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)

Description	%
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.**
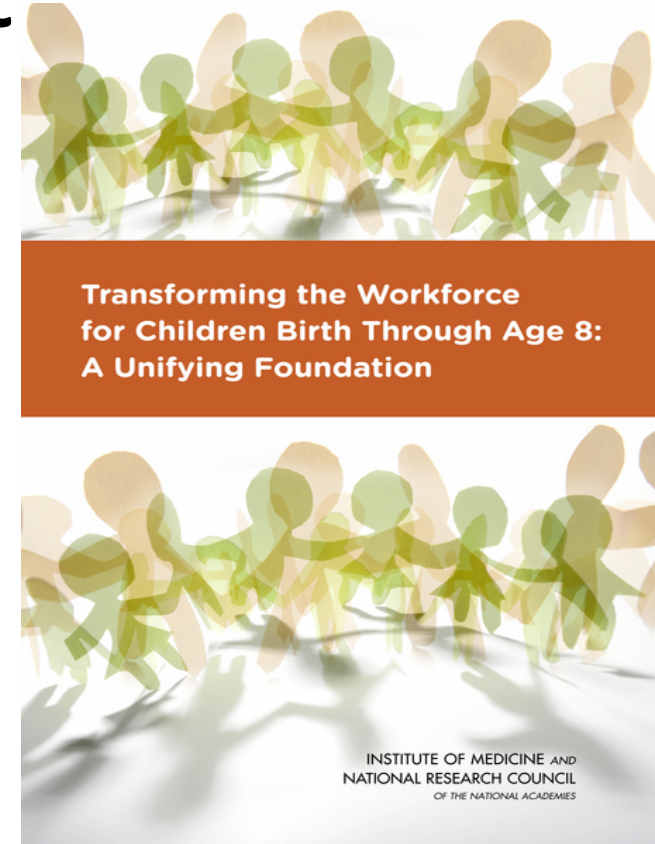
naeyc

www.naeyc.org/profession

We Are Making Progress

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

Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation

INSTITUTE OF MEDICINE AND NATIONAL RESEARCH COUNCIL
OF THE NATIONAL ACADEMIES

Seize the Moment

1. Who are early childhood educators?

2. What do early childhood educators do?

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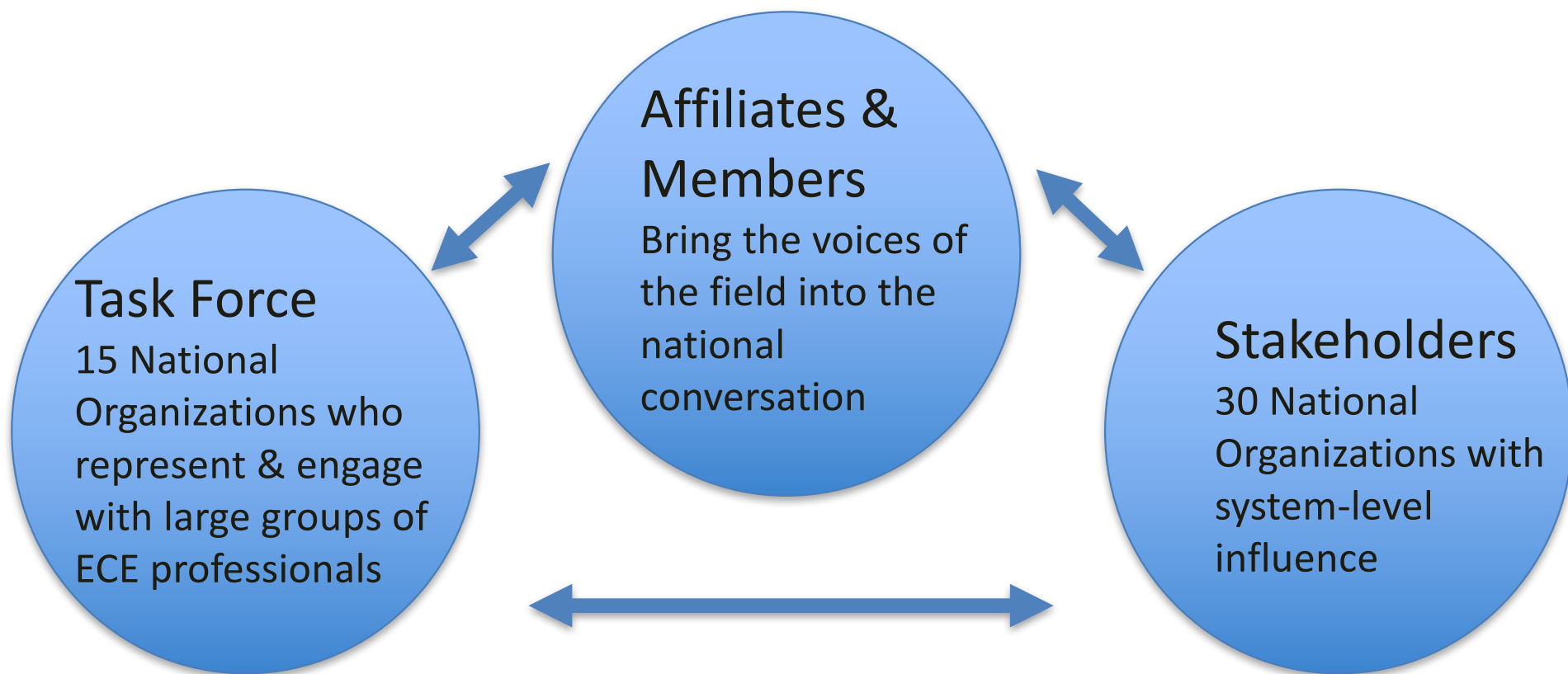
4. What are they accountable for?
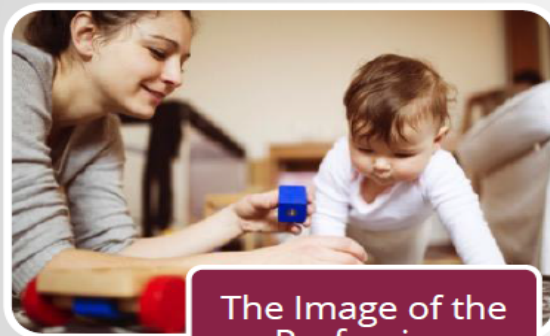
Power to the Profession

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?

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

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

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**
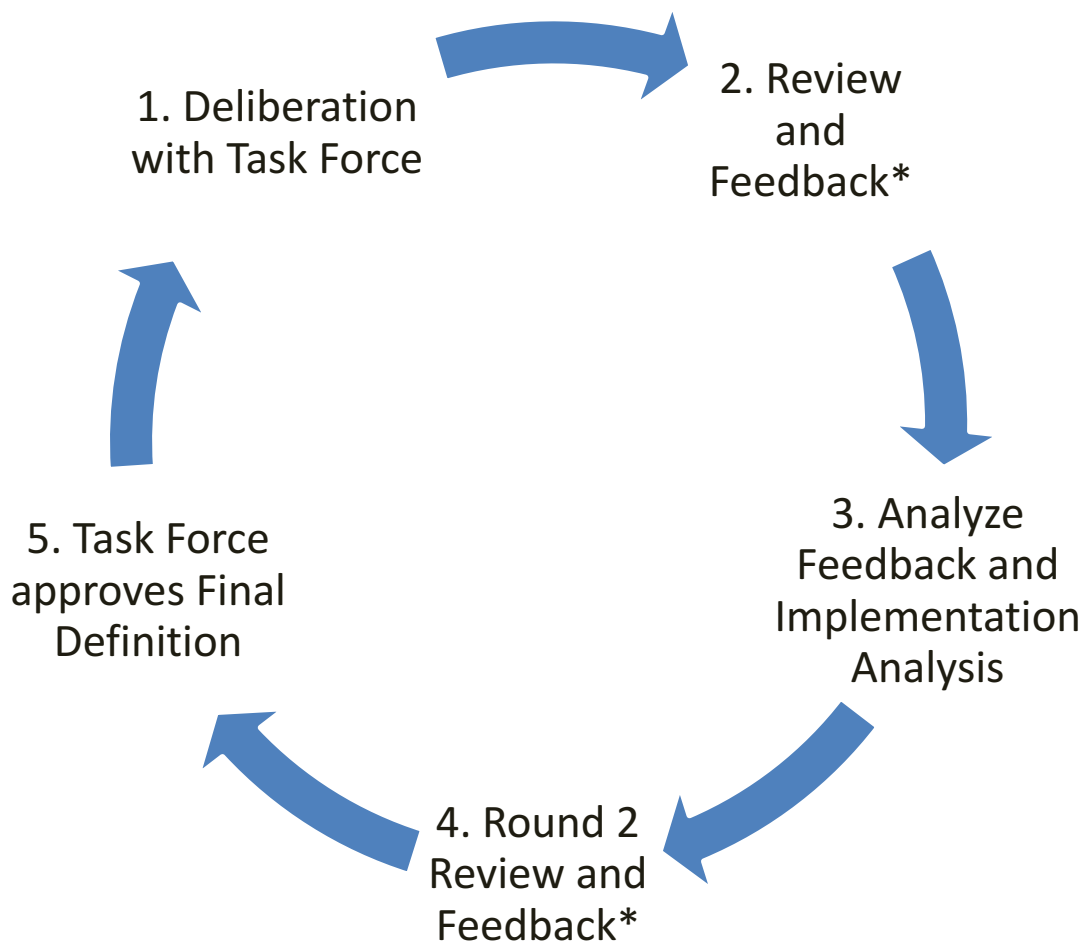   - Recommendation Per Level of Mastery

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

More Information

- 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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