Table. 1 Doctoral Student Action Plan Summary

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| Name | Research | | Service | | Teaching | |
| Goal/Objective | Timeline | Goal/Objective | Timeline | Goal/Objective | Timeline |
| Catherine Citta  University of Georgia | Use of Non-Therapeutic Services in Early Intervention  Literature Search  Data Collection/Methodology | Aug 2020  March 2020  July 2020 | Join local/state ICC, GADEC, NAEYC  Attend local/state meetings  Perform a service opportunity | Dec 2019  May 2020  Aug 2020 | Present/lead a workshop on a state or local level  Creation of presentation/workshop  Participate in delivery of workshop/training | Aug 2020  Dec 2019  Aug 2020 |
| Sylvia Collazo  Florida Atlantic University | Input on data analysis  Finalize data analysis plan w/dissertation committee  Pre- and Post-data collection: perception  Pre- and Post-data collection: knowledge, perception, and application  Analyze data  Write up results and discussion | Sep 20  Sep 27  Oct 29  Dec 20  Feb 28, 2020  April 28, 2020 | Present the professional development package  Send out flyer to programs to participate in PD  Schedule whole training group  Present training package for four sessions  Complete for sessions | Sep 27  Oct 7  Oct 14  Oct 28  Dec 20 | Develop a professional development package  A one-time, eight-hour, whole group training  Four, three-hour application follow-up sessions | Sep 2020  Sep 27  Oct 4 |
| Elizabeth Diedrick  University of Toledo | Submit and defend dissertation proposal.  Collect baseline data for dissertation research. | Dec 2019  Jan thru March 2020 | Provide support to the early childhood director in my district for the development and provision of inservice professional development aligned to the personnel preparation standards and the DEC and NAEYC recommended practices (aligned).  Share the available crosswalks with my director. <https://ecpcta.org/cec-dec-naeyc-personnel-standards-alignment/>  Have at least 2 face to face meetings with the director to collaborate on PD development and provision. | Ongoing throughout 2019-2020 school year.  Dec 20219  March 2020 | Facilitate Community of Learners (CoL) throughout the 2019-2020 school year.  Update and revise agendas monthly for the CoL with Head Start teachers | 2019-2020 school year  Monthly in Oct, Nov, Jan, Feb, and March. |
| Ekta Ghosh  University of Denver | Trying to Bridge the gap between theory and practice  Creating a responsive intervention policy  Create a conducive environment for the pre-service teachers and the developmentally delayed children in class  Helping the class teachers acquainted with Enhanced Milieu teaching strategies | Oct  -  -  - |  |  | Attempting to Improve the quality of curriculum instruction in the training courses  Making the ECSE pre-service teachers more confident and competent  Implementing Evidence-based teaching strategies in the intervention | Dec 2019 -Jan 2020  April 2020  - |
| Kristin Gilland  University of Toledo | By March 2020 I will be in the data collection phase for my dissertation.  Complete my dissertation proposal.  Finalize recruitment of research participants.  Complete initial training of research participants and collect baseline data in preparation for intervention phase. | March 1, 2020  Dec 1, 2019  Jan 15, 2020  Feb28, 2020 | Share information from ECPC, DEC, and my dissertation research with district leadership in an attempt to nudge systems change.  Handouts, resources, PowerPoint presentations  Handouts, resources, PowerPoint presentations Handouts, resources, PowerPoint presentations | March 1, 2020  Sept 20, 2019  Oct 15, 2019  March 1, 2020 | By March 2020 I will secure an opportunity to teach an undergraduate or graduate level class in EC/ECSE  Update my CV to reflect my current accomplishments.  Reach out to contacts and mentors to identify opportunities for teaching.  Identify and apply for teaching opportunities at IHE. | March 1, 2020  Oct 15, 2020  Nov 1, 2020  Dec 1, 2020 |
| Melissa Jackson  Hunter College | Doc Grant  Complete proposal  Data collection  Article submission | 1 m.  3 m.  6 m.  6 m. | Training feedback  Measure Feedback  Reflect/Revise | 6m.-1 yr.  6m.-1 yr.  6m.-1 yr. | DEC RPs/Standards into syllabus  Check student understanding  Graduate Student join 1 organization | 1 m.- 3m.  3 m.- 6m.  1 m.- 6m. |
| Brandy James  Ball State University | Data collection  Data analysis  Coding  Categories  Chapters written  Chapter 5  Chapter 1and abstract  Revision | March 2020  April 2020  April 1-10  April 11-18  May-June 2020 May 1-15  May 16-30  June 2020 | NAEYC Committee Chair  Orientation  IDEC Board member  Committee work | Sep 2019  Sep 18  -  - | Recruit ECE students  Marketing plan | Sep 2019- Aug 2020  Sep 2019- Aug 2020 |
| Grace Kelley  University of Oklahoma | Complete data collection  Begin/complete analysis  Write up findings | Oct – May | Become more active member of DEC  Advocate with NASW to become a partner supporting DEC  Review articles for IYC | October -Sept  Nov- Oct  Jan - May | Offer to provide information/ lecture on ECE/ ECSE for University Courses | Oct – Sept |
| Megan Kunze  University of Orgeon | Complete dissertation data  Revise intro to OPP Manuscript  Complete infant/caregiver Trauma Review  Survey for BCBA on EI/ECSE competence & confidence | April 10, 2020  Nov 1, 2019  Feb 1, 2020  May 1, 2020 | Memberships: check expiration date | March 30, 2020 | Overview of ASD | Jan 1, 2020 |
| Toni Miguel  University of North Caroline at Chapel Hill | Develop confirming/disconfirming tables of coded  Write results  Write results of triangulated data | Early Oct 2019  End of Oct 2019  Early Nov 2019 | Increase visits to the DEC Student COP blog by 20%.  2 co-wrote DEC student blog posts  Link DEC membership page to blog | March 2020  March 2020  Before DEC conference | Deconstruct and reconstruct syllabi  Refine SCRIPT-NC online resources | Dec 2019  Nov 2019 |
| Sara Movahedazarhouligh  University of Northern Colorado | Complete dissertation | Spring 2020 | Building connections and collaboration with some leadership programs/foundations  Building connections with knowledgeable, involved professionals, authors, researchers in EC leadership  Developing and delivering TA and PD on leadership specific to EI and ECSE (0-5) through workshops, cohort trainings, etc.  Connect and collaborate with DEC on international context to translate ad transfer accumulated knowledge and skills to international partners. | -  -  2020  - | Creating a 4-5 course certification, licensure or qualification program  Offering this certificate/licensure through one of the leading organizations in the field | -  - |
| Molly Poole  University of Washington | Participate in research  Contact faculty  Read and analyze 5 articles  Complete needs assessment  Review/Writing | Oct 2019  Nov 2019  Dec 2019  March 2020 | DEC Membership  Contact faculty and journal editors  Review articles w/advisor  Local and student organizations  Review articles independently | Sep 2019  Oct 2019  Nov 2019  Jan 2020  Feb 2020 | Technology coaching/mentoring feedback to students  Read articles  Observations/Feedback  Align coaching w/technology  Code/Compile strategies | 1Oct 2019  Oct 2019  Oct 2019  Dec 2019  Feb 2020 |
| Michelle Sands  University of Illinois  at Urbana-Champaign | Submit research manuscript  Submit practitioner manuscript  Submit manuscript | Draft 1-Nov 1  Draft 2-Dec 1  Final- Feb 1  Draft 1-complete  Draft 2-Sep 15  Final-Oct 1  Draft 1- Dec 2019  Draft 2- Feb 2020  Final-March 2020 | Academic Program Committee | Thru Sep 2020 | Develop syllabus w/advisor  Analysis of coursework | Dec/Jan 2019/2020  Sep 2020 |
| Hannah Stephens Kennedy  University of Alabama at Birmingham | Complete Dissertation research | Sep-Dec 2019 |  |  | Build stronger relationships with students in my online courses  Become more involved in DEC advocacy work by joining a DEC committee and collaborating with others to promote this work within the State of Alabama. | Sep- Dec 2019  Sep- Dec 2019 |