



WELCOME DIRECTORS



Welcome!

From the [Tennessee Department of Human Services](#) (TDHS) [Child Care Services](#) Team and our child care quality partners. Early childhood is a critical time for laying social, academic, and healthy foundations that can have a significant impact on the life trajectory of children, and consequently our communities over time. Having safe, quality care to promote development and long-term wellbeing among young Tennesseans is an investment in our state's future. The children we care for today will be our leaders tomorrow.

TDHS and our partners view early childhood educators as professionals in licensed child care spaces and critical contributors to the long-term welfare of our state. We are honored by your choice to share your time and talents in this important work. To support you in your experience and professional development, we offer this packet as a reference for the [tools, training, and resources](#) that are available to you as an early childhood professional. We invite you to regularly visit the Department of Human Services and its partners online to learn more about upcoming training and career development opportunities in Tennessee.

Thank you again for investing in our state's future one child at a time.

Sincerely,



Gwen Laaser
Director
Child Care Services

[Tennessee Department of Human Services](http://tn.gov/humanservices)
tn.gov/humanservices



Heather Hicks
Director

[Tennessee Child Care Resource & Referral Network](http://tnccrr.org/)
[https://tnccrr.org/](http://tnccrr.org/)

[Tech Goes Home Tennessee](http://techgoeshometn.org/)
[https://techgoeshometn.org/](http://techgoeshometn.org/)



Belva K. Weathersby, MSW
Director, Center of Excellence for Learning Sciences
Tennessee State University

[Tennessee Early Childhood Training Alliance](http://tecta.info/)
[https://tecta.info/](http://tecta.info/)



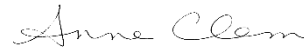
Travonda Davenport
Director

[Tennessee Family Child Care Network](http://www.tfccn.org)
www.tfccn.org



Angela Webster
Executive Director

[Association of Infant Mental Health in Tennessee](http://www.aimhitn.org/)
[https://www.aimhitn.org/](http://www.aimhitn.org/)



Anne Clem
Grant Manager

[ChildcareTennessee](http://www.childcaretennessee.com)
www.childcaretennessee.com



Katy Canion
Director

[Child Care WAGE\\$@ Tennessee](http://www.tnwages.org)
www.tnwages.org



James Pond
President

[Governor's Early Literacy Foundation](http://www.Governorsfoundation.org)
www.Governorsfoundation.org



Lisa Walsh
Registry and Training Manager

[Tennessee Early Childhood Training Alliance](http://tecta.info/)
[https://tecta.info/](http://tecta.info/)



Diedre Ford
Assistant Director of Information Technology
Social Work Office of Research and Public Service
University of Tennessee

[Tennessee Child Care Online Training System](http://www.tccots.com)
www.tccots.com

[Tennessee Professional Archive of Learning](http://www.tnpal.org/)
[https://www.tnpal.org/](http://www.tnpal.org/)

[TrainTN](http://www.traintn.org)
www.traintn.org

Welcome to the Tennessee Professional Archive of Learning!



The Tennessee Professional Archive of Learning (TNPAL) is the official electronic system of record for the Tennessee Department of Human Services (TDHS). TNPAL empowers and supports directors by connecting them to a digital management platform.

This allows directors to:

- Have personalized and portable records.
- Collect and preserve TrainTN-approved trainings, accomplishments, credentials, education, certifications, and awards.
- Communicate with early childhood educators and quality coaches.
- Utilize tools for creating professional development plans and resumes.
- Support verification of these records by directors and TDHS Child Care Licensing.

These tools not only save directors time but also provide them with practical ways to illustrate the collective value of their facility. For questions, call the Help Desk at: 1-615-277-1688

HOW TO MANAGE YOUR PROGRAM IN TNPAL

As a program director, you will need to make sure that the early childhood professionals working in your facility are affiliated. Without this affiliation, you will not be able to manage staff professional development and TDHS Licensing will not be able to fully evaluate your program. See the steps for approving affiliations below:

Once approved as a director, navigate to the **Director Dashboard** by clicking the Silhouette Icon in the top right of the screen and selecting **Director** from the drop-down menu.

From the **Director Dashboard**, you can click on the **Requests** button to approve or deny role requests from educators. (Educators must specify their role while setting up their account) You can also manage existing roles and certify past education, and credentials by selecting the **Staff Management** button.



Tear along the perforated edge to keep a copy of your TNPAL ID.



For an in-depth video on the steps above, scan the QR code.



For videos on how to register and navigate TNPAL, scan the QR code below or visit: bit.ly/3zq0jsT



TNPAL ID NUMBER:

Present this card or refer to your TNPAL ID when signing in to trainings.

WRITE ID HERE

Scan QR code for digital ID Card:



FOR MORE QUESTIONS, CONTACT THE HELP DESK AT:

1-615-277-1688
support@tnpal.org

TrainTN.org

Promoting professional instruction for the care of Tennessee's children

TrainTN is the official clearinghouse for external early childhood trainings recognized and approved by the Tennessee Department of Human Services (TDHS).



The TrainTN catalog contains a browsable, searchable list of approved training offerings. To view the catalog, visit www.TrainTN.org and click "TrainTN Catalog" from the top navigation menu.



Child care agency directors licensed by TDHS are automatically authorized to provide agency-based or in-service training delivered to their team of child care educators and professionals. Directors use their **TNPAL** credentials to record training attendance in the TrainTN database not only for in-service, but also for staff attendance of TrainTN approved conferences.



Attendance records for trainings completed with TrainTN approved trainers or directors automatically transfer to TNPAL — **Tennessee Professional Archive of Learning** — and provide a complete and accurate picture of training that educators receive. Participants enter their TNPAL ID at each TrainTN approved training to receive credit toward their professional development.



TrainTN provides an application process for external trainers and trainings to be recognized through an official review. Once approved, trainers may be recognized for a period of five years.



TrainTN recognizes directors of child care agencies licensed by TDHS as approved to record agency-based or in-service training delivered to the director's team of child care educators and professionals.

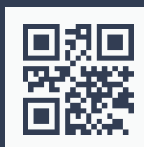


Trainings offered by TDHS and its many CCDF partners — including **Child Care Resource & Referral (CCR&R), **Tennessee Early Child Training Alliance (TECTA)**, and others — are TrainTN approved.** This includes CCR&R child care provider training and small business academies, TECTA orientations and training events, online training via **Tennessee Child Care Online Training System (TCCOTS)**, training hours awarded for targeted technical assistance, and professional credential pathway trainings.

Contact Us



TrainTN@tnstate.edu
Training Support & Questions

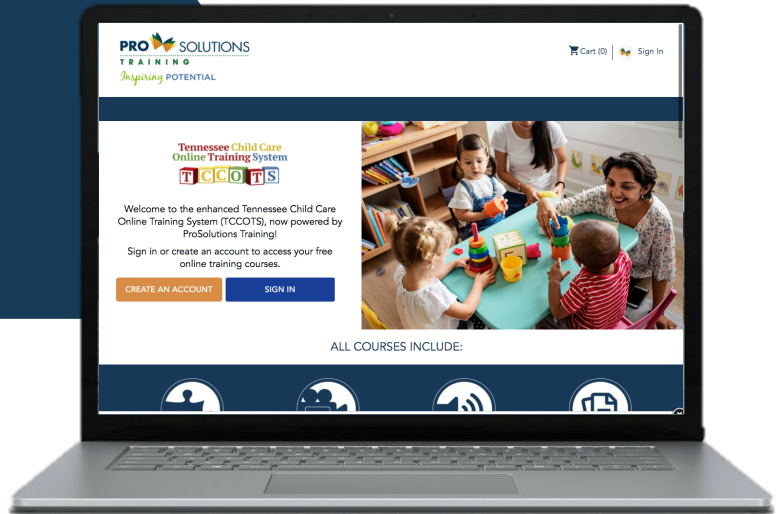


TrainTN@utk.edu
Website Technical Support



Free Online Training

www.tccots.com



TCCOTS is a free online learning management system supporting early childhood educators in Tennessee. TCCOTS is powered by ProSolutions Training and administered by the Center of Excellence of Learning Sciences at Tennessee State University on behalf of the Tennessee Department of Human Services (TDHS).

TCCOTS training modules are designed by early childhood experts. They offer convenient training on relevant topics for individuals providing care and education for Tennessee's children. TCCOTS accommodates unique learning styles through games, videos, and quizzes with printable resources to share with staff and families.

Free Online Training

TCCOTS offers free training for all early childhood education professionals, from new educators to program directors and administrators.

Accessible Anytime

TCCOTS Training modules offer an alternative to in-person learning and can be completed any time during the day, evening, or weekend.

TrainTN-Approved

TCCOTS early childhood trainings meet Child Care and Development Block Grant (CCDBG) training requirements and are recognized as approved by the Tennessee Department of Human Services (TDHS).



¿Hablas español?

Several TCCOTS modules are available in Spanish. Register for training to view the full course catalog.

Get Started



To get started, scan the code above or visit www.tccots.com.



Need Help?

For information or assistance, contact the Helpdesk at tccots-help@tnstate.edu or call 615-277-1696.



TN Child Care HELP DESK

tnchildcarehelpdesk.org

The Tennessee Child Care Help Desk is the Tennessee Department of Human Services Child Care Services unified help desk. We can help you find answers to questions related to Tennessee Department of Human Services Child Care Services and partner programs that support child care in Tennessee, including Tennessee's Child Care Program Stabilization Grants, TrainTN, TNPAL, TDHS Child Care Services Provider Portal, TDHS eLicensing, and Child Care Partner technology resources.

CONTACT US



833-TDHS-CCP
8 3 3 8 3 4 7 2 2 7



TDHS_CCP@utk.edu

HOURS OF OPERATION

Monday – Saturday

7 a.m. – 9 p.m. CT



Join AIMHiTN.org

and Bring More Smiles to Tennessee's Children!

Scientific research shows that our brains develop at a rapid pace in the earliest years of life. Positive relationships with adults during this critical time have a profound impact on brain development, providing the support and stability necessary for long-term health and well-being.

The Association of Infant Mental Health in Tennessee

AIMHiTN concentrates on prenatal care to the child's sixth birthday by delivering education, training, and resources to assist caregivers, educators, healthcare providers, and other professionals in their everyday interactions with infants, young children, and their families. By focusing on early relational health, AIMHiTN contributes to healthy communities and a productive workforce for generations to come.



AIMHiTN supports Early Childhood Directors by providing:

Endorsement® - A Specialized Credential:

Infant and Early Childhood Mental Health Endorsement® for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health (IMH-E®) is an internationally recognized credential for professionals who work with expecting mothers, children under three, and their families. The ECMH-E® is a valuable credential to consider for those professionals working with young children, 3 to 6, and their families. Both credentials are also valuable for Directors. Earning Endorsement® demonstrates that professionals are specially trained and support early relational health. Endorsement® shows that professionals understand how important relationships are for the children in their care. <https://www.aimhitn.org/endorsement>

Belonging and Inclusion:

AIMHiTN is committed to ensuring that young children and their families experience a sense of belonging in early childhood programs. We offer training and technical assistance to assist Directors in creating an inclusive environment that supports children with differing abilities in developing strong, healthy relationships with their friends and teachers, creating an educational experience where all children and their families feel that they belong. <https://www.aimhitn.org/belonging-inclusion>

Community Engagement:

You belong at AIMHiTN! We all need a place to belong, too. We are the professional home for anyone whose work supports early relational development for infants, young children, and their families. Become one of our members and join AIMHiTN's multidisciplinary family of professionals. We'd also love to provide more information about our programs to your agency. Let's work together to bring more smiles to children! <https://www.aimhitn.org/memberships>

Scan this QR
to Learn
More About
AIMHiTN!



Reflective Supervision and Consultation (RSC):

It's about relationships! RSC creates a space where professionals can learn together and is a key part of infant and early childhood mental health (IECMH). The idea that each relationship affects every other relationship is an example of parallel process and is the foundation of RSC. Professionals are provided support and guidance in a safe, trusting, collaborative environment. AIMHiTN also provides consultation to support Directors in providing reflective supervision to support their employees. <https://www.aimhitn.org/reflective-supervision-consultation>

For more information, visit us at: www.aimhitn.org
Or email us at: info@aimhitn.org



The **Tennessee Child Care Resource & Referral Network (TN CCR&R)** elevates the quality of child care across the state by providing early childhood resources for directors through connection to cutting-edge information, online and in-person training, on-site coaching and modeling, and referral to state partners and resources. Contact a coach in your region by visiting tncrr.org.

The TN CCR&R Network provides TrainTN-approved training and coaching on various early child care topics, including:

- | | | |
|-----------------------------------|-------------------------------------|---|
| ✓
Operating a Small Business | ✓
Sign-in and Classroom Schedule | ✓
Early Literacy |
| ✓
Employee and Parent Handbook | ✓
Diversity and Equity | ✓
Natural Play Spaces |
| ✓
Stress and Time Management | ✓
Health and Safety | ✓
Tennessee Early Learning Developmental Standards |
| ✓
Classroom Management | ✓
Inclusion | ✓
Family Engagement |





Central

Physical Location N/A

Counties Served - Davidson, Rutherford, Williamson, and Wilson

centralccrr@signalcenters.org

Main Office: 931-494-6625

East & Upper East

600 Henley Street, UT Conference Center, Suite 224

Knoxville, TN 37996-4126

East Counties Served - Anderson, Blount, Campbell, Claiborne, Knox, Jefferson, Loudon, Monroe, Sevier, Union

Upper East Counties Served - Carter, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

eastccrr@utk.edu

Toll-Free: 877-584-0596

Mid Cumberland

225A Dunbar Cave Road, Clarksville, TN 37043

Counties Served - Cheatham, Dickson, Houston, Humphreys, Montgomery, Robertson, Stewart, Sumner

midcumberland@dscd.org

Toll-Free: 855-251-3236

Shelby

600 Jefferson Ave, Suite 311, Memphis, TN 38105

Counties Served - Shelby

shelbyccrr@lebonheur.org

Main Office: 901-287-4748

Southeast

109 North Germantown Road, Chattanooga, TN 37411

Counties Served - Bledsoe, Bradley, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie

seccrr@signalcenters.org

Toll-Free: 866-296-3422

South Central

2014 Elmer Pogue Dr, Columbia, TN 23401 Suite A

Counties Served - Bedford, Coffee, Franklin, Giles, Hickman, Lawrence, Lincoln, Marshall, Maury, Moore, Lewis, Perry, Wayne

scccrr@signalcenters.org

Toll-Free: 866-776-2811

West

32 Garland Drive, Jackson, TN 38305

Counties Served - Benton, Carroll, Chester, Crockett, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Tipton, Weakley, Decatur

southwestccrr@wth.org

Toll-Free: 800-858-2738

Upper Cumberland

425 E. Broad Street Suite 2, Cookeville, TN 38501

Counties Served - Cannon, Clay, Cumberland, Dekalb, Fentress, Jackson, Macon, Morgan, Overton, Pickett, Putnam, Roane, Scott, Smith, Trousdale, Van Buren, Warren, White

ucccrr@signalcenters.org

Main Office: 931-319-4876

CHILDCARE

TENNESSEE



AN INITIATIVE OF THE COMMUNITY FOUNDATION OF MIDDLE TENNESSEE

ChildcareTennessee, an initiative led by [The Community Foundation of Middle Tennessee](#), focuses on collaborative opportunities in child care programs' administrative, programmatic and operational services. Our goal is to improve the quality, accessibility and sustainability of the services offered to Tennessee's children and their families.

Save Time with ChildcareTennessee.com

Get your work done, faster. [ChildcareTennessee.com](#) features more than 2,600 administrative resources that save you time and money:

- **Engaging Families** - communicate with families about a variety of topics, like child development, health, nutrition, safety and more.
- **In the Classroom** - resources to help you and your staff in the classroom. Get curriculum and lesson planning ideas, templates and tools for teachers and more.
- **Successful Program Management** - programs, policies and forms to help you administer your program safely and smoothly. Become an HR expert, learn how to market your program, access hundreds of forms, policies and templates and more.

Membership to ChildcareTennessee.com is **free** for licensed child care programs through a grant with the Tennessee Department of Human Services.

How to register:

- Visit [www.ChildcareTennessee.com](#) and click "Register"
- Fill out your program information
- Access will be granted in 1 - 2 business days
- Once access has been granted, you will receive a "welcome" email from [ChildcareTennessee.com](#)

Save Money with Shop Local

Your [ChildcareTennessee.com](#) membership means you enjoy exclusive discounts on businesses and services you need most. Our Savings4Members program partners with businesses you know like, Discount School Supply, Office Depot, Staples, Kaplan, Lakeshore Learning and more, so you save money without sacrificing quality.

Our dedicated Shop Local team partners with local, Tennessee-owned businesses that also provide you with discounts on products and services you need to run your program. We are partnered with Happi-Nappi, Everywhere, care Telemedicine, Bliss Outdoor Products and more!

You do not have to hunt down deals, because we have. Just log in to [ChildcareTennessee.com](#) and navigate to our [Saving Money](#) or [Shop Local](#) sections to get started!

This project is funded through a grant with the Tennessee Department of Human Services and The Community Foundation of Middle Tennessee.

CHILDCARE

TENNESSEE

AN INITIATIVE OF THE COMMUNITY FOUNDATION OF MIDDLE TENNESSEE

Enhance Program Quality with Grants

In partnership with the Tennessee Department of Human Services (TDHS), ChildcareTennessee, an initiative of The Community Foundation of Middle Tennessee, administers several grants to strengthen quality, increase capacity, and/or promote compliance with licensing standards that support improved outcomes in early childhood education and enhance child care programs.

Support and Enhancement Grants are for strengthening quality and/or promoting compliance with licensing standards that support improved outcomes in early childhood education and enhance child care programs.

Licensed programs can apply for a base amount of \$4,000 to enhance equipment, programs, including supplies, and consultants and coaches. Programs that participate in the Child Care Certificate Program (CCCP) may be eligible for an additional one-time \$1,000 as part of their Support and Enhancement Grant application. Child care programs located in one of the economically distressed counties identified by the State of Tennessee are eligible to apply for an additional one-time \$1,000. Please visit [Support and Enhancement Grants](#) for a list of eligible distressed counties.

Specialty/Supplemental Grants

- **Accreditation** - Programs in the process of achieving accreditation from one of the following organizations are eligible to apply for an additional one-time \$1,000:
 - [National Association for the Education of Young Children \(NAEYC\)](#)
 - [National Early Childhood Program Accreditation \(NECPA\)](#)
 - [National Association for Family Child Care \(NAFCC\)](#)
- **Infant/Toddler Specialization** - Programs that have at least one infant/toddler educator verified as having completed TN CCR&R's Infant and Toddler Care Specialization course are eligible to apply for an additional one-time \$1,000.
- **Preschool and Pre-K Care Specialization** - Programs that have at least one preschool educator verified as having completed TN CCR&R's Preschool and Pre-Kindergarten Care training are eligible to apply for an additional one-time \$1,000.
- **Remediation** - Programs referred by TDHS for compliance or remediation are eligible for an additional one-time \$1,000.
- **Tennessee Early Childhood Program Administrator Credential (TECPAC)** - Directors who have completed the Administrator Academy will be referred by TECTA for an additional one-time \$1,000.

Establishment Grant - Child care programs in good standing with TDHS Pre-Licensure may apply for a grant in any amount up to \$1,000 per licensed slot, up to a maximum of \$100,000.

Expansion Grant - Programs seeking to expand their licensed capacity may be eligible for an Expansion Grant in any amount up to \$1,000 per licensed slot, up to a maximum of \$100,000.

Programs currently engaged in the pre-licensure process are eligible to apply for the Establishment Grant. Programs already licensed are eligible to apply for the Expansion Grant.

Grant Categories:

- **Equipment:** Examples include playground materials or equipment, room furnishings and appliances.
- **Program Enhancements, including Supplies:** Examples include educational materials like books and toys and curriculum.
- **Consultants and Coaches:** Examples include training consultants, HR consultants and financial professionals to improve financial stability,

Learn more about eligibility requirements and grant categories for all grants by visiting www.ChildcareTennessee.

Dolly Parton's IMAGINATION LIBRARY in Tennessee

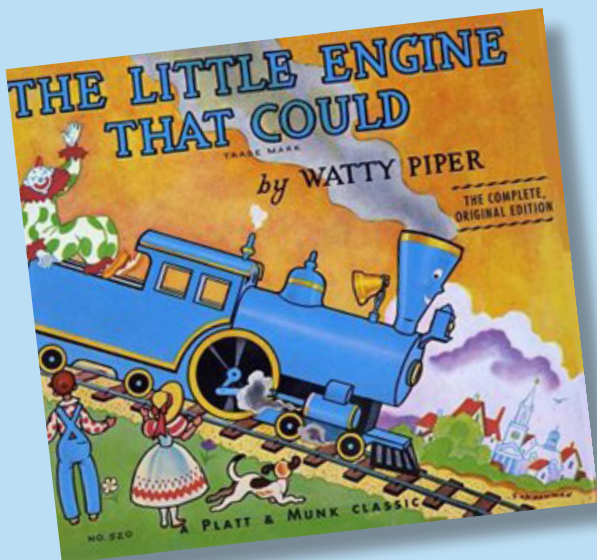
- WHO?** ALL Children from birth to 5 yrs old who live in Tennessee.
- WHAT?** A child's very own Imagination Library! A new age-appropriate book mailed to the child every month until he/she turns 5 years old.
- WHEN?** Books begin arriving each month 8 to 10 weeks after enrolling.
- WHERE?** Mailed to the child's home.
- HOW?** Dolly Parton's Imagination Library, in partnership with Governor's Early Literacy Foundation, the State of Tennessee, Governor and First Lady Lee, and other generous donors have joined together to make this program available to every preschool child in the state.
- COST?** **FREE!** Books are provided at NO COST to families!

**Give a child the gift of reading.
Read together often.**

Any Tennessee child can receive this great boost toward education success!

Enroll a child today!

Visit GovernorsFoundation.org
or call 1-877-99-BOOKS (2-6657)



The Little Engine That Could © Penguin Group (USA) Inc. The Little Engine That could, "I Think I Can", and all related titles, logos and characters are trademarks of the Penguin Group (USA) Inc. Used with permission.

GOVERNOR'S EARLY LITERACY FOUNDATION

**Building lifelong learners in
Tennessee**

Governor's Early Literacy Foundation (GELF) equips Tennessee's children with books and innovative literacy tools that encourage lifelong learning for a brighter future. GELF is a nonpartisan 501c3 driven by a mission to strengthen early literacy in Tennessee by acting as a thought leader, advisor, and catalyst for programs across the state, including Birth-5 Book Delivery through Dolly Parton's Imagination Library, K-3 Book Delivery, Caregiver Engagement, Book Buses and Storybook Trails.




Stay connected to GELF:

-  [@GovEarlyLiteracyTN](https://www.facebook.com/GovEarlyLiteracyTN)
-  [@GovLiteracyTN](https://twitter.com/GovLiteracyTN)
-  [/TNImaginationLibrary](https://www.youtube.com/channel/UC...)
-  [@GovEarlyLiteracyTN](https://www.instagram.com/GovEarlyLiteracyTN)



The Tennessee Department of Human Services (TDHS) mission is to build strong families by connecting Tennesseans to employment, education and support services. The Department is proud to partner with Governor's Early Literacy Foundation in providing children and families reading tools to build a lifetime of opportunities.

Stay connected to TDHS:

-  [@TNHumanServices](https://www.facebook.com/TNHumanServices)
-  [@TNHumanServices](https://twitter.com/TNHumanServices)
-  [@TNHumanServices](https://www.youtube.com/channel/UC...)

This project is funded through a grant between the Tennessee Department of Human Services and Governor's Early Literacy Foundation.



GOVERNOR'S EARLY LITERACY FOUNDATION

Building lifelong learners in Tennessee

Governor's Early Literacy Foundation strengthens early literacy efforts by acting as a thought leader, advisor and catalyst for programs across the state.

Powered By Partnership

Our Programs

All programs are provided at no cost to families or communities, made possible by funding from the State of Tennessee and corporate partners.



Birth-5 Book Delivery

Delivering books each month to children from birth to age five, through Dolly Parton's Imagination Library, to foster a love of reading at an early age



K-3 Book Delivery

Delivering quality books and literacy resources to combat learning loss and support student learning in the home



Caregiver Engagement

Equipping caregivers to be deeply engaged as a child's first teacher



Book Bus

Establishing mobile libraries to provide children and communities with access to high-quality literacy resources



Storybook Trail

Collaborating to create outdoor reading experiences where families interact through literacy and physical activity

The Tennessee Department of Human Services is dedicated to helping Tennesseans of all ages reach their potential. That's why we've partnered with Governor's Early Literacy Foundation to enroll children in Dolly Parton's Imagination Library and provide books in TDHS county offices and licensed child care agency classrooms.

It's more than books. It's the future of Tennessee.

Visit www.GovernorsFoundation.org for more information.

Tech Goes Home Tennessee



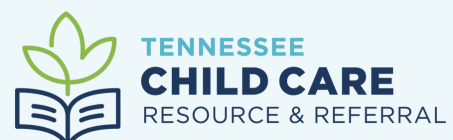
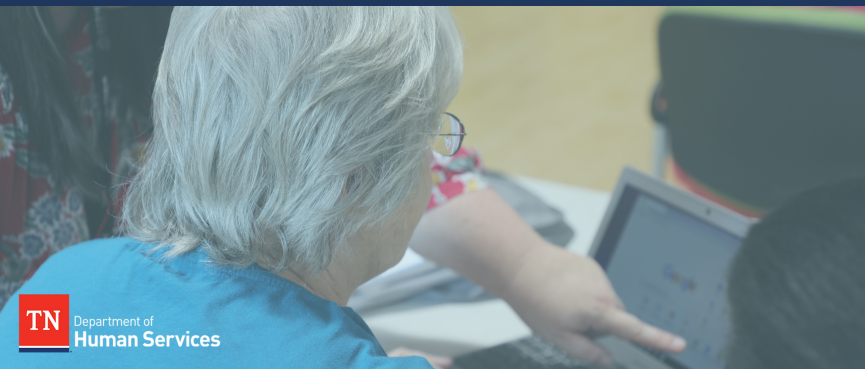
DIGITAL LITERACY TRAINING AND COACHING

- **Tech Goes Home** is a 15-hour training course designed to teach early educators and directors foundational technology skills, such as email navigation and presentation building, for the advancement of their career and support of their child care facility.
- **Professional development training** on programs and resources funded by the Tennessee Department of Human Services (TDHS) is available. Participants can learn to use programs including the Tennessee Professional Archive of Learning (TNPAL), TrainTN, and more.
- Tech Goes Home training is TDHS-approved and includes **small business and entrepreneurship** technology skill-building for support of child care facilities.



1-ON-1 COACHING INCLUDES:

- **Training on software** that includes word processing, spreadsheets, slideshows, calendar, and email.
- Upon completion of Tech Goes Home training, licensed child care programs **may be eligible to receive technology incentives** (laptop, etc) for use by their program staff.
- To register for Tech Goes Home, visit the [TNCCRR.org](https://www.tnccrr.org) training calendar.
- To learn more, visit [TechGoesHomeTN.org](https://www.TechGoesHomeTN.org)



TENNESSEE
CHILD CARE
RESOURCE & REFERRAL

TECTA's Leadership Programs for Child Care Administrators



Empowered leaders inspire others.

As a child care program administrator there are several responsibilities to handle and prioritizing training can be difficult, especially when you want to find high-quality training that is convenient and accessible. TECTA offers a variety of free professional development opportunities to strengthen the leadership skills of child care administrators and to improve the quality of child care and education programs.



DIRECTOR'S PATHWAY TO SUCCESS

Director's Pathway to Success is a professional development pathway for Directors and Assistant Directors with any number of years of experience. Completion of each tier adds a badge to your professional skills and competencies, leading to a stackable credential to add to your portfolio.



LEADERSHIP INSTITUTES

Leadership Institutes are regional and statewide workshops for anyone with an interest in child care program administration.



FREE PROGRAM ACCREDITATION

TECTA provides support to pursue NAEYC, NECPA, or other program accreditation. Leadership Advisors assist through the preparation and application process. All fees are paid by TECTA and, for a limited time, grants are available for programs that obtain accreditation.



LEADERSHIP ADVISORS

Leadership Advisors are available for individual training and hands-on technical assistance. Advisors serve each region and can help you build a professional development plan and help you reach your goals.



LEADERSHIP LINKS

Leadership Links are your opportunity to connect with other Directors and discuss issues, share experiences, and gain new perspectives of child care leadership from your peers. Groups meet monthly in each region.



TECPAC: THE ADMINISTRATOR CREDENTIAL

TECPAC is the state credential for child care program directors. Training begins with the Administrator Academy and ends with a professional portfolio and assessment on the Program Administration Scale (PAS) or Business Administration Scale (BAS).

For more information or to apply, contact the TECTA Leadership Development Team at tectaleadership@tnstate.edu or visit www.tecta.info.

Providing a Network of Support, Close to Home



Family Child Care Demonstration Sites

Demonstration sites are open for guided observation visits and tours so you can see best practices and policies first hand. TFCCN selects high-quality, licensed, accredited facilities to serve as a model training program for teaching best practices on child care, program administration, organizing learning environments, and more.



Peer to Peer Mentoring

The Tennessee Family Child Care Network offers training and supports using a relationship-based peer mentoring approach, where seasoned family child care providers offer guidance and expertise in high quality home-based early childhood education.



Linkage and Engagement

The Network links providers to resources and partnering organizations, engages providers through regional and statewide conferences, and promotes entrepreneurship and small business development opportunities.



New Provider Support

Network Advisors support new providers through relationship-based professional development that enriches the home-based program, encourages the provider, and offers guidance for program success and positive impacts for children in their care.



National FCC Child Development Associate® (CDA) Credential™ Technical Pathway

The Child Development Associate® (CDA) Credential™ is the most widely recognized credential in Early Childhood Education (ECE) and is a key stepping stone on the path of career advancement in ECE. The Network offers non-academic courses that support and nurture the emotional, physical, intellectual, and social development of children.



NAFCC Accreditation Support

NAFCC Accreditation is recognized as one of the highest indicators of quality in a home-based care program. Family child care providers achieve this high level of quality through a process that examines all aspects of a family child care program. Licensed family child care providers who want to earn NAFCC accreditation will be supported by the Network throughout the entire process, from self-study to renewal.

A statewide program to support, promote, and strengthen the profession of licensed family child care educators, thereby enriching the lives of providers, children, families, and communities.



"THIS IS SUCH A GREAT HONOR PROGRAM FOR MY GIRLS."

Shemethia Armston, Director, Collegedale, TN

CONTACT OUR OFFICE

www.tnwages.org

wages@signalcenters.org

(423) 698-8528 ext. 650, 651

WHAT WE DO

A vital piece of providing a quality early learning environment is having highly qualified educators who remain consistent in the classroom. The WAGES program promotes this environment by offering education-based salary supplements to educators who work in licensed child care programs.

Eligible educators can receive anywhere from \$600 to \$7,800 annually. Awards are based on the number of early childhood college courses completed by the educator. These awards mean your staff are incentivized to continue their employment at your center, and you can maintain a highly qualified staff without needing to increase fees for families.

WHO MAY QUALIFY

A WAGES supplement is available to early childhood educators who meet the following criteria:

1. Work in a Tennessee Department of Human Services licensed child care program
2. Earn \$20 or less per hour
3. Have one of the education levels listed in our [Salary Supplement Scale](#) (credits must be from a regionally accredited school)
4. Have worked 10 hours a week for six months in the same licensed child care program with children under age five
5. Be employed at this same licensed child care program when funding is available and a final confirmation has been completed

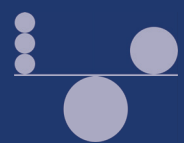
HOW IT HELPS YOU



**REDUCE TURNOVER
IN YOUR CENTER**



**INCREASE EDUCATION
OF YOUR STAFF**



**PROMOTE A STABLE
LEARNING ENVIRONMENT**

Need help with TDHS and CCDF
partner child care resources?

Contact the Help Desk at:

833-834-7227

TDHS_CCP@utk.edu

Monday - Saturday

7 a.m. - 9 p.m. CT

Or visit

TNChildCareHelpDesk.org

Tennessee Department of Human Services

505 Deaderick St.

Nashville, TN 37243

www.tn.gov/humanservices

 @TNHumanServices

 @TNHumanServices

 @TNHumanServices