



**NECPA**  
National Early Childhood  
Program Accreditation



# How Curriculum Impacts the Retention of Teachers and Families

**Presented by:**  
Learning Beyond Paper, Inc.

**NCCA & NECPA Webinar**  
Wednesday, May 26, 2021  
1:00 pm - 2:00 pm



[LearningBeyondPaper.com](https://www.LearningBeyondPaper.com)

# Agenda

- **Introductions**
- **Community Agreement**
- **What Defines Curriculum?**
- **Implementation & Usage**
- **Identifying Curriculum Gaps**
- **Retention & Attrition**
- **Maximizing Potential: Tools, Tips & Strategies**
- **Creating a Lasting Impact**







# Dr. Corinne Muller

**CHIEF OPERATING OFFICER**



- Dedicated career to early childhood education
- Helped thousands of schools enhance their educational programs through technology
- Former Kindergarten teacher for Chicago, IL public schools
- Holds an undergraduate degree from Hofstra University in Psychology, a masters degree in education from DePaul University and a doctorate in educational leadership from Lynn University



# Laura Delgado

## VICE PRESIDENT OF CURRICULUM & PROFESSIONAL DEVELOPMENT



- Over 25 years of early learning experience
- Former Preschool Owner/Director/Teacher
- 6 Years with Florida's Office of Early Learning
- Experience with Preschool Centers, School District Preschool Programs, and Home-Based Childcare Centers
- Dedicated career to advancing opportunities for Early Learning Professionals through Training, Professional Development, Mentoring and Coaching



# Curriculum Development Team

Learning Beyond was created with **LOVE** and expertise cultivated over 150 years.



## Team members include:

- Former Owners, Directors & Teachers
- Former Early Learning Coalition Executive Director
- NAEYC Professional Development Facilitator
- State Curriculum Review Board Members
- State Early Learning Training Facilitators
- Early Learning College Professors







# Hello and welcome

Please type the following information into the chatbox:

1. NAME
2. WHERE YOU ARE LOCATED (State)
3. POSITION
4. AGES SERVED
5. WHAT TYPE OF CURRICULUM YOU USE

# Community Agreements

**Listen to  
understand**

**Be  
present**

**Learn (or lean)  
into discomfort**

**Be open and  
curious**

**Take space,  
make space**

**Own  
your  
impact**



**Have an open  
mind**

**Assume good  
intentions**

**Confidentiality**

**Be  
respectful**







**1-Month  
Free**

**Lakeshore  
\$25 Gift Card**

**Extra Spin**

**1-Month  
Free**

**Learning  
Beyond Gift  
Pack**

**Lakeshore  
\$25 Gift Card**

**10-Inch Tablet  
with 1-Month  
Trial**

**SPIN**



# Learning Beyond was Created to:



**Solve the  
EQUITY  
GAP**

**Offer an immersive  
curriculum tool  
teachers can use in  
real-time**



**Provide an  
environmentally-friendly  
solution**

**Integrate Training  
into daily  
activities and  
access to FREE  
Professional  
Development**





## Learning Beyond Subscriber Base

## 35 States across the U.S.



## South Korea



## Bahamas



## Mexico





# Why Learning Beyond, NCCA & NECPA?



- Learning Beyond curriculum was created by owners, directors, teachers and early learning leaders to address severe, long-term gaps in access, quality and support
- Our goals are aligned:
  - Address the equity gap, by providing a high-quality, 21<sup>st</sup> century curriculum to ALL children
  - Support all early learning providers with the tools, training and professional development they need to ensure sustainable success
- Opportunity to serve their members to the best of our ability



A top-down view of a wooden floor scattered with various children's toys. In the center is a white rectangular card with the text 'What defines Curriculum?'. Surrounding the card are several colorful pencils (red, yellow, blue, green, black), several LEGO bricks of different colors (yellow, red, blue, orange), and a small teddy bear wearing a blue and white striped shirt with a red heart on it. There are also some circular wooden toys and a red block.

# What defines Curriculum?





National Association for the  
Education of Young Children

# EARLY LEARNING CURRICULUM

## Standard 2: Curriculum

What to look for in a program:

- Ask about the program's curriculum and how it addresses all aspects of child development. The curriculum should not focus on just one area of development.
- Children are given opportunities to learn and develop through exploration and play, and teachers have opportunities to work with individual children and small groups on specific skills.
- Materials and equipment spark children's interest and encourage them to experiment and learn.
- Activities are designed to help children get better at reasoning, solving problems, getting along with others, using language, and developing other skills.
- Infants and toddlers play with toys and art materials that "do something" based on children's actions, such as jack-in-the-box, cups that fit inside one another, and playdough.



# Let's think about Curricula.

**What curriculum do you currently use?**

**Positives?  
Negatives?**

**Are your  
parents/guardians  
involved with your  
curriculum?**

**Are you teachers really  
using the curriculum to  
it's fullest?**

**Do your families know  
what curriculum your  
program uses?**

**How much planning  
time do your teachers  
get during their shift?**

**Do families  
have  
access?**







**Do your teachers struggle  
to effectively implement  
curriculum?**





**Did you know  
that  
curriculum  
can directly  
impact  
enrollment  
and staffing?**







CHAT

# Chat Discussion

# PAIN POINTS

- **For DIRECTORS:**

- Challenges as leaders
- Opportunities for Training?
- Effective, consistent implementation?
- Budget impact
- Resources and materials

- **For PARENTS/GUARDIANS/FAMILIES:**

- What are they experiencing?
- How are daily lessons connected with parents?
- How have the gaps impacted your enrollment?

- **For TEACHERS:**

- What are they experiencing?
- Access to proper training and professional development?
- Appropriate time allotted for lesson planning and prepping?

- **For CHILDREN:**

- What are they experiencing?
- In classrooms with varying age groups and/or abilities
- Consistency with instruction approach
- Behavior challenges





## Director Perspective

# Early Learning Personas



## Teacher Perspective



## Meet Cora, Director

- **Constantly pulled in a million directions**
- **Center is understaffed, Cora covers classes daily**
- **Hiring challenges doubled in last year**
- **Invested \$30,000 in Curriculum last year, and teachers are struggling to understand and implement it**
- **Training and PD have taken a back seat**
- **Candidates have:**
  - **No experience**
  - **Require a lot of training and time**





## Meet Monique, Teacher

- Monique has a passion for kids but has limited prior experience
- It's her 3<sup>rd</sup> day on the job in a classroom by herself with ten 2-year-olds
- She was handed a curriculum that she's not familiar with and is expected to deliver lesson plans effectively

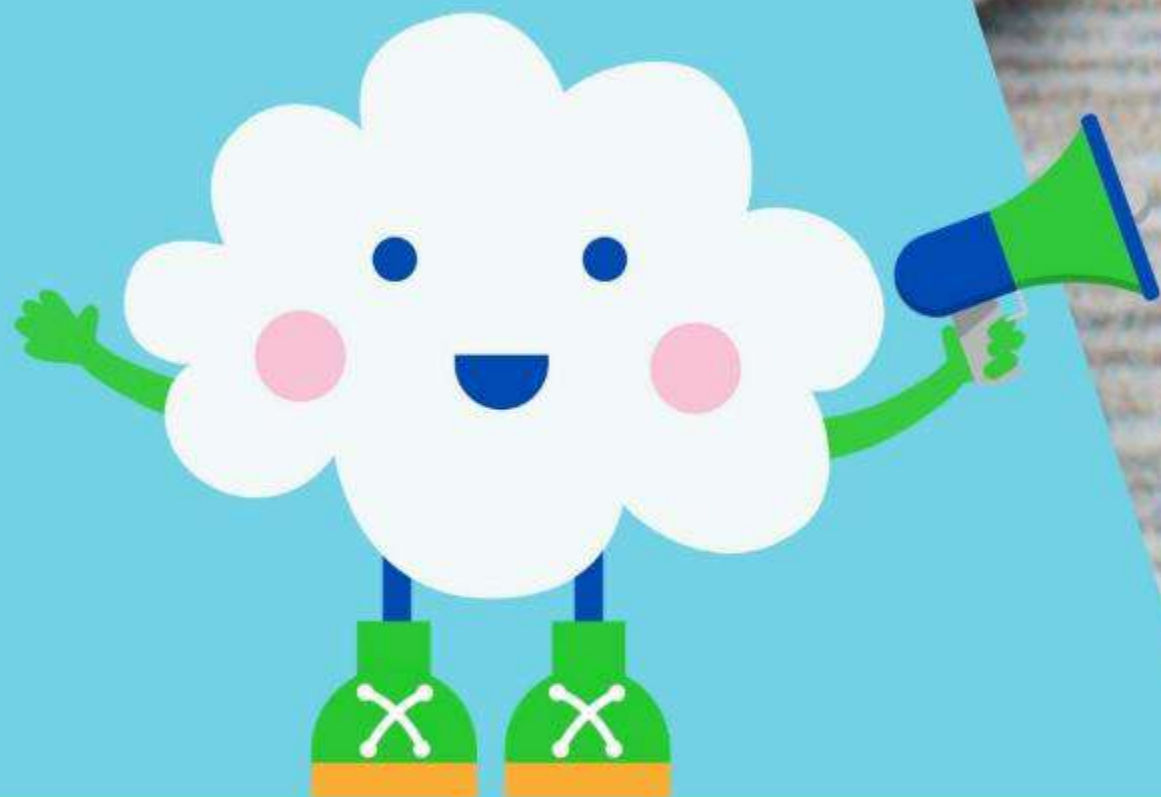




## Discussion Time

- What would make Curriculum efficient and more user-friendly?
- How should Curriculum improve the quality of your program?
- How should Curriculum support your teachers?





CHAT

# Chat Discussion





# Maximizing Potential: Tools, Tips & Strategies to Promote Effective Curriculum use

## • **For Directors:**

- Identify ways to streamline your approach
- Support your teachers with curriculum implementation
- Seek out support from your current curriculum provider
- Time saving tools could dramatically help address your challenges

## • **For Teachers:**

- Provide open-ended questions and prompts
  - Write on sentence strips and post around the classroom
- Optimize your tools
- Provide free access to training and opportunities for in-service hours
- Allocate time for lesson planning and prep
- Create time for teacher reflection

## • **For Children & Families:**

- Review/optimize communication approach across center
- Host a Curriculum night
  - Show Children's work
  - Walk families through your curriculum approach
  - Explain the “why” behind lessons/activities
- Share ways to extend the learning at home



**Curriculum  
should support  
teachers  
throughout their  
day.**

**Create stronger  
connections with  
families and...**



**provide high-quality  
early learning  
experiences for ALL  
children.**







Curriculum  
is the **GLUE**  
that holds  
**everything**  
**together.**



# Questions?







**Want to  
learn more  
about  
Learning  
Beyond?**





A young girl with dark hair, wearing a purple and white striped shirt, is sitting at a desk in a classroom. She is smiling and resting her chin on her right hand. In the background, other children and a teacher are blurred. The text "Thank you!" is overlaid on the right side of the image.

# Thank you!