



Buffett  
Early Childhood  
Institute

*at the University of Nebraska*

# Problems and Challenges For Nebraska's Early Childhood Workforce

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Start early. Start well.



# Mission

To transform the lives of young at-risk children by improving their learning and development.

A close-up portrait of a young child with dark, curly hair and a gentle smile, looking directly at the camera. The child is wearing a dark-colored shirt. The background is a solid, deep blue.

# Signature Programs



# Early Childhood Workforce Development Program



# Workforce Program Goals

1. Collaborate with institutions of higher education and with the state dept. of education
2. Build the quality and size of the early childhood workforce by improving practitioners' skills and knowledge particularly with at-risk children and families
3. Influence public policy through high-quality evidence and best practice
4. Add to the evidence base



**Why  
We  
Are  
Here Today**

**Start Early.  
Start Well.**

*Caption*

# Transforming the Workforce

1. Identify the **challenges** we're facing.
2. Focus on the IOM committee **recommendations**.
3. Share **results** from the Nebraska *Higher Education Inventory*.
4. Discuss **pathways** for becoming an early childhood educator.
5. Clarify **goals and practices** to be implemented by the higher education community and state regulatory agencies.
6. Strengthen the **network** of professionals in Nebraska concerned with ECE.



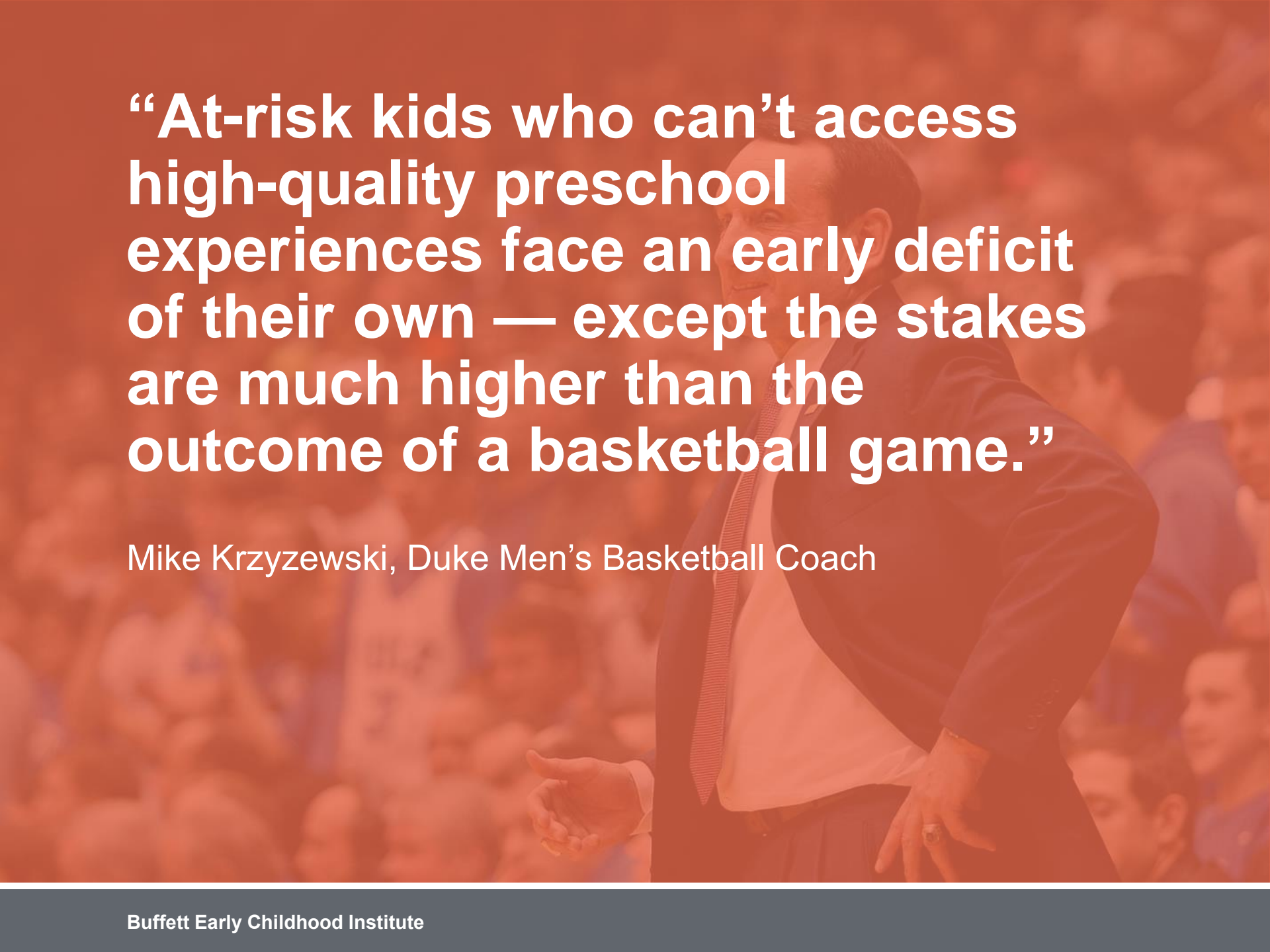
## Obama proposal reflects shift in views on early childhood education





Mike Krzyzewski,  
Duke Men's Basketball Coach

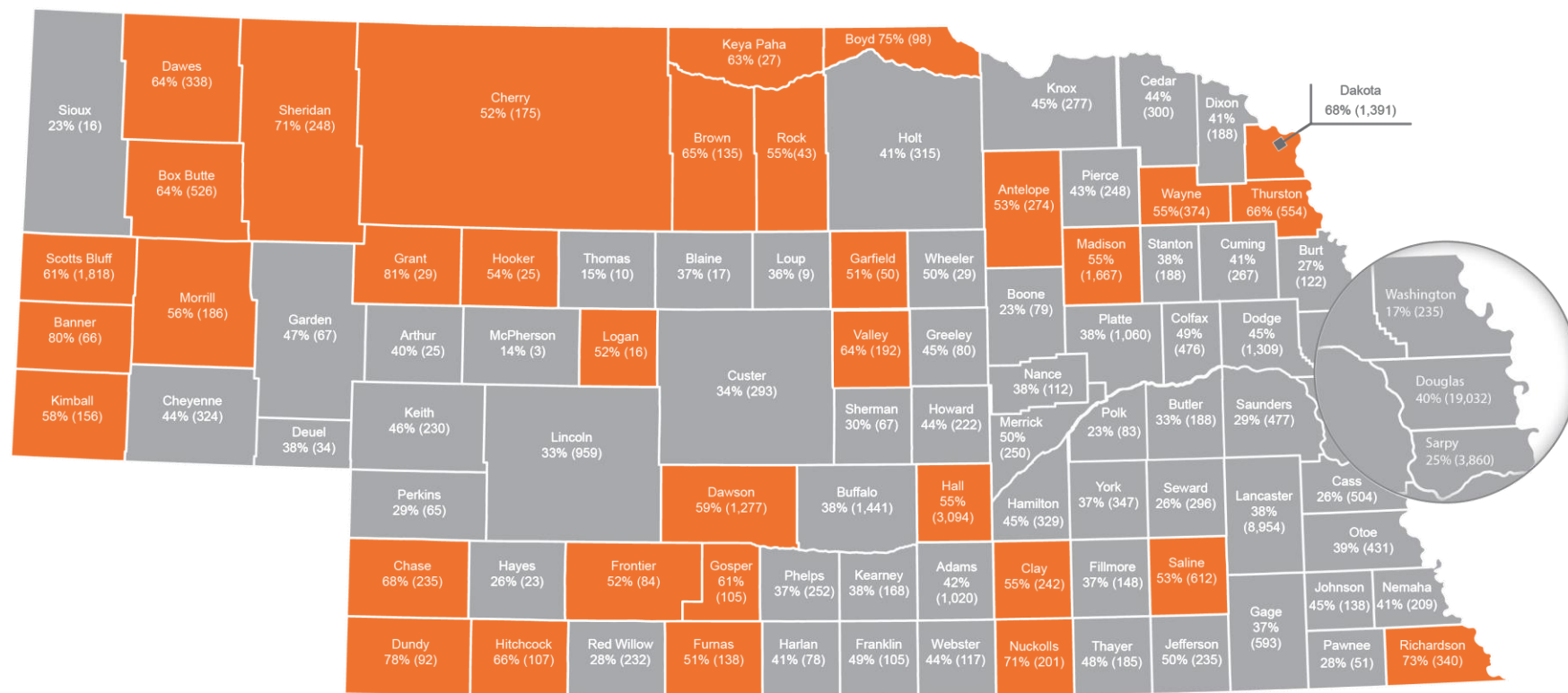


A photograph of Mike Krzyzewski, Duke Men's Basketball Coach, on a basketball court. He is wearing a dark suit, a white shirt, and a red tie. He is gesturing with his hands, pointing towards the court. The background is a blurred crowd of spectators. The entire image has a semi-transparent orange overlay.

**“At-risk kids who can’t access high-quality preschool experiences face an early deficit of their own — except the stakes are much higher than the outcome of a basketball game.”**

Mike Krzyzewski, Duke Men’s Basketball Coach

# Children Age 0-5 At Risk of Failing in School: 2008–2012



Percentage of County 0-5 Population At Risk

51% +

**153,463**

Number of Children Age 0-5  
in Nebraska

**62,287 (41%)**

Number and Percentage of Children Age 0-5  
in Nebraska At Risk of Failing in School

U.S. Census Bureau; American Community Survey, 2012 American Community Survey 5-Year Estimates, Tables B17024; generated by First Five Nebraska; using American Factfinder; <<http://factfinder2.census.gov>>; (20 March 2014).

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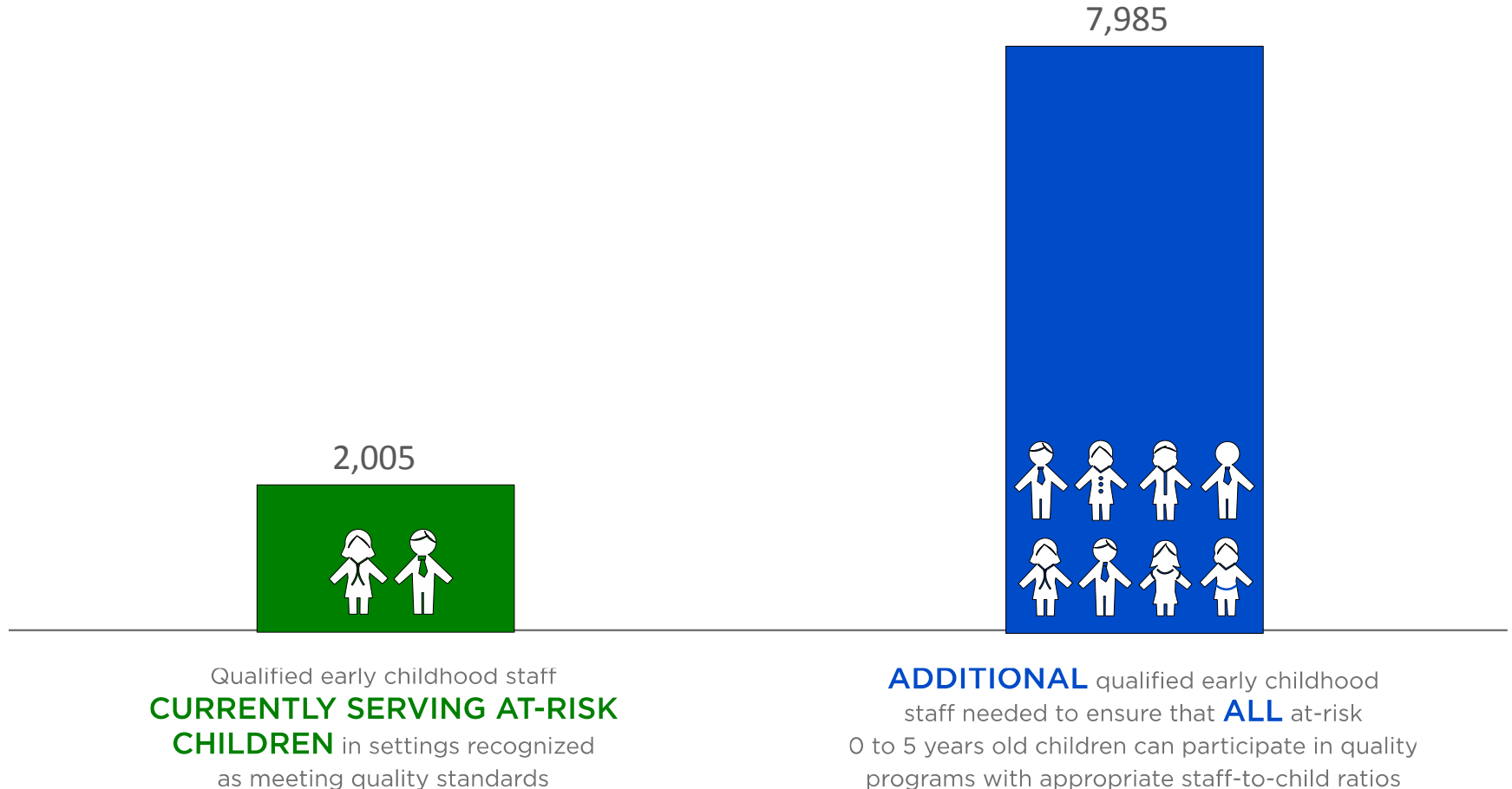
# Problems and Challenges

1. **Shortage** of highly qualified educators for children, especially those at-risk, birth through grade 3
2. **Professional identity** is unclear and often not publically respected or rewarded
3. **Licensing and certification** lacks clear direction and coordination
4. **Higher ed.** preparation programs are fragmented and uneven



**Shortage of  
Highly Qualified  
Early Childhood  
Educators**

# Early Childhood Teachers and Caregivers in Nebraska



Source: First Five Nebraska, 2015

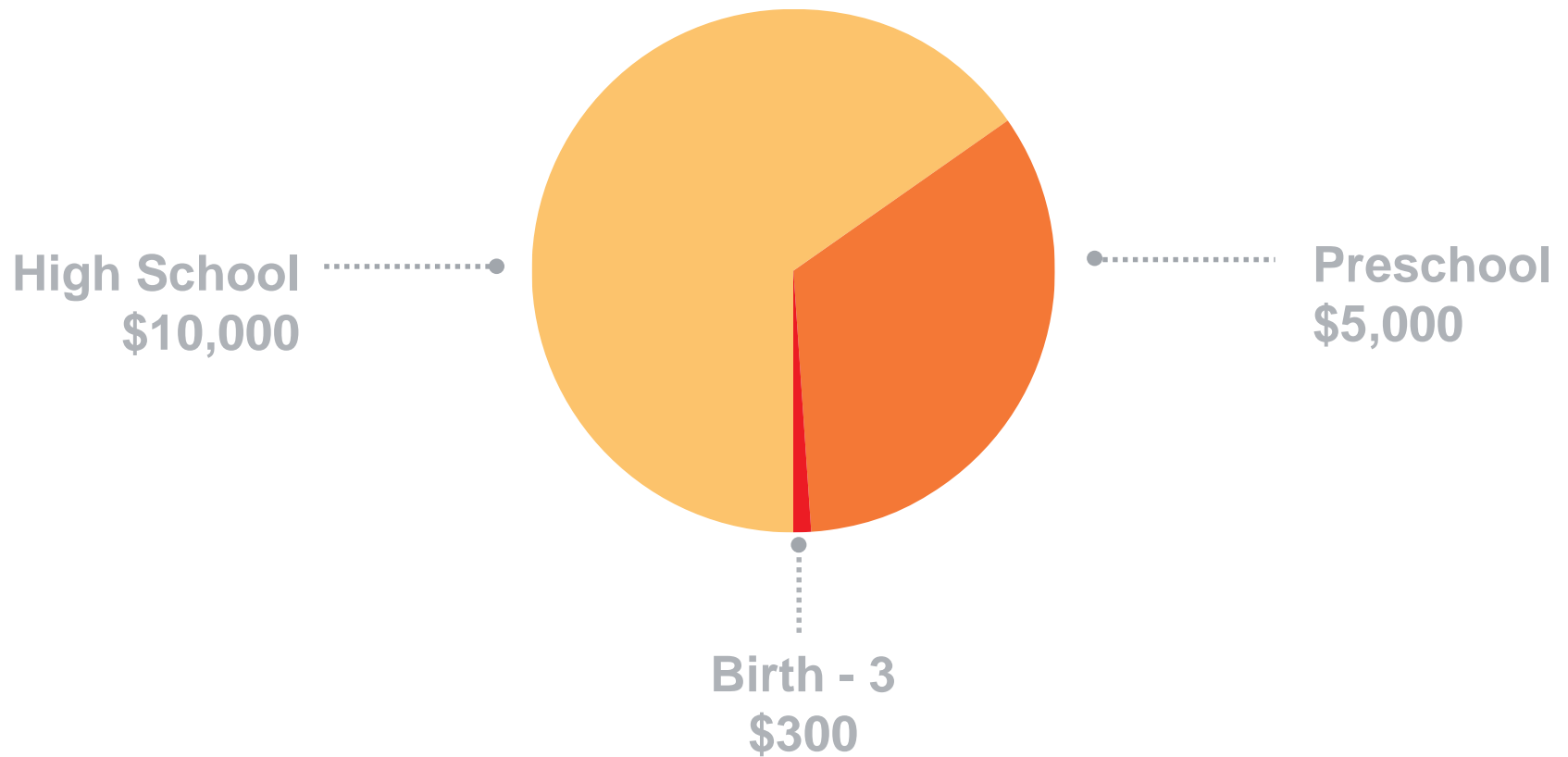




# Shortage of Highly Qualified Early Childhood Educators

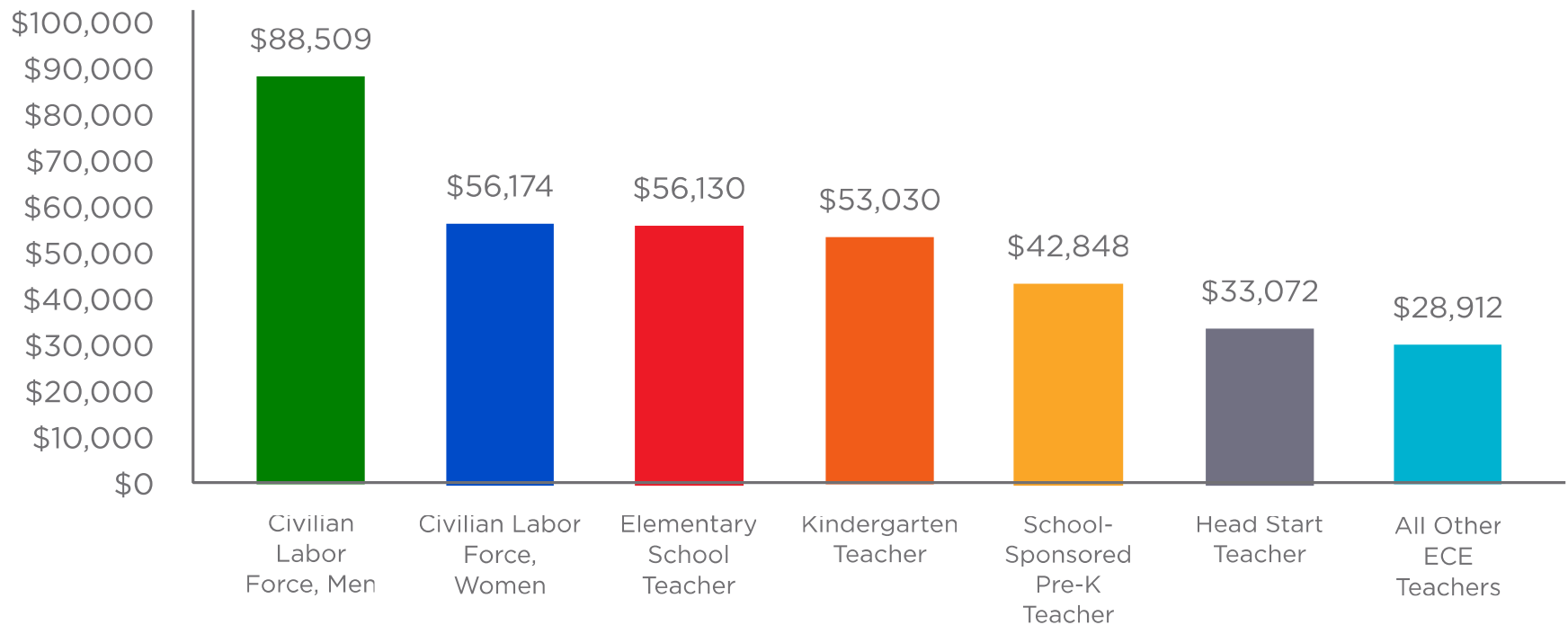
Public  
Commitment

# Average Annual Per Pupil Expenditure (Federal/State Dollars)



Source: Urban Institute (2008)

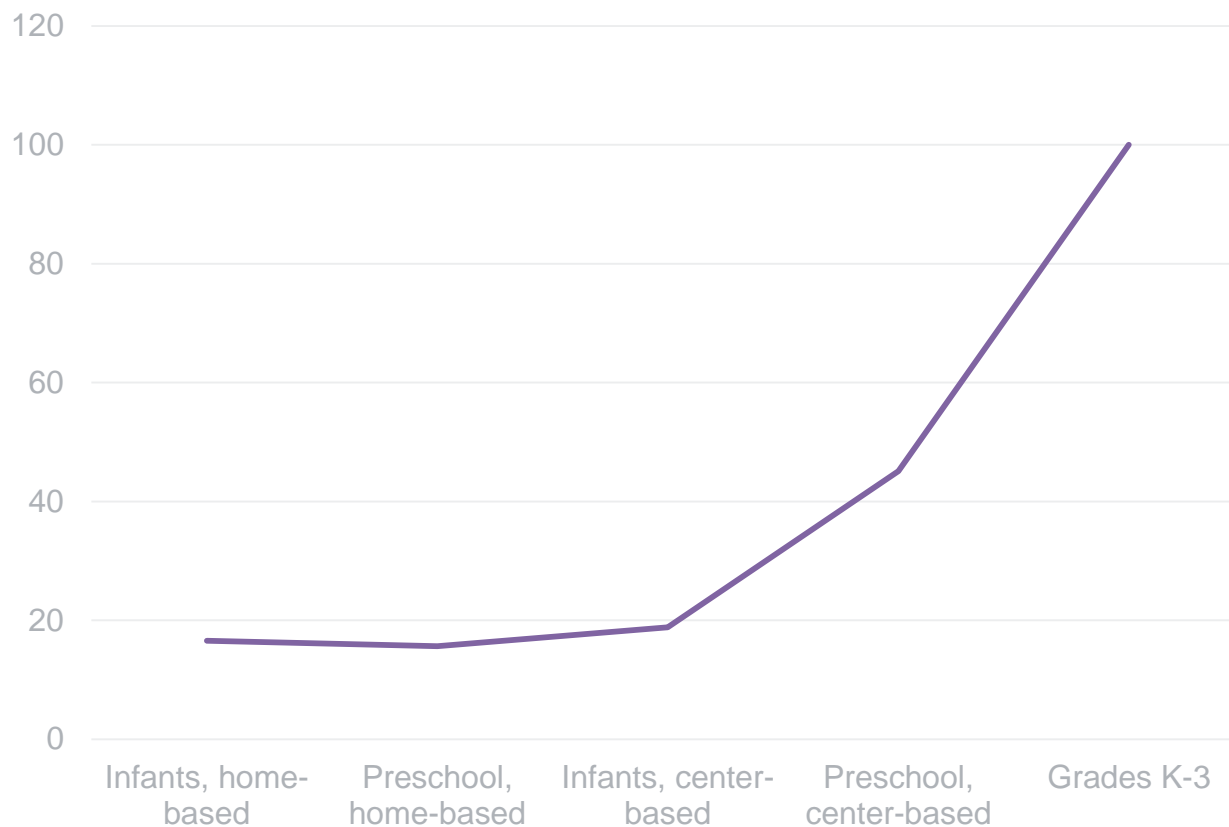
# Average Annual Salaries for U.S. Labor Force Participants with Bachelor's Degrees or Higher, 2012



Source: M. Whitebook, 2014



# Percentage of ECE Teachers with Bachelor's Degree



*National Survey of Early Care and Education (NSECE, 2013)*



The diagram features a central purple circle with the text 'Shortage of Highly Qualified Early Childhood Educators'. This circle is surrounded by a ring of 16 small purple squares. Below the central circle are two blue rectangular boxes, one on the left and one on the right, containing the text 'Public Commitment' and 'Regulatory Oversight' respectively. The entire graphic is set against a light gray circular background.

# Shortage of Highly Qualified Early Childhood Educators

Public  
Commitment

Regulatory  
Oversight

## MATCHING CERTIFICATION PROGRAMS AND JOBS

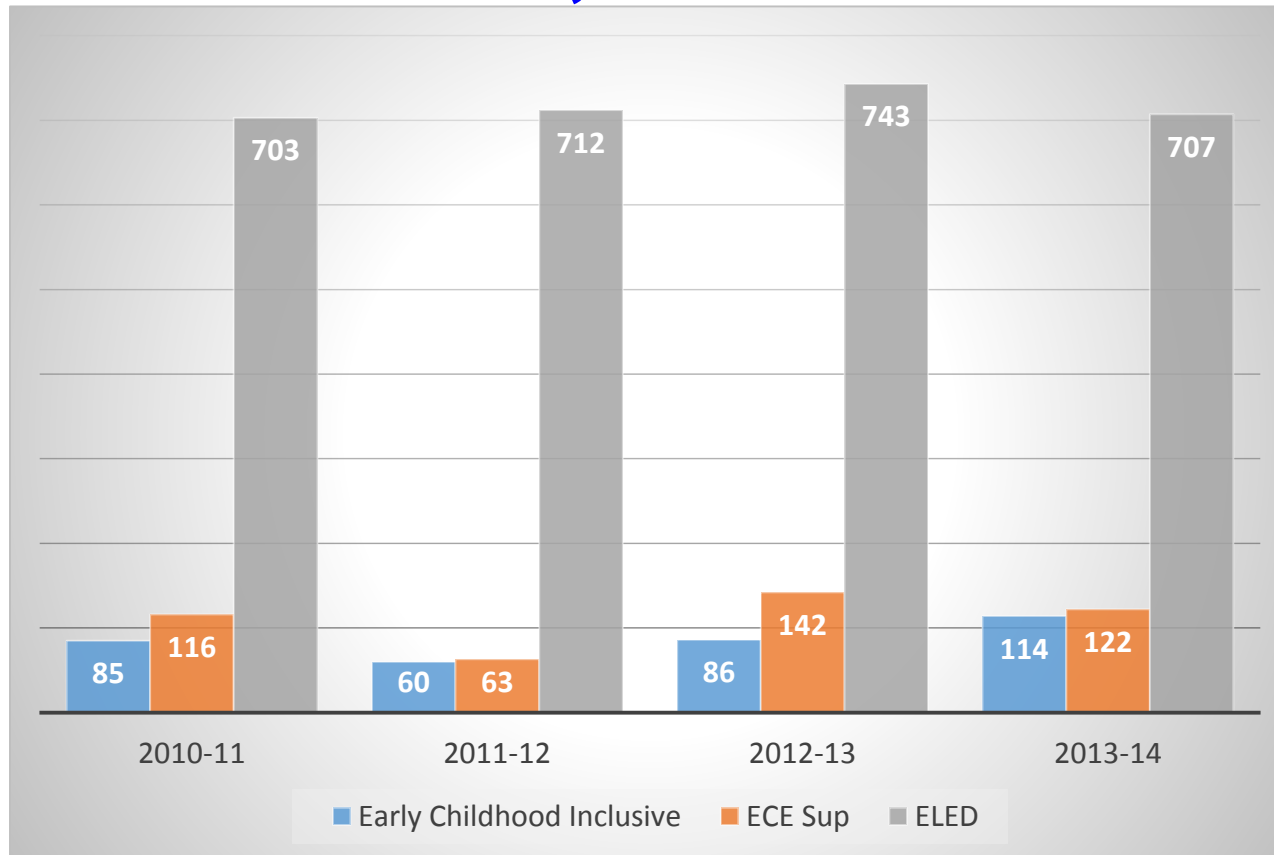
	Inclusive Early Childhood Education	ECE Supplemental	ECSE (Early Childhood Special Education)	ELED K-6	SPED K-6	Early Intervention Specialist
SPED: Infants & Toddlers with IFSPs	X		X			X
SPED: ages 3-5 with IFSPs/IEPS	X	X*	X			X
Infants & Toddlers	X		X			X
Preschool, ages 3-5	X	X	X			X
Kindergarten	X	X	X**	X		
Grades K-3	X	X		X		
SPED Grades K-3					X	***

\* OK for Rule 51 only if individual also holds a SPED endorsement in addition to the EL ED Endorsement.

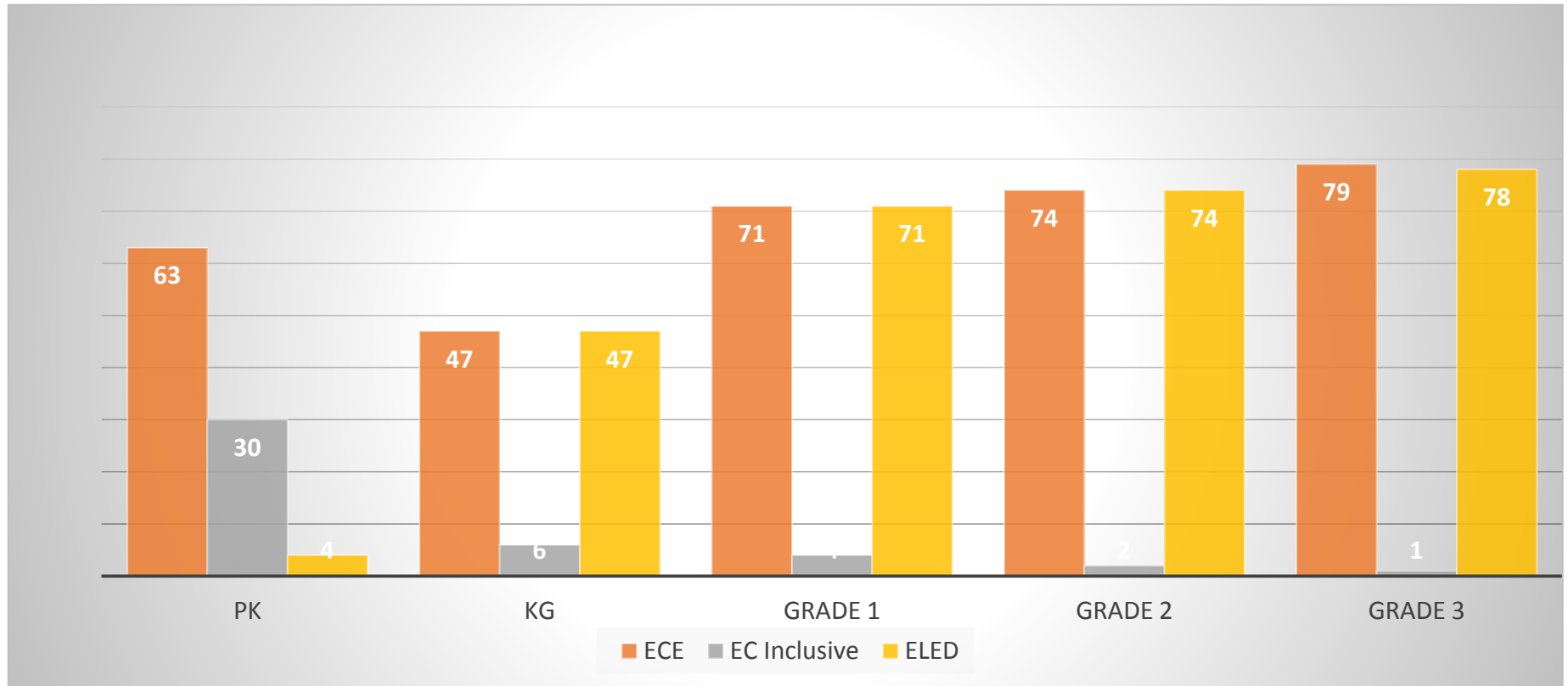
\*\* Can work in a team/co-teacher in Kindergarten, but can't be Teacher of Record.

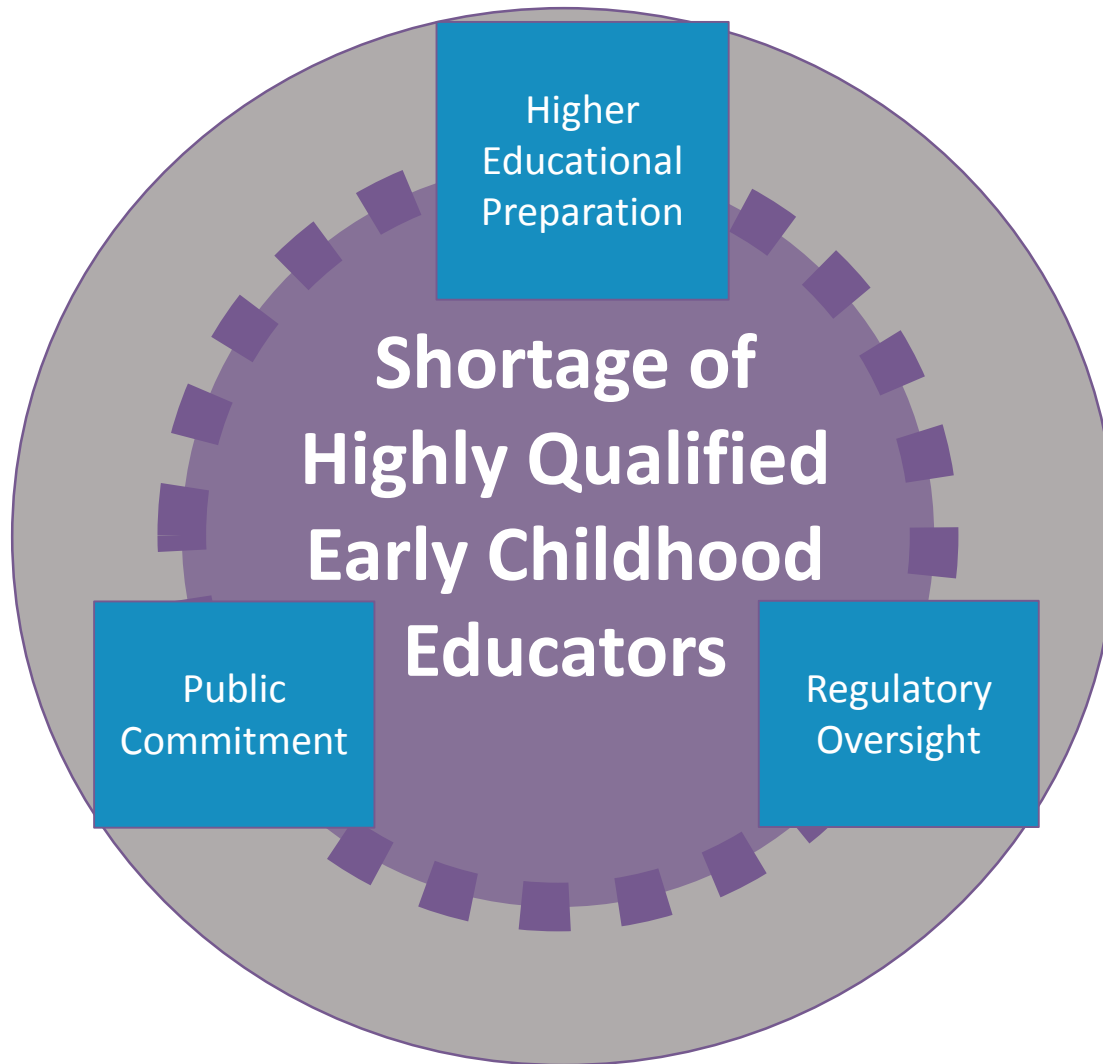
\*\*\* Has to be earned concurrently with a SPED K-6 or K-12.

# Endorsements Issued by Nebraska, 2010 - 2014



# Endorsements by Grade, Nebraska PK - 3 Teaching Force 2013 - 14







# Problems Facing Educator Preparation Programs

1. Uneven **connections** between coursework, clinical experiences, and supervision.
2. Little **integration** across birth – Grade 3.
3. Narrow **application** of child development principles to the classroom.
4. Shortage of **professional development** opportunities for faculty.
5. Ineffective **communication** between higher ed. and state department of education

# What Lies Ahead?



# What We Need to Build a High-Quality Workforce

- Comprehensive, developmentally informed, and practical professional preparation, 0 - 8
- Effective and responsive certification and licensing requirements, inclusive of 0 – 8, and reliable communication between IHEs, SEA, LEAs, and early childhood practitioners
- Policies that enhance the status, working conditions, and knowledge base of teachers and caregivers in the early years in order to achieve adequate compensation and sustainable career trajectories for teachers and caregivers

# Vision

Nebraska will  
become the best  
place in the nation  
to be a baby

*Caption*

