

- 1. American Federation of State, County and Municipal Employees
- 2. American Federation of Teachers
- 3. Associate Degree Early Childhood Teacher Educators
- 4. Child Care Aware of America
- 5. Council for Professional Recognition
- 6. Division for Early Childhood of the Council for Exceptional Children
- 7. Early Care and Education Consortium
- 8. National Association for Family Child Care
- 9. National Association for the Education of Young Children
- 10. National Association of Early Childhood Teacher Educators
- 11. National Association of Elementary School Principals
- 12. National Education Association
- 13. National Head Start Association
- 14. Service Employees International Union
- 15. ZERO TO THREE

**Clarity and
Accountability as
Necessities for ECE
Compensation:**

Power to the Profession

January 24, 2018

The Profession We All Want

- ✓ Prepared
- ✓ Supported
- ✓ Effective
- ✓ Valued
- ✓ Diverse
- ✓ Advocates
- ✓ Compensated
-and more

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What This Requires

Increased
Public
Funding

3

But...The Public Will Want to Know

- Who are early childhood educators?
- What do they do?
- Do they need specialized knowledge and skills? Why?
- What does compensation parity look like? Why?

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Do We Have Unifying Answers?



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The Current Reality

- Varying nomenclature
- Varying preparation
- Varying qualifications
- Varying working conditions
- Varying expectations for practice
- Varying diversity
- Varying accountability

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The Current Reality

Who are we?

- providers
- teachers
- child-care providers
- home providers
- assistant teachers
- child-care workers
- daycare workers
- early-childhood workforce
- preschool teachers
- child care teachers
- informal (friend, family, neighbor care/ kith and kin)

What do we do?

- early learning
- child care
- day-care
- care and education

What ages do we serve?

- 0-5
- 0-8
- PreK

What do we often work?

- Home-based programs
- Center-based programs
- Elementary schools

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The Public Is Asking for Clarity

The Washington Post
Letters to the Editor • OPINION
Requiring D.C. child-care workers to have degrees is a mistake
APR 13
It doesn't take four years of higher education to see the unintended consequences of requiring D.C. child-care workers to have college degrees. A higher degree of child-care workers, April 13.

The Upshot
A HISTORY OF SUCCESS
Do Preschool Teachers Really Need to Be College Graduates?
Chitra Gata Miller @cgatamler APR 13, 2017
In Washington, D.C., teachers at child-care centers will soon join preschool teachers in needing college degrees — one of a series of policies nationwide requiring higher education for the people who take care of young children.

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The Public Is Asking for Clarity

Better Life Lab has moved! You can find new stories here.

Child Care Providers Want Degrees. We Have to Figure Out How to Pay for Them.

By Leah K. Fisher

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The Public Is Asking for Clarity



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POLL

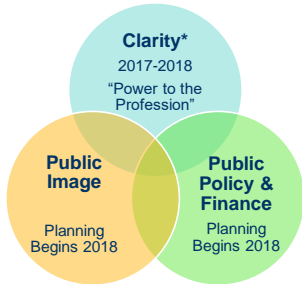
11

Either-Or “Both-And” Approach



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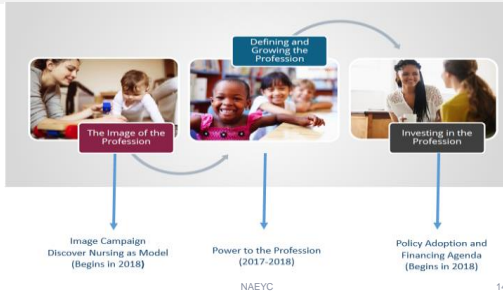
Power to the Profession



*Initial iteration; professions continuously evolve

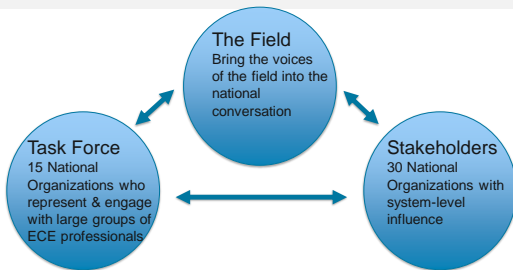
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Power to the Profession



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Collaboration and Leadership



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Examples of Unifying Decisions

- ✓ How is the early childhood profession distinct from others in the early childhood field?
- ✓ What should early childhood educators know and be able to do?
- ☆ What are roles or levels within the ECE profession?
- ☆ What preparation programs should be expected to prepare graduates for their respective roles? How do we support these programs? How do we hold them accountable?

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Examples of Unifying Decisions

- What is comparable compensation for each role or level?
- What resources and infrastructure will be needed to ensure implementation with fidelity?
- What are the non-negotiable conditions for implementation?

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Diversity and Equity

- Maintaining and growing a diverse and equitable profession is a key priority.
- Decisions and policy implementation will directly address structural, institutional, and individual biases and barriers.

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Challenge the Status Quo



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Strength to Be Bold

- Our Commitment to All Young Children
- Our Commitment to the Profession
- History of ECE
- History of Other Professions
- Collective Action and Synergy
- We Are Not Alone

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POLL

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Your Leadership and Expertise are Needed

Review

- Background materials
- Draft and approved decisions

Respond

- Surveys, virtual office hours, email, phone
- Share cautions and agreements

Reflect

- As an individual or with others
- Share reflections

Revolutionize

- Attend or facilitate gatherings
- Help build momentum
- Recommend strategies

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Your Expertise and Leadership are Needed

- Website: www.naeyc.org/profession
- Email: p2p@naeyc.org
- Phone: [\(800\)424-2460](tel:(800)424-2460)

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