



CELEBRATING 10 YEARS



2014 Annual Membership and Training Approval System Report

Letter from the Program Director



Welcome to the 2014 special edition of The Nevada Registry's annual report. This issue has extra meaning because it commemorates 10 years of operation and allows us to reflect on our history, our growth as an organization and the impact our work has had on the ECE workforce in Nevada. It also provides us with an opportunity to thank the many people who have helped make this important milestone possible.

grow.

A word small in size, but big in impact. Simply stated, it's the underlying theme and philosophy of The Nevada Registry. It's the driving force behind everything we do. From providing tools and resources to help our members grow personally and professionally, to helping us grow as a program in order to continue to meet the professional development needs of our membership, to helping the field of ECE grow by providing data that increases recognition and value for the profession; it's all about constant growth and continuous quality improvement for us. It hasn't always been easy. From our humble beginnings in a small one-room "shack" in the parking lot of a retired elementary school, to now being housed at the Early Childhood Professional Development Center with several of our professional development partners (Nevada Pre-K Standards, T.E.A.C.H. Early Childhood® Nevada and the Nevada Department of Education Office of Early Learning and Development), we've experienced many growing pains as an evolving and ever-changing program. But more importantly, we've seen a lot of positive growth within our membership and within the field and are very optimistic about what the heightened focus on early childhood locally and nationally means for young children and their educators alike. I whole-heartedly believe that this is THE most exciting time to be part of the ECE profession!

With a shared vision and commitment to engage in critical conversations about the importance of quality early care and education, we can continue to change the landscape of ECE in Nevada.

As we look back at The Nevada Registry's first 10 years of service, we have a lot to be proud of and many people to thank as we reflect on what we have accomplished. For this reason, this issue is dedicated to our members. YOU are the reason we exist. Despite the daily challenges you face doing the most critically important work on the planet, the struggles you face balancing work and family and the low pay and lack of recognition that continue to plague our profession, you persevere. Your commitment to early childhood motivates us to continue to explore new and better ways to support you and your professional growth and to improve the status of early childhood overall. We'd also like to thank Joanne Everts, whose forward-thinking vision and inspiration led to the creation of a Registry system in Nevada, as well as our dedicated Advisory Committee and the many community members, partners, collaborators and stakeholders who have supported the work of the Registry along the way. We couldn't have done it without you!

Looking ahead, we recognize that we aren't on this journey alone. With a shared vision and commitment to engage in critical conversations about the importance of quality early care and education, we can continue to change the landscape of ECE in Nevada. For now, I invite you to take a stroll down memory lane with us to celebrate our accomplishments and ask you to join us in committing to another 10 years of positive changes and growth for the early childhood workforce in Nevada!

Shelly Nye
Program Director

Oh, What a Year!

2014 was a year of celebration! It marked our 10th year of service and was the perfect time to recognize and thank our members in new and meaningful ways, reflect on our challenges and successes as a program and look ahead to where we'd like to go next. Many activities were planned throughout the year to help commemorate this important milestone; all with the intent of bringing added value to Registry membership for the 6000+ early childhood professionals who provide the foundation to our program. Take a look at a few of the highlights from our 10th anniversary celebration.

Members of the Advisory Committee helped us kick off the year during a special gathering in Reno. Their contributions are definitely part of our success!

"Becoming a member of The Nevada Registry has given me a feeling of accomplishment and a push to continue with education classes to stay current with the latest academic standards."
— Patricia Capitelli - Reno, Registry member since '09



We launched the Membership Benefit Program to bring much deserved recognition to the ECE workforce. By partnering with local businesses in Nevada, active Registry members are extended specific discounts simply for being part of our program.



Each month during the celebration year, active members were invited to participate in promotional contests. Winners received a limited edition 10th anniversary t-shirt.



The Trainer Directory was developed as another way for registered trainers/sponsors to advertise their services. It also helps early childhood professionals, especially center Directors, connect with trainers available to meet the specific professional development needs of their staff.



A presentation during the NevAEYC Early Childhood Conference in Vegas gave us an opportunity to recognize the current Advisory Committee, highlight our growth over the past 10 years and thank our members by giving each person a small thank you gift. We engaged with the membership throughout the conference with a fun "Where's Waldo"-like game and photo booth too!

"I think that The Nevada Registry is an excellent business tool. It has helped me narrow down when and where classes are and find online training courses."
— Lisa Bruno, Pahrump
— Registry member since '13

"The Registry provides a training calendar that keeps me up to date in my profession. These up to date resources help me improve my skills as a child care worker."
— Minh Chau Doan, Las Vegas
— Registry member since '07



A new email platform was launched to increase the frequency and effectiveness of our communications with the membership.



Our Facebook page was created to help keep members informed about what is happening within the program as well as in the broader ECE community. It's also a way for members to network with each other and stay actively involved with us.

Access our Facebook page by searching "The Nevada Registry" in the Facebook search bar OR using this direct link:

facebook.com/nevadaregistry



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The Start

Official launch of The Nevada Registry/Career Ladder Placement

Over 12,000 applications received as of '14

Over 3,300 Career Ladder level increases granted as of '14

Nevada Registry Advisory Committee formed to assist with the development of the Registry system

Training Approval System and online training calendar launched

Over 44,000 trainings approved as of '14

369
ACTIVE MEMBERS

2004

 |

Core Competencies

Program rebranding/launch of new and improved website

Nevada State Early Care and Education Summit held; development of Core Competencies began

Trainer Criteria implementation plan developed

2005

 |

Trainer Agreement

Registry office relocated

Ethical Obligations and Professional Responsibilities for Trainers/Sponsors adopted

"The Nevada Registry has helped me become a leader in ECE by giving me the tools to be an effective Trainer in Nevada." – Kashmir Shaffer, Las Vegas – Registered Trainer and member since '11

2006

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Outreach

Statewide outreach program launched

"I have enjoyed watching the Nevada Registry evolve throughout my career in Early Childhood Education. When I first joined I was a college student and really appreciated the value The Nevada Registry placed on Early Childhood as a profession. 11 years later, I am able to use The Nevada Registry to help guide aspiring Early Childhood Educators." – Michelle Hammond, Reno – Registry member since '10

2010

 |

New & Improved

1st annual demographic report published

Program rebranding; new and improved website/blog launched

365 blog posts as of '14

Registry relocates to new office/ PDC opens

Deadline for Licensed Family Child Care Providers to apply

Membership reached 3000

2011

 |

5000 Members!

2nd annual demographic report published

Electronic renewal reminder/ notification process launched

New Membership Application launched

Deadline for all professionals working in licensed child care programs to apply

Membership reached 5000

2012

grow.



Going Digital

Digital archiving (scanning) of member files began

Limited database access granted to Licensing

"The Nevada Registry is a great tool for tracking your professional development. In this industry, it motivates you to stay up with current research and information about our field and what the standard is for quality of care for children. The Nevada Registry helps keep us accountable to our communities and the children we teach by raising the standards and by using the professional ladder to track our development." – Debbie Kay, Las Vegas - Registry member since '08

2008



PDP Pilot

Electronic newsletter launched

Step 1 of Trainer Criteria completed (Trainer Survey)

Mandatory participation with The Nevada Registry adopted into child care regulations

Monthly program statistics made available on website

Professional Development Plan Pilot launched

2009



Job Board

Statewide Job Board launched

1,773 jobs posted as of '14

Nevada's Core Knowledge Areas and Core Competencies for Early Care and Education Professionals completed and adopted

2007



Online PDP

3rd annual demographic report published

Registered Trainer Complaint Protocol developed

Online professional development plan launched

Over 700 online PDPs created as of '14

Step 2 of Trainer Criteria implemented (Adult Learning Principles Training)

"The Nevada Registry has given me amazing support for the last 8 years...thank you for all you do for us."
– Holly Tretheway, Fernley - Registered Trainer and member since '06

2013



10 Years!

10th anniversary celebration began

4th annual demographic report published

Trainer Directory launched

Facebook page launched

Fees for enhanced services and late renewals went into effect

Membership Benefit Program launched

**6,219
ACTIVE MEMBERS**

2014

THE NEVADA REGISTRY
10th
Anniversary
**A DECADE OF
DEDICATION**
★ 2004-2014 ★



2014



6219
Active Registry Members
as of 12/31/14

1766

New members in 2014

4191

Returning members in 2014
9% increase in number of members
returning in 2014

11,672

Individuals placed on the
Career Ladder since January 2004



10%

Increase in
membership in 2014

97%
Percentage of
Female Members

38

Average Age of
Registry Members

64% of all members
are 31 years of age
or older.

8.65 YEARS

Average Number of Self-Reported Years of Experience in ECE

This is an overall average that does not take into account whether those years were full or part time years of employment or whether that work was in direct or indirect service positions.

- ➔ Average number of years of participation with the Registry is **3**
- ➔ **18%** of members have been active for 5 or more years*

*All numbers reported in this section are based on active members only.

ETHNICITY OF REGISTRY MEMBERS

African American/Black: 10.37%
American Indian: 0.92%
Asian: 6.27%
Caucasian/White: 53.37%
Hispanic/Latino: 16.79%
Multi-Racial: 2.14%
Pacific Islander: 0.98%
Other: 0.93%
Unspecified: 8.23%

Registry Membership and Hourly Wage by County

| | Active Members | Percentage of Total Membership | Direct Service Members* |
|---------------|-------------------|--------------------------------------|-------------------------------|
| Carson City: | 139 | 2.24% | 123 |
| Churchill: | 54 | 0.87% | 46 |
| Clark: | 4053 | 65.17% | 3829 |
| Douglas: | 102 | 1.64% | 93 |
| Elko: | 131 | 2.11% | 114 |
| Esmeralda: | 0 | 0 | N/A |
| Eureka: | 0 | 0 | N/A |
| Humboldt: | 29 | 0.47% | 29 |
| Lander: | 9 | 0.14% | 8 |
| Lincoln: | 1 | 0.02% | 1 |
| Lyon: | 90 | 1.45% | 85 |
| Mineral: | 1 | 0.02% | 0 |
| Nye: | 45 | 0.72% | 43 |
| Pershing: | 4 | 0.06% | 4 |
| Storey: | 1 | 0.02% | 1 |
| Washoe: | 1478 | 23.77% | 1352 |
| White Pine: | 35 | 0.56% | 33 |
| Out of State: | 47 | 0.76% | 33 |

82%

of members
working in direct
service positions
are Directors,
Lead/Head
Teachers
and/or Assistant
Teachers/Aides.

*Direct service members are early childhood educators working in licensed child care settings and are therefore subject to mandatory participation. Members working in indirect service positions are not included in these totals.

78%

of **All** Registry Members reported wage information.

\$10

Median hourly wage (Statewide)* of **All** active members.

83%

of all active Directors, Lead/Head Teachers and Assistant Teachers/Aides reported wage information.

Center Directors

\$14.00

Median Hourly Wage (Statewide)

Wage reported by 58% of all Directors & Assistant Directors

Lead/Head Teachers

\$11.00

Median Hourly Wage (Statewide)

Wage reported by 85% of all Lead/Head Teachers

Assistant Teachers/Aides

(including Floaters/Breakers/Substitutes)

\$9.50

Median Hourly Wage (Statewide)

Wage reported by 90% of all Assistant Teachers/Aides

2014 State of Nevada Minimum Wage for employees with employer-paid benefits remained at **\$7.25** per hour (for all other employees: no less than \$8.25 per hour)

Source: State of Nevada Department of Business & Industry, Office of the Labor Commissioner

Directors and Assistant Directors

Lead Teachers

Assistant Teachers/Aides

| # of Directors in County | % Reporting Wage | Median Hourly Wage |
|--------------------------|------------------|--------------------|
| 21 | 48% | \$12.00 |
| 8 | 63% | \$12.50 |
| 444 | 57% | \$14.00 |
| 13 | 69% | \$14.82 |
| 10 | 70% | \$15.00 |
| 0 | N/A | N/A |
| 0 | N/A | N/A |
| 6 | 67% | \$15.25 |
| 2 | 100% | \$11.84 |
| 0 | 0% | N/A |
| 15 | 53% | \$13.50 |
| 0 | N/A | N/A |
| 5 | 40% | \$22.45 |
| 0 | N/A | N/A |
| 0 | N/A | N/A |
| 166 | 57% | \$15.00 |
| 5 | 100% | \$21.00 |
| 10 | 80% | \$14.00 |

| # of Lead Teachers in County | % Reporting Wage | Median Hourly Wage |
|------------------------------|------------------|--------------------|
| 29 | 76% | \$10.00 |
| 16 | 94% | \$10.00 |
| 1466 | 84% | \$11.00 |
| 38 | 97% | \$9.40 |
| 39 | 92% | \$10.75 |
| 0 | N/A | N/A |
| 0 | N/A | N/A |
| 6 | 100% | \$11.25 |
| 0 | N/A | N/A |
| 0 | N/A | N/A |
| 22 | 73% | \$9.75 |
| 0 | N/A | N/A |
| 14 | 93% | \$9.50 |
| 2 | 100% | \$8.38 |
| 0 | N/A | N/A |
| 462 | 86% | \$11.00 |
| 13 | 92% | \$12.15 |
| 20 | 100% | \$12.12 |

| # of Asst. Teachers in County | % Reporting Wage | Median Hourly Wage |
|-------------------------------|------------------|--------------------|
| 64 | 88% | \$8.63 |
| 13 | 77% | \$8.50 |
| 1305 | 90% | \$9.50 |
| 41 | 85% | \$9.50 |
| 60 | 90% | \$9.75 |
| 0 | N/A | N/A |
| 0 | N/A | N/A |
| 15 | 93% | \$8.38 |
| 5 | 60% | \$9.40 |
| 1 | 100% | \$8.50 |
| 36 | 92% | \$8.50 |
| 1 | 100% | \$15.47 |
| 20 | 100% | \$10.80 |
| 2 | 100% | \$8.25 |
| 0 | 100% | \$12.00 |
| 501 | 93% | \$9.50 |
| 5 | 25% | \$9.90 |
| 10 | 83% | \$14.00 |

Note: The demographic information collected on the Member Application is all self-reported and optional. Where applicable, the total number of respondents will be included to highlight the demographics for which there is less than a 100% response rate. Demographic information is collected for the sole purpose of gaining knowledge about the ECE workforce and to assist in making positive changes to the professional development system in Nevada.

CAREER LADDER

The Career Ladder is the cornerstone of the Registry's recognition system and is based on what research has shown about the importance of specialized training in Early Care and Education (ECE) and the correlation between formal education and quality environments for children. The Ladder views the field of Early Childhood Education as a distinct and separate body of knowledge and area of specialization and is specific to the field of ECE. Consisting of 7 levels representing various combinations of formal education, training and direct experience (up to 4000 hours), the Career Ladder levels are a measure of formal education in ECE gained by taking courses at the community college and/or university level and are awarded by The Nevada Registry based on either accumulated credits or degrees earned.

21% of all active members have an AA degree or higher (in any field of study)

Of this 21%:

36% have a degree in ECE

64% have a Non-ECE degree

Of the 64% with a Non-ECE degree:

73% place at Levels 1-3 (including Pre-Level)

27% place at Levels 4-7

Levels 1-3 (including the Pre-Level) are the non-degreed levels of the ladder. However, some members placing at these levels hold an AA degree or higher in another field but have less than 30 ECE credits (or other qualifying criteria*) needed to place at a degreed level of the ladder (Levels 4-7). The number of members at each level of the ladder with a Non-ECE degree is shown below.

*Other qualifying criteria is defined as 30 or more ECE credits, an ECE credential issued by the Department of Education or a Montessori diploma earned through an accredited program combined with a formal AA degree or higher.

Registry Membership by Career Ladder Level, Degree Type and Hourly Wage

| | Total Number of Members | Percentage of Total Membership | Members with a Non- ECE Degree | Members with an ECE Degree | % of Members Reporting Wage | Median Hourly Wage |
|------------|----------------------------|--------------------------------------|--------------------------------------|----------------------------------|-----------------------------------|-----------------------|
| Pre-Level* | 1059 | 17.03% | 46 | N/A | 85% | \$8.75 |
| Level 1: | 2913 | 46.84% | 255 | N/A | 82% | \$10.00 |
| Level 2: | 1170 | 18.81% | 274 | N/A | 74% | \$12.00 |
| Level 3: | 364 | 5.85% | 37 | N/A | 73% | \$12.36 |
| Level 4: | 227 | 3.65% | 29 | 198 | 71% | \$13.60 |
| Level 5: | 338 | 5.43% | 119 | 219 | 62% | \$16.00 |
| Level 6: | 133 | 2.14% | 75 | 58 | 44% | \$21.00 |
| Level 7 | 15 | 0.24% | 9 | 6 | 20% | \$30.00 |

*Members at this level currently have less than 1000 hours of experience and will be placed at a level once those hours have been accumulated.

11% of members placing at Levels 1-3 (including Pre-Level) have a Non-ECE degree but less than 30 ECE credits (or other qualifying criteria) needed to place at the degreed levels of the ladder (Level 4 - Level 7).

67% of all members placing at Levels 4-7 have a degree in ECE. 33% have a Non-ECE degree with other qualifying criteria.

20% of all members without a degree have completed 1 or more ECE college credits.

• Of the 20%, 30% have completed 20 ECE credits or more.

NOTE:

Members are placed at levels based on the documentation provided to the Registry during the application process. Though difficult to determine the actual percentage, it is known that a number of new members have submitted only what was necessary to become compliant with Child Care Licensing (in conjunction with mandatory participation), not what was needed to place at the level commensurate with their completed college courses/degrees in ECE. As a result, it should not be assumed that members at Level 1 do not have formal education and training beyond a High School diploma or that members at Levels 1-3 (including the Pre-Level) do not have higher education degrees. It is likely that level reassignments will occur as new members renew and update their files in the future making levels a more accurate depiction of the formal education and training of our ECE workforce in Nevada.

LEVEL PLACEMENT

Career Ladder Level by Position Title

| DIRECT SERVICE POSITIONS | # of Registry members by title | % of total membership | Pre Level | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
|---|--------------------------------|-----------------------|-----------|---------|---------|---------|---------|---------|---------|---------|
| Center/Preschool Director/Administrator | 453 | 7.28% | 8 | 86 | 177 | 52 | 36 | 57 | 31 | 6 |
| Assistant Director/Program Director | 201 | 3.23% | 2 | 74 | 78 | 19 | 7 | 15 | 5 | 1 |
| Infant/Toddler Director | 42 | 0.68% | 3 | 16 | 12 | 7 | 3 | 1 | 0 | 0 |
| Infant/Toddler Asst. Director | 9 | 0.14% | 2 | 5 | 2 | 0 | 0 | 0 | 0 | 0 |
| Lead/Head Teacher | 2127 | 34.20% | 203 | 1041 | 464 | 143 | 107 | 137 | 32 | 0 |
| Assistant Teacher/Aide | 1587 | 25.52% | 460 | 843 | 170 | 54 | 33 | 23 | 4 | 0 |
| Floater/Breaker/Substitute | 492 | 7.91% | 160 | 240 | 57 | 15 | 7 | 11 | 2 | 0 |
| Dept. of Education Licensed ECE Teacher | 43 | 0.69% | 0 | 10 | 6 | 0 | 0 | 19 | 8 | 0 |
| Dept. of Education Licensed ECE Special Ed. Teacher | 10 | 0.16% | 0 | 1 | 1 | 0 | 0 | 2 | 6 | 0 |
| Before/After School Teacher | 53 | 0.85% | 15 | 28 | 6 | 3 | 0 | 1 | 0 | 0 |
| Licensed Family Home Care Provider | 291 | 4.68% | 15 | 168 | 64 | 28 | 7 | 7 | 2 | 0 |
| Licensed Group Home Care Provider | 10 | 0.16% | 0 | 7 | 2 | 0 | 1 | 0 | 0 | 0 |
| Family, Friend & Neighbor Care (Unlicensed) | 9 | 0.14% | 5 | 1 | 1 | 1 | 1 | 0 | 0 | 0 |
| Other Direct | 693 | 11.14% | 167 | 359 | 99 | 19 | 16 | 25 | 8 | 0 |
| INDIRECT SERVICE POSITIONS | | | | | | | | | | |
| Early Childhood Trainer/Coordinator | 22 | 0.35% | 1 | 0 | 4 | 2 | 2 | 6 | 6 | 1 |
| Early Intervention Provider | 7 | 0.11% | 0 | 0 | 1 | 0 | 0 | 3 | 3 | 0 |
| CCR&R or other child/family agency | 20 | 0.32% | 0 | 1 | 5 | 2 | 7 | 5 | 0 | 0 |
| Higher Education Faculty | 13 | 0.21% | 0 | 1 | 0 | 0 | 1 | 0 | 5 | 6 |
| Program Administrator (indirect) | 15 | 0.24% | 0 | 3 | 1 | 0 | 1 | 5 | 5 | 0 |
| Other Indirect | 22 | 0.35% | 0 | 1 | 5 | 3 | 1 | 7 | 5 | 0 |
| OTHER | | | | | | | | | | |
| Unemployed | 62 | 1% | 7 | 19 | 11 | 14 | 1 | 6 | 4 | 0 |
| Not Currently Working in ECE | 30 | 0.48% | 15 | 2 | 3 | 2 | 2 | 4 | 2 | 0 |
| Current Employment Unknown | 8 | 0.13% | 1 | 3 | 1 | 0 | 1 | 1 | 0 | 1 |

90% of members working in direct service positions place at Levels 1-3 (including Pre-Level)

21% of members working in direct service positions (not including Family/Group Home providers) have a college degree (AA or higher).

39% of all Directors have a college degree (AA or higher).

- Of that percentage, 38% have a degree in ECE and 62% have a Non-ECE degree.

13% of Family and Group Home Providers have a college degree (AA or higher).

17% of all members working in direct service positions have less than 1000 hours of experience working with children.

Career Ladder Level Increases

55 Registry Members increased their Career Ladder level during 2014 due to the completion of an ECE degree or other qualifying criteria.

Of those 55, 43 completed their ECE Degree, 12 had a Non-ECE degree but placed at degree level due to other qualifying criteria. 10 are registered trainers.

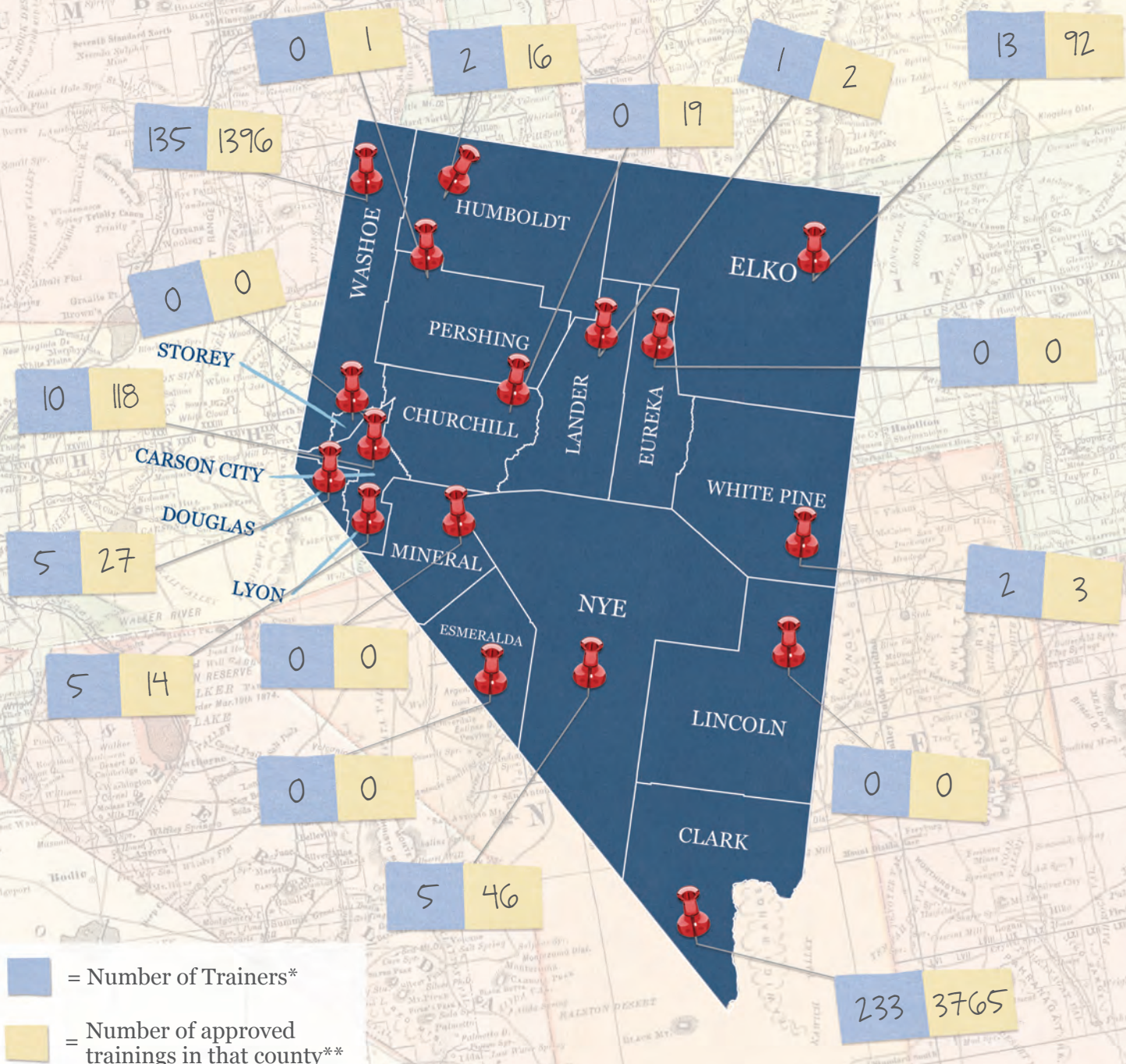
"The Nevada Registry has had a very positive impact on my profession as a Family Home Care Provider. The Registry has given me a sense of strength and support for our combined efforts to provide quality care and education for our youngest citizens. I am pleased to have an organized account of all my continuing education and the Registry makes it easy and convenient to access where and when I can attend classes and workshops for that education."

- Peggy Buggy - Verdi, Registry member since '11

The Nevada Registry's Training Approval System

The Nevada Registry has established a statewide system of training approval that promotes quality training opportunities and creates consistency within the training approval process. All approved training is linked to Nevada's Core Competencies and is based on developmentally appropriate practice and theories of child development. Serving as the central clearinghouse for receiving and approving training approval requests, tracking approved training and maintaining an online calendar of approved events, the Registry is able to help early childhood educators meet their professional development needs and goals. Over the past 10 years, hundreds of individuals have completed the trainer registration process and thousands of trainings have been provided to the early childhood community making The Nevada Registry a valuable professional development resource and support to the ECE workforce in Nevada.

Trainers and Trainings by County: 2014



*Includes both ECE and Non-ECE Trainers. County of residence is unspecified for 13 registered Out-of-State Trainers.

**388 out-of-state, online and distance-learning trainings were also approved.

Approved Trainings by Core Knowledge Area

Core Knowledge Areas (CKA) are a set of content areas that help define the knowledge expectations for everyone providing early care and education to young children. All informal training approved by The Nevada Registry is assigned one of 8 CKA. The following numbers represent the total trainings by CKA in 2014:

Human Growth and Development 453

Positive Interactions and Guidance 600

Observation and Assessment 123

Environment and Curriculum 915

Health, Nutrition and Safety 3333

Leadership and Professional Development 190

Family and Community Relationships 115

Management and Administration 158



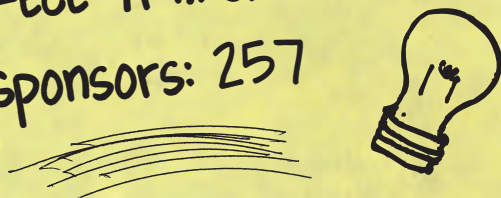
Trainings
Approved
in 2014

Total number of active registered*
trainers and sponsors: 681

ECE Trainers: 355

Non-ECE Trainers: 69

sponsors: 257



*"Registered" means that the trainer/sponsor has met all current required trainer registration requirements. Being a "registered" trainer is not the same as being an "approved" trainer. The Registry will build a network of approved trainers once criteria for training qualifications has been developed.

5,887 ★
(An average of 490 per month)

The Nevada Registry is responsible for the approval of all informal, not-for-college credit, training for the state. These totals do not reflect formal education/college credits.

ECE TRAINERS by CAREER LADDER LEVEL

| | |
|--------------|-------------|
| Pre-Level: 1 | Level 4: 36 |
| Level 1: 29 | Level 5: 72 |
| Level 2: 106 | Level 6: 63 |
| Level 3: 39 | Level 7: 9 |

66% of ECE
Trainers have an
AA degree or higher
(in any field of study)

Of that percentage, 50% have a degree
in ECE, 50% have a Non-ECE degree.

77% of ECE
Trainers work in
Direct service positions

Thank you to our inaugural partners who made the Membership Benefit Program possible!

 Origami Owl®
CUSTOM JEWELRY

 RENO
BIGHORNS

 Lakeshore
LEARNING STORE

 WE PROMOTE YOU!
"Marketing Solutions"

 carlisle
printers

 The Yoga Pearl

 RCO
Reno Family
orchestra

 CREATIVE SERVICES
WAUGH

 JO-ANN
fabric and craft stores®

 FITNESS for \$10

 Posh
salon & spa

 The Pampered Chef®

 KIMMIE
CANDY COMPANY

 MARY KAY

 LOTUS LAKE
"WHOLE BODY ALTERNATIVE MEDICAL CENTER"

The 2014-2015 Nevada Registry Advisory Committee Members

The Nevada Registry Advisory Committee serves as a body to guide, advise and make recommendations concerning issues related to The Nevada Registry's professional development and training approval system. The Committee operates in accordance with the Registry's Vision, Mission and Goals.

Ron Barakat

Nevada Department of Education,
Office of Early Learning and Development

Marci Behmaram

University of Nevada, Reno -
Early Head Start

Cheryl Brecheisen

College of Southern Nevada

Melissa Burnham

University of Nevada, Reno

Latisha Brown

Division of Public and Behavioral Health,
Child Care Licensing Unit

Danielle Harris

T.E.A.C.H. Early Childhood® Nevada

Cindy Johnson

Nevada Department of Education,
Office of Early Learning and Development

Bette Katz

The Children's Cabinet

Rhonda Laughlin

Reno/Sparks Indian Colony Head Start

Alice LeDesma

Washoe County Social Services

Tracy Lewis

Community Member at Large

Anna Severens

Nevada Department of Education,
Office of Early Learning and Development

Tina Springmeyer

Washoe County School District - Child and Family Services Department
and Nevada Pre-K Standards

Crystal Swank

Truckee Meadows Community College

Mona Timmons

St. John's Room to Grow Child Care, Fallon

