



Leaders aren't born. Leaders are made.

The AB212 and CARES programs have provided educational incentives to Lake County providers for nearly a decade now. These programs have helped hundreds of early childhood educators continue their education and achieve their goals. Steps to Leadership is a new partnership between these two programs. It combines the best practices of the Lake County AB212 and CARES programs and adds in a leadership development component that is designed to inspire, teach, and develop stronger leadership skills in each participant, regardless of where you are in your career.

Program Features

- Generous Stipends
- Leadership Workshops
- Roundtable Workgroups
- Professional Development Conferences
- Longevity Stipends for working at same program for 5+ years
- Advocacy Rewards
- Unit and non-unit stipend options

Steps to Leadership Stipend Levels

Step 1—\$150

Exempt Providers

- 1 Leadership Program Meeting
- 1 Roundtable Leadership Workgroup
- 1 3+hour Professional Development Conference

Step 2—\$250

Licensed Provider without permit

- 1 Leadership Program Meeting
- 1 Roundtable Leadership Workgroup
- 1 3+hour Professional Development Conference
- 1 6+hour Professional Development Conference

Step 3—\$300

Licensed Provider without permit, earning units

- 1 Leadership Program Meeting
 - 1 Roundtable Leadership Workgroups
 - 1 3+hour Professional Development Conference
 - 1 6+hour Professional Development Conference
- Earning minimum of 1.5 units

Step 4—\$500

Licensed Provider with permit

- 2 Leadership Program Meetings
- 2 Roundtable Leadership Workgroups
- 1 3+hour Professional Development Conference
- 1 6+hour Professional Development Conference
- 1 Advocacy Activity from approved list

Step 5—\$700

Licensed Provider with permit

- 2 Leadership Program Meetings
 - 3 Roundtable Leadership Workgroups
 - 1 3+hour Professional Development Conference
 - 1 6+hour Professional Development Conference
 - 1 Advocacy Activity from approved list
- Earning 1-3 units

Step 6—\$900

Licensed Provider with permit earning units

- 2 Leadership Program Meetings
 - 4 Roundtable Leadership Workgroups
 - 1 3+hour Professional Development Conference
 - 2 6+hour Professional Development Conferences
 - 2 Advocacy Activities from approved list
- Earning 4-6 units

Step 7—\$1100

Licensed Provider with permit earning units

- 2 Leadership Program Meetings
 - 5 Roundtable Leadership Workgroups
 - 1 3+hour Professional Development Conference
 - 2 6+hour Professional Development Conferences
 - 3 Advocacy Activities from approved list
- Earning over 6 units

Additional Stipends: \$50 permit advancement bonus, \$50 Longevity Reward
For a complete list of stipend level requirements and an application, contact us:

Lake County Child Care Planning Council
707-994-4795

www.lakecountychildcareplanning.com



Time is neutral and does not change things.
With **courage** and **initiative**,
leaders change things.

www.lakecountychildcareplanning.com



Leadership Development and
Education Stipend Program
for Early Childhood Education Professionals

Lake County Child Care Planning Council,
North Coast Opportunities, First 5 Lake



Who dares to teach
must never cease to learn.



LEARNING IS A WAY OF SHOWING THAT YOU BELIEVE IN TOMORROW.



You had dreams to continue your education, advance in your permit level, maybe get your degree, be the best educator and caregiver you can be. The Steps to Leadership program is designed to support you and encourage you to achieve those goals.

Those who are accepted into the program will participate in a year-long intensive leadership development program that will give you the inspiration and support to reach the next level in your life both professionally and personally.



Leadership Program Meeting

Individual meetings will be held with each participant to assist in setting and focusing your career and educational goals and selecting the program components that best suit your individual needs. We will review educational goals and ensure selected courses will achieve your goals.

Cost: None

Leadership Discussion Panels

Six roundtable workgroups will be offered throughout the year, and will focus on a variety of topics relevant to Lake County's ECE community. Experts on each topic will provide information, answer specific provider questions. Participants will choose the topics that meet their program goals.

Cost: \$5 per person

Professional Development Conferences

Six conferences will be held throughout the year—3 evening conferences, and 3 Saturday conferences—on various relevant topics, such as challenging behaviors, special needs, communication and more. Participants will select the conference that meet their program goals.

Cost: 3-hour conferences: \$10 per person
6-hour conferences: \$25 per person

Advocacy Activities*

A variety of advocacy opportunities will be promoted and offered throughout the year. Participants will select the advocacy activities that most align with their career and educational goals.

*Not required for Steps 1-3

Cost: Unknown, costs may be associated with memberships to specific organizations, etc. A variety of advocacy opportunities will be offered, both free and cost-based.

This unique program is individually tailored to each participant. It goes way beyond offering a stipend for taking a few classes. It is a year-long leadership institute that is certain to inspire you to break out of the routines and the ruts that we so easily fall into.

If you are ready to plant the seeds for a bright future, apply today!



Steps to Leadership Eligibility Requirements

- Work directly with children age 0-5 at least 15 hrs per week, or in a Latchkey program.
- Earn less than \$45,000 per year (gross individual earnings)
- Employed by same agency or program 9 out of the last 12 months—Migrant and exempt providers, 6 out of the last 12 months.

Questions? Contact us! 707-994-4795
www.lakecountychildcareplanning.com