and continual
- Growth Mindset
- Scope and Sequence and scaffolding
- Platform Partnerships and Apps
- Early Intervention essential so training teachers on developmental delays needed
- Recruit with an offer for teacher training including curriculum

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Teacher Training Resources

- Penn State- Better Kid Care
- Teaching Strategies/Creative Curriculum
- High Scope
- CCEI
- NAEYC
- Care Courses
- State DSS
- Local R and R



Curriculum Resources

- Funnydaffer
- Frogstreet
- Funshine Express
- Procure

<https://www.procaresoftware.com/resources/child-care-curriculum-guide/>

Parent Engagement Resources

Platform Partnerships and Apps

- Kangarootime
- Storypark
- Tadpoles
- Bright Wheel
- Procure
- HiMama
- Intellikids
- Kid Reports
- Smartcare

Daily documentation and regular assessments

Communicating the WHY and the HOW

State and Local SOL's and expectations

Utilize your Parent Ambassadors and Raving Fans

Creatively Engage Parents with Curriculum
Calendars and Newsletters designed for at home
follow up

Bridges home and school and WHY

Canva is excellent



Curriculum Innovations and Sizzle



- Outdoor Classroom
- Language Immersion
- Tinkering and Loose Parts
- Collaborations with community
- STEM and STEAM

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Communicating Curriculum to Families

- Emphasize and educate that curriculum is the cornerstone of your program
- Explain the Why's: why children need routine, socialization
- Showcase teachers' creativity, diverse backgrounds, accolades
- Show your knowledge as an ECE expert-
 - Example: CDC updated developmental milestones

Explain what they won't see:

- Screentime
- Limited Outdoor Time

Utilize your Gen Z team to create Tik Tok – A day in the life of a teacher



Cadence School, USA

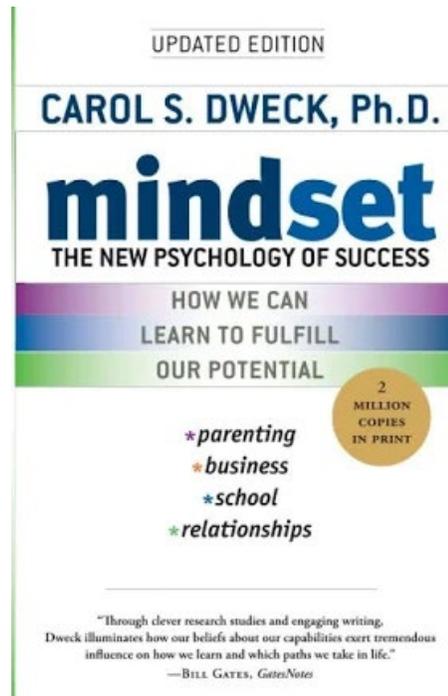
https://www.youtube.com/shorts/3EU4sa_KCe4

Hopscotch International School – Barcelona, Spain

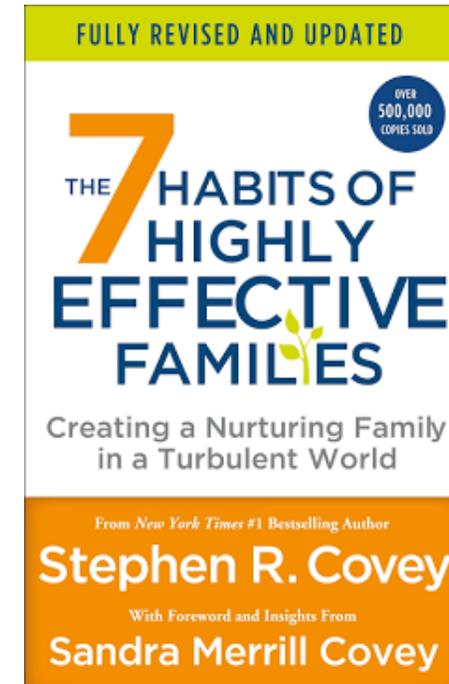
<https://fb.watch/caIM2CGZJB/>

Book Resources

Growth Mindset



The 7 Habits of Highly Effective Families



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SAVE THE DATE FOR SHIFT 2022!

A Different Kind of Childcare Conference

2022 Dates: December 6-9, 2022

Venue: Stein Eriksen Lodge

Location: Park City, UT



Our SHIFT Childcare Leaders Conference has become *a must-attend event for early education owners and operators* looking to grow their businesses. We limit the attendance to 300 people each year for *a more intimate, boutique childcare conference experience*. And every guest at SHIFT is treated like a VIP from the moment they arrive—with access to our complimentary welcome reception and cocktail hours, gourmet snacks and meals, and wellness experiences (morning yoga or an afternoon massage, anyone?). But, most importantly, SHIFT *delivers actionable content tailored to serve and strengthen the early education industry* and attracts a range of early education operatives—from small business owners to industry stakeholders to the nation's top childcare CEOs.

Thank you!

Q and A

