



PDO PATHWAYS

Quarterly News and Views to Advance Professional Development in
Early Childhood Education across Pennsylvania

eepdo.org

SUMMER 2022



ECEPDO@PASSHE Bids Farewell to Two “Founding” Partners!

SINCE ITS START IN LATE 2019, THE EARLY CHILDHOOD EDUCATION PROFESSIONAL DEVELOPMENT ORGANIZATION AT PASSHE has benefited from the vision and verve of two founding partners who retired in May. There is little that is “retiring” about either Dr. Betsy Manlove, formerly of Lock Haven University, or Dr. Laureen Nelson, formerly of East Stroudsburg University. These PASSHE universities are among the four PDO pillars, which also include Shippensburg University and PennWest/Edinboro University.

In terms of PDO work, Dr. Manlove has been replaced by Dr. Ingrid Everett; Dr. Nelson has been replaced by Dr. Nurun Begum. The PDO welcomes them!



Dr. Elizabeth Manlove

“The leadership both Dr. Manlove and Dr. Nelson offered to the PDO, their respective universities, and PDO students has elevated all of us. We are grateful for their valuable contributions to early childhood education and to the PDO, and offer them our best wishes for satisfying next chapters!”

Liz Knouse, PDO Director

With expertise in early childhood and social-emotional development and quality care in rural settings, Dr. Manlove has been a long-time influencer of public policy related to early care and education. She recognized the importance of diversity in education, and reflected this value in courses she both developed and taught.

“Betsy Manlove is a tireless proponent of early childhood education and has been a mentor to many future educators. An instrumental leader at both Lock Haven and the PDO, she will be missed by all.”

Kim Luxenberger, ECEPDO@PASSHE
Regional Grant Manager and Field Coordinator

An alumna of two PASSHE universities where she earned a Master’s degree (M.Ed., Shippensburg University) and Doctorate degree (D.Ed., Indiana University), Dr. Laureen Nelson has worked in early childhood education for over 30 years. She has been a classroom teacher, a preschool teacher and director, and a university faculty member at both the undergraduate and graduate levels.

“Laureen has been a valuable mentor with an infectious, positive attitude that has benefitted so many. Her knowledge, kindness, and experience offer lessons from which we can all learn. We will miss you, Laureen!”

Kelley Smith, ECEPDO@PASSHE
PDO Data & Compliance Manager



Dr. Laureen Nelson

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We encourage you to continue on your professional development pathway!

Congratulations to Advancing PDO-Sponsored Students

CONGRATULATIONS to these ECEPDO@PASSHE-sponsored students who either completed their Child Development Associate Credential or earned an Associate's Degree from the PDO educational partners listed here. This listing includes students who achieved these milestones between May 1 and July 1, 2022.

CARLOW UNIVERSITY — CDA

Carmela Rause
Madison Wood
Jacqueline Logsdon

COMMUNITY COLLEGE OF ALLEGHENY COUNTY ASSOCIATE'S DEGREE

Molly O'Hearn

LEHIGH CARBON COMMUNITY COLLEGE ASSOCIATE'S DEGREE

Jessica Daney

LOCK HAVEN UNIVERSITY — CDA

Margaret Phelps

NORTHAMPTON COMMUNITY COLLEGE — CDA

Morgan Hodson

NORTHWEST INSTITUTE OF RESEARCH — CDA

Brittany Dunston
Mattie Amsler

PENNAEYC — CDA

Beth Ann Pendergast
Clarissa Camarro
Kasey Wright
Denita Musselman
Sarah Marty
Mallorie Jacobs



PENNWEST/CLARION UNIVERSITY

ASSOCIATE'S DEGREE

Stacey Campbell

PENNWEST/EDINBORO UNIVERSITY — CDA

Mary Milligan
Kayla Rossey
Sandra Stirling
Andrea Davis
Brittany Ogden

READING AREA COMMUNITY COLLEGE ASSOCIATE'S DEGREE

Tiffany Grim
Jennifer Fernandez
Carlee Angelucci
Hannah Dreer

SHIPPENSBURG UNIVERSITY — CDA

Bridget Holland
Emmalie Walk

TRYING TOGETHER — CDA

Caitlin Kemmler

PDO Leadership Hit Airwaves to Talk About Early Education Shortages

IN LATE JULY, PDO Assistant Director Autumn Alleman participated in a WNEP-TV/16 ABC (Scranton, PA) broadcast to talk about the shortage of early education teachers and the need for greater professional development among them. Specifically, the broadcast featured news and views about how the ECEPDO@PASSHE offers tuition-free courses to advance early education teachers' professional development.

"It's definitely something worthwhile, monetary-wise and learning-wise," said Jennifer Simon, Bellevue Child Care Center director." Read the online story and watch the broadcast [here](#).

COVERING 18 COUNTIES in central and south-central Pennsylvania, PDO Director Liz Knouse and Assistant Director Autumn Alleman joined WITF/89.5 FM "Smart Talk" to discuss the need for greater numbers of formally educated teachers in preschool programs.

"It is critical that we continue to amplify the message that there is a shortage of early education teachers who have strong educations themselves, so in turn, they are better prepared to teach our youngest children," Knouse said. Listen to the broadcast [here](#) and discover how to advance your professional pathway [here](#).

Preparing for a “Fantastic Fall”

PDO “Mini Conference” Mines Innovation

FOR SOME OF THE ECEPDO@PASSHE TEAM MEMBERS

who attended a PDO summer “Mini Conference” at Shippensburg University, it was the first time they had met in person. Operating under COVID social distancing restrictions from the PDO’s outset through much of 2021, PDO team members across the state have been connecting with each other and students through virtual platforms, such as Zoom and Teams.

From brainstorming new ways to reach prospective students to sharing success stories, the 18 attendees (both in-person and via Zoom) advanced their own professional development and camaraderie. “The enthusiasm was energizing,” said PDO Director Liz Knouse.



Pictured above are PDO team members from across the state who gathered for the summer mini conference.



PDO team members shared innovative ideas about ways to recruit and retain students, as well as administrative best practices to keep the PDO running efficiently and effectively.



Pictured above are PDO Assistant Director Autumn Alleman (left) and Director Liz Knouse (right) who hosted the day-long event at the Shippensburg University campus.



Pictured at left: Roundtable discussions focused on regional and statewide goal-setting and program development — all with an eye toward maintaining and expanding support for students.

*Little Bears Childcare & Preschool Learning***Early Education Center In the Spotlight****EMPLOYEE PROFESSIONAL DEVELOPMENT INCENTIVES**

TAKE A VARIETY OF FORMS at Little Bears Childcare & Preschool Learning, which has operated in Hughesville, PA (Lycoming County) since 2010. Among them are pay raises, mentorship-loaded support, gift cards, and even shopping trips to purchase work clothing. The result is an all-winners scenario, where young children and their families, early education teachers, and the center owner all reap rewards.

“Martina Zimmerman is one of our teachers who is nearing completion of her CDA Credential and is a true role model for several of our other teachers who are following in her footsteps,” said Little Bears owner Carrie Edkin.

“It hasn’t always been easy, but has been so worth it,” said Martina. Balancing work at the center with her own family obligations, as well as CDA coursework, has presented time management challenges. “Support from my husband and colleagues, flexibility from Miss Gabby (center director Gabby Marconnet), and responsiveness from my instructor have been key to my ability to continue,” she said. The types of flexibility and support that has helped Martina to advance her CDA studies include being able to do coursework during the children’s nap times and collaborating with other co-workers who are also PDO-sponsored students. Her next goal is to pursue an Associate’s Degree in Early Childhood Education.

With at least eight Little Bears’ teachers pursuing some form of professional development — and a few more scheduled to begin next academic year — the enthusiasm has been nothing short of energizing.

“Our infant room teacher just completed her CDA. I have noticed she brings new ideas to her classroom, such as how to interact in different ways with children. Our teachers with this CDA have stronger core competencies in early childhood education and apply what they have learned directly in the classroom,” Gabby added.

Little Bears recently received a STAR 4 rating from the Keystone STARS program, the highest rating for quality from the PA Office of Childhood Development and Early Learning. Center owner Carrie Edkin credits her teachers and staff.



Pictured from L-R are Little Bears Director Gabby Marconnet, Teacher/PDO Student Martina Zimmerman, and Center Owner Carrie Edkin.

Little Bears wants the parents and guardians of the children in their care to know how much the center values their teachers’ education and how young children will benefit. “Meet-the-Team” welcome packets that are offered to families provide a snapshot of all the center’s teachers and staff, including their educational credentials and much more.

“Parents have really appreciated these packets as a way to get to know everyone here,” added Gabby. “It gives them confidence that their children are safe and well cared for by teachers who have the applied knowledge and skills.” The proof is a seal of approval that hangs on the wall, as well as on the faces of the happy children who attend Little Bears.

The ECEPDO@PASSHE congratulates the Little Bears team on the STAR 4 accomplishment and all its teachers who are pursuing professional development.

Listen to the August 2022 [PDO Podcast](#), featuring this team of early education teaching stars!