Power to the Profession

Minnesota’s Future Policy Hour
April 4, 2017
MN Association for the Education of Young Children (MnAEYC) &
MN School-Age Care Alliance (MnSACA)

• State affiliate of NAEYC & NAA
• Promote quality, support professionals
• Accreditation, PD & Policy, Advocacy
Minnesota Workforce Efforts

• B-8 Task Force (National Academies of Science)
• National Governor’s Association Grants
• Pre-K – 3 Design Team
• Coordination and Collaboration
We Are Making Progress

- Economists and researchers can attest to the importance of our work
- More recognition that ECE is the start of the education continuum
- More focus on quality
- More investments at the state level
- Demand for more ECE professionals with specialized degrees
We Are Making Progress

• ECE at the center of political agendas and campaigns
• ECE referenced in presidential State of the Union Address
• Mainstream media coverage and attention
We Are Making Progress

Voters overwhelmingly reject the idea that early childhood educators have “easy jobs.”

(% of Voters Saying Various Phrases are Accurate Descriptions of Early Childhood Educators)

- Can make a long-term career of their work in early education: 78%
- Are highly-skilled: 76%
- Are appropriately trained for their jobs: 74%
- Are valued by the community: 69%
- Work part-time: 57%
- Are likely to quickly move on to other careers: 55%
- Are paid, on average, about the same as fast food workers: 47%
- Are easily replaceable: 37%
- Are equivalent to a local babysitter: 32%
- Have fairly easy jobs: 23%
We Are Making Progress

EDUCATORS ARE heroes!

Nearly 90% of voters say early childhood educators are important members of their communities, on par with firefighters and nurses.

www.naeyc.org/profession
We Are Making Progress

QUALITY IS TIED TO compensation

**Voters agree:** Early childhood educators are paid too little and their wages should be raised.

www.naeyc.org/profession
Ready or Not....We’re in the Spotlight
Ready or Not... We’re in the Spotlight

• Your work is critical
• Your work requires complex thinking
• Your work requires specialized training and education
• Investments must be made to support the profession
Seize the Moment

1. Who are early childhood educators?
2. What do early childhood educators do?
3. What does it take to become an early childhood educator?
4. What are they accountable for?
Power to the Profession

A Three-Pronged Approach

- The Image of the Profession
- Defining and Growing the Profession
- Investing in the Profession
Power to the Profession Goals

1. Establish a *shared framework* of knowledge and competencies, qualifications, standards of practice, and compensation that *unifies the entire early childhood education profession*, ages birth through 8, across all settings

2. Develop a comprehensive policy and financing strategy for the systemic adoption and implementation of the shared framework
How Do We Get There?

Task Force
15 National Organizations who represent & engage with large groups of ECE professionals

Affiliates & Members
Bring the voices of the field into the national conversation

Stakeholders
30 National Organizations with system-level influence
Task Force

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
Stakeholders

1. American Association of Colleges for Teacher Education
2. American Indian College Fund
3. BUILD Initiative
4. Center for American Progress
5. Center for the Study of Child Care Employment
6. Center on Enhancing Early Learning Outcomes
7. CLASP
8. Council for the Accreditation of Educator Preparation
9. Council of Chief State School Officers
10. Data Quality Campaign
11. Early Childhood Personnel Center
12. First Five Years Fund
13. JumpStart
14. McCormick Center for Early Childhood Leadership
15. Military Child Education Coalition
16. National Academy of Sciences
17. National Association of Early Childhood Specialists in State Departments of Education
18. National Association of State Boards of Education
19. National Black Child Development Institute
20. National Board for Professional Teaching Standards
21. National Council of La Raza
22. National Governors Association
23. National Institute for Early Education Research
24. National League of Cities
25. National Women’s Law Center
26. National Workforce Registry Alliance
27. New America
28. Ounce of Prevention Fund
29. Save the Children
30. TEACH Early Childhood National Center
31. Teach for America
Affiliates, Members, Broader Field

- Respond to working drafts and give input
- Advise on measures related to policy adoption
- Serve as a leader and influencer in promoting the shared framework
- Partner on the ground for community events
How Do We Get There
8 Decision Cycles
January 2017-December 2018

1. Professional Identity and Boundary
   • Advancing, Influencing & Governing vs. Influencing & Partnering

2. Competencies (General)
   • Know, Understand, Demonstrate

3. Competencies (Specialized)
   • Know, Understand, Demonstrate

4. Competency Attainment Source
   • IHEs and non-IHEs where competencies can be earned

5. Qualifications and Pathways
   • 3-4 Levels of Mastery

6. Compensation Recommendation
   • Recommendation Per Level of Mastery

7. Required Accountability and Quality Assurance
   • Certification (Eligibility and Exam)
   • Approved Competency Attainment Source (IHEs and non-IHEs)

8. Required Support and Infrastructure
   • Educator, Higher Education, Program, State, Association
How Do We Get There

1. Deliberation with Task Force
2. Review and Feedback*
3. Analyze Feedback and Implementation Analysis
4. Round 2 Review and Feedback*
5. Task Force approves Final Definition
More Information

• [www.NAEYC.org/profession](http://www.naeyc.org/profession)

• Read more about the initiative
• See supporting documents, resources, research
• Sign up to receive updates
Where We Go From Here

• Stay tuned (Virtual Town Halls, Webinars)
• Be in touch (Boards, conferences, organizations)
• Stay connected (What more do you need?)
Thank You!

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