

Buffett  
Early Childhood  
Institute  
*at the University of Nebraska*

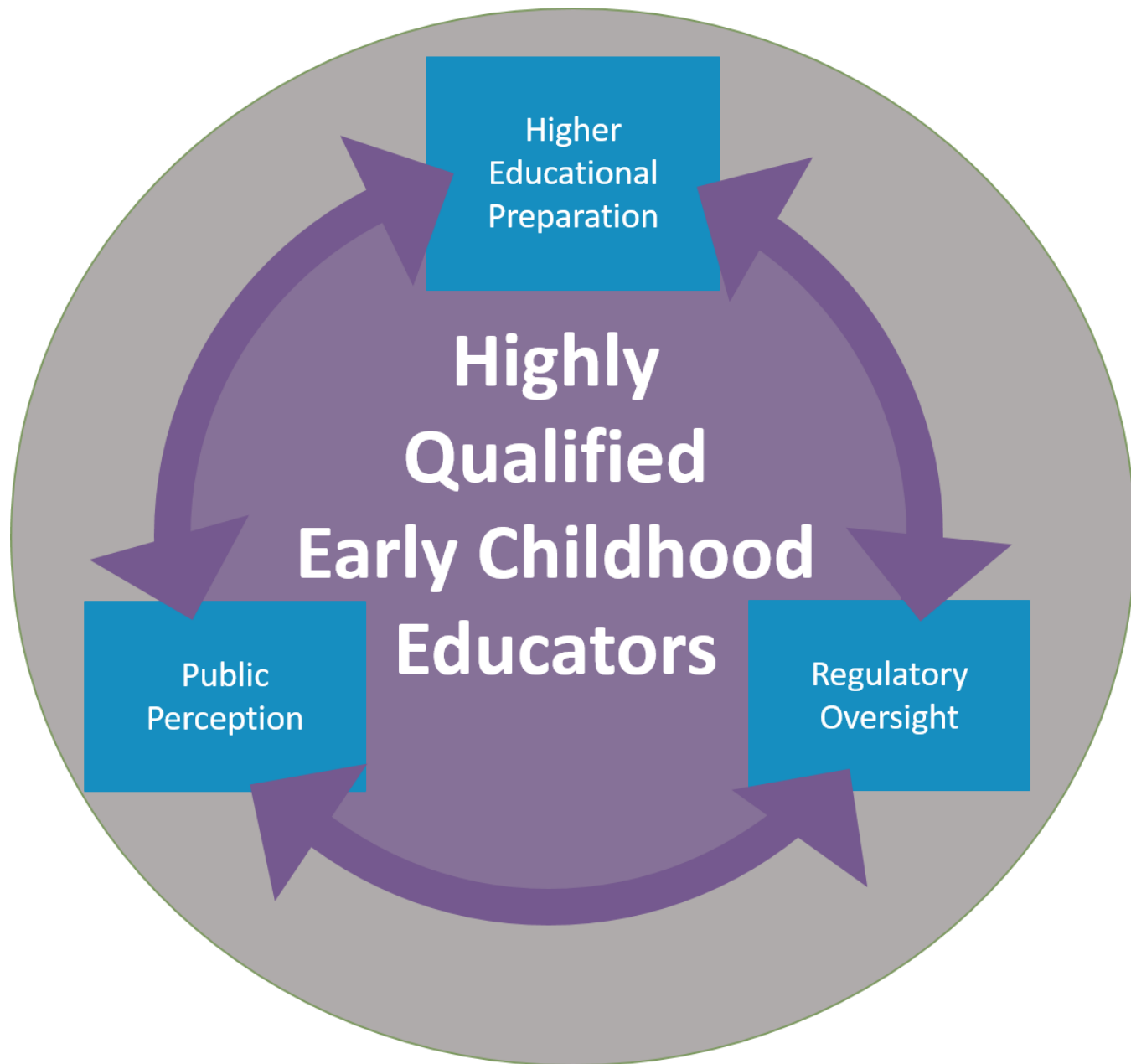
# Nebraska's Pathways to Becoming an Early Childhood Educator

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Director of Workforce Planning and Development

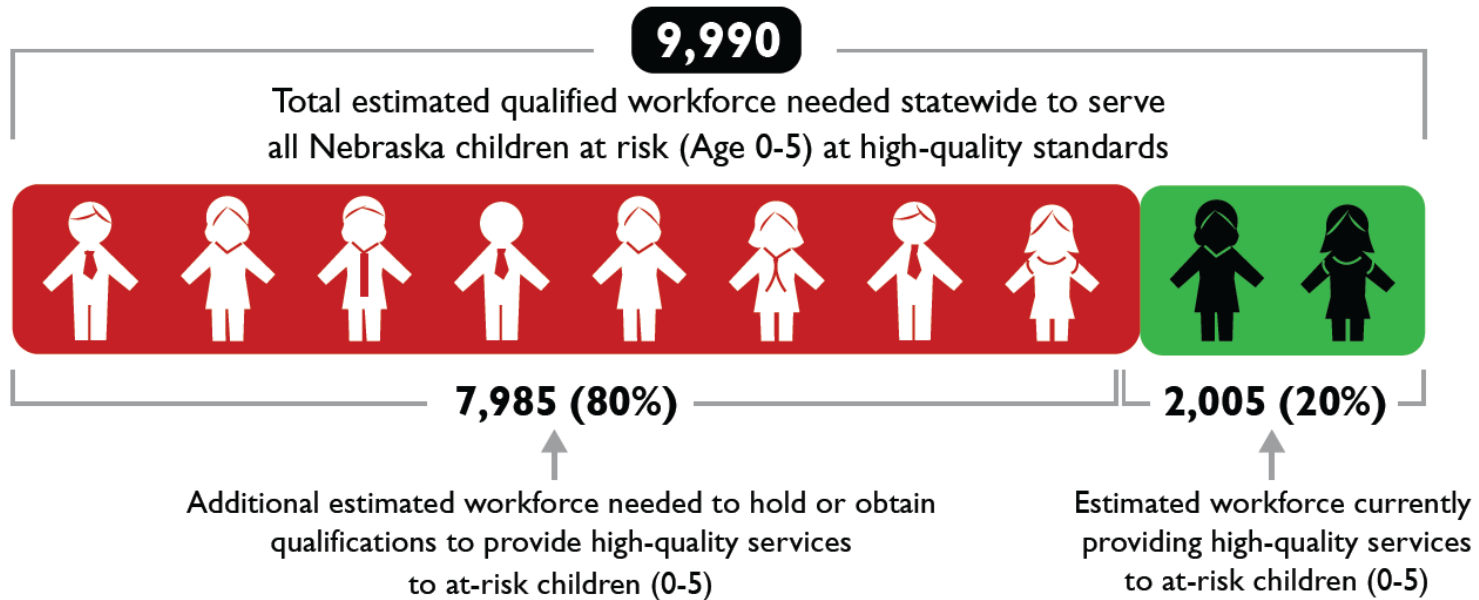


# Buffett Early Childhood Institute Workforce Development Program





## How many qualified early childhood professionals does Nebraska need to deliver high-quality services to all of its youngest children at risk?



Calculation methodology available upon request

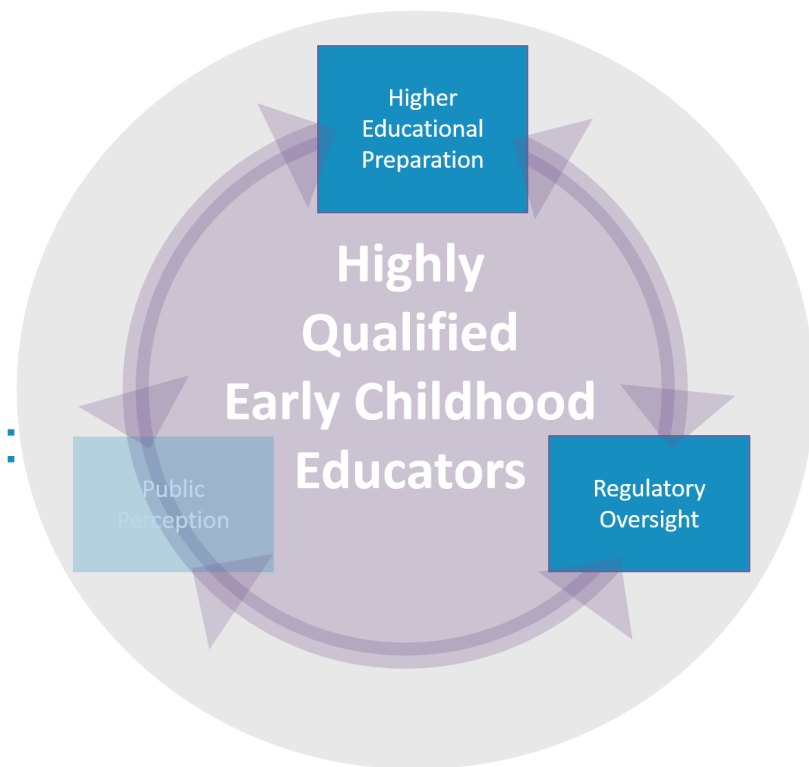
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First Five estimates that 20% of teachers of at-risk children are working in settings with high-quality standards.

This means the educator must have:

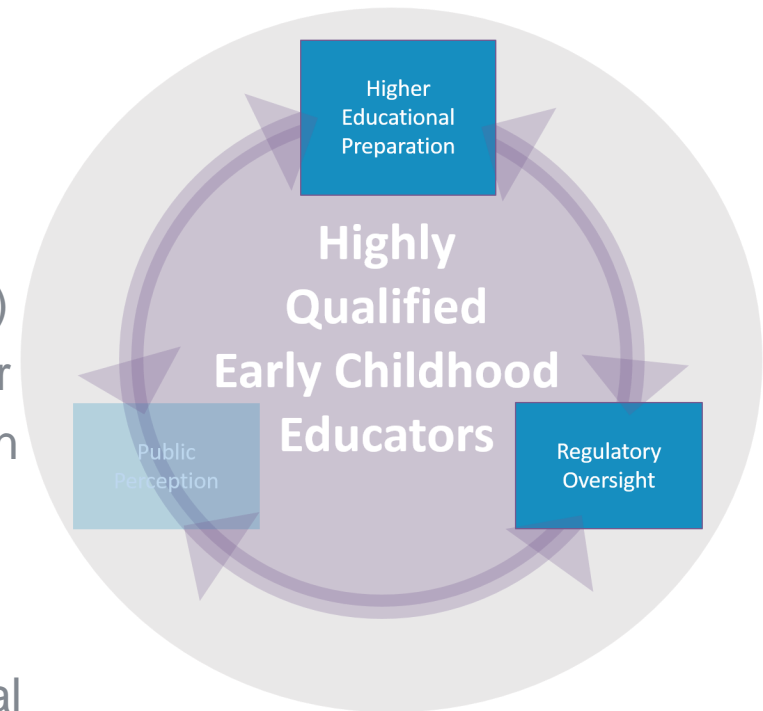
- bachelor's degree and/or
- teaching certification with an endorsement in early childhood



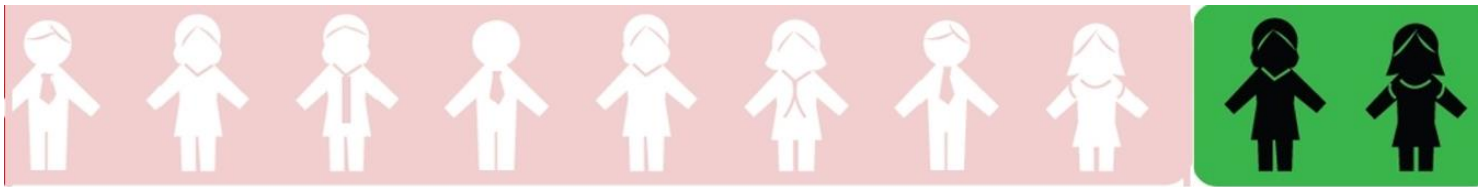


## 17 Nebraska programs

- Elementary Education and early childhood supplemental endorsement
- Early Childhood Inclusive
- Birth to 3<sup>rd</sup> Grade inclusive (age 3 to 3<sup>rd</sup> grade)
- Elementary Education—Early Childhood Minor
- Early Childhood Education—Special Education Minor
- Early Elementary—ECE minor
- Elementary Education and Early Childhood Education endorsement with ELL supplemental endorsement

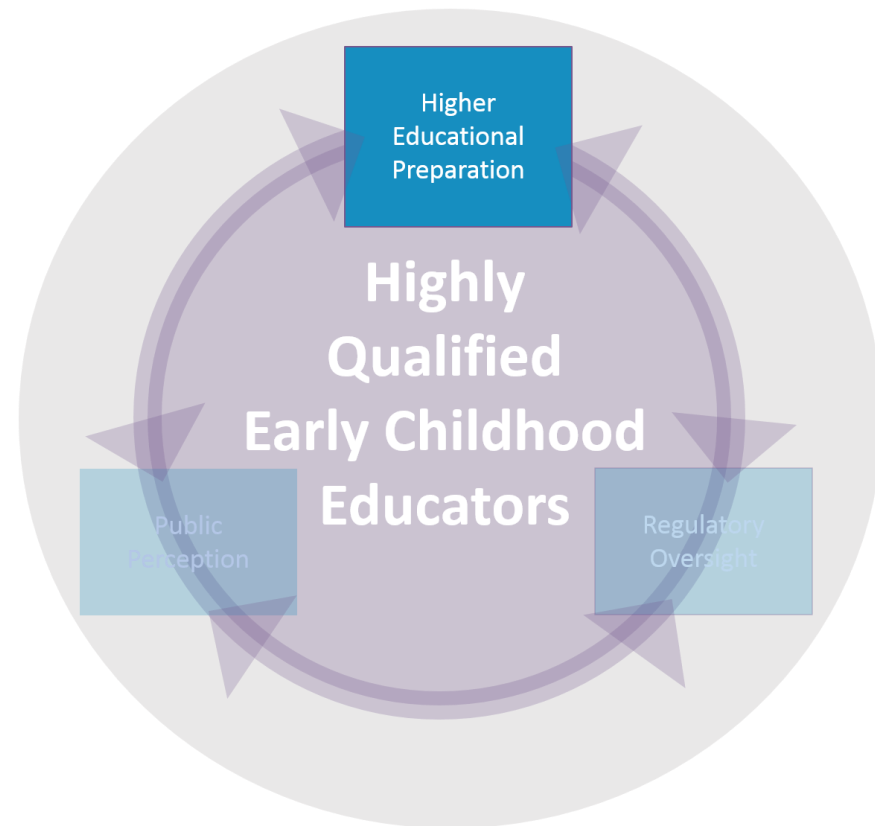


*Nebraska Higher Education Inventory, 2015*



Higher Education Inventory found that the majority of programs are offering content consistent with recommended standards

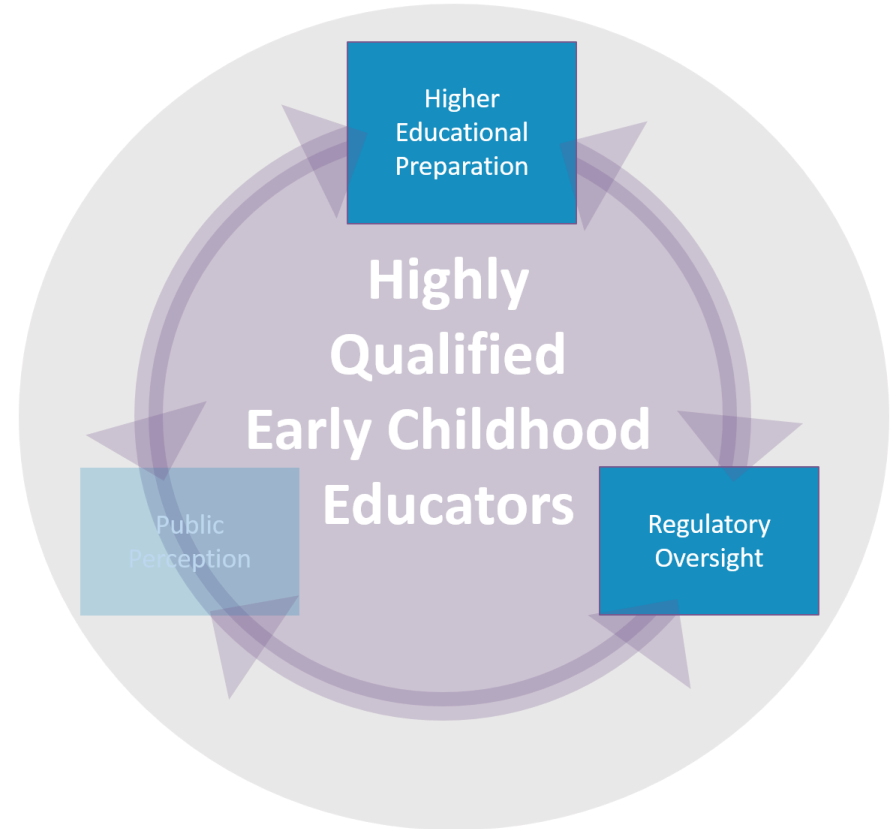
Only 64% of bachelor degree programs require coursework for teaching children with special needs from birth to two years.



*Nebraska Higher Education Inventory, 2015*



- Early Childhood Inclusive
- Elementary Education
- Early Childhood Education
- Early Childhood Special Education





## Early Childhood Inclusive

### Early Childhood Supplemental

### Elementary

SPED:  
Infants/Toddler &  
Family (IFSPs) with  
Public Schools

SPED: Preschool  
(3-5) with IEPs,  
with Public Schools

Infants/Toddler with  
Public Schools

Preschool (3-5)  
with Public Schools

Kindergarten

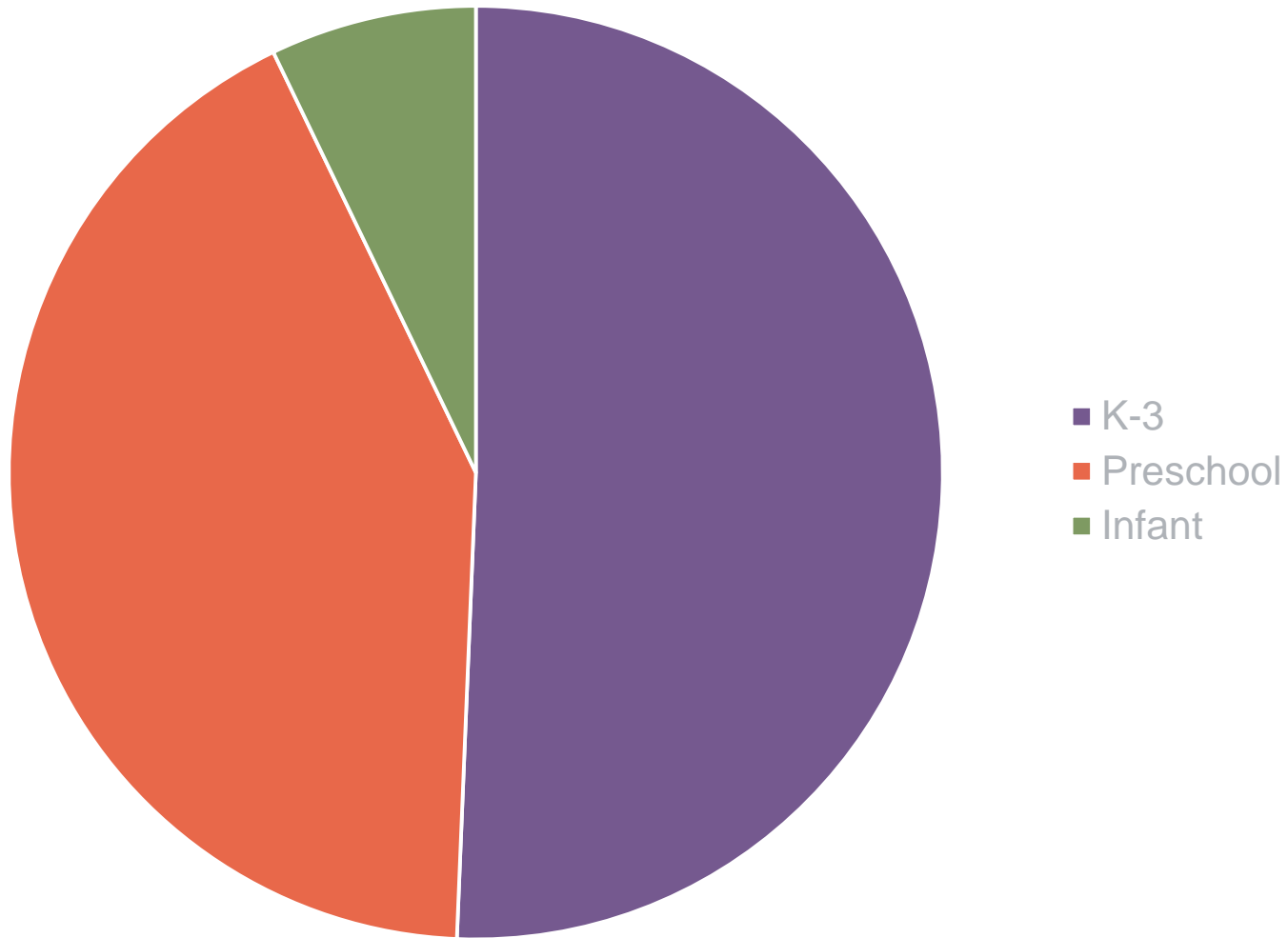
K-3 classroom

SPED K-3  
classroom (IEPs)

### Early Childhood Special Education

### Special Education K-6

# Required student teaching experiences, by age range

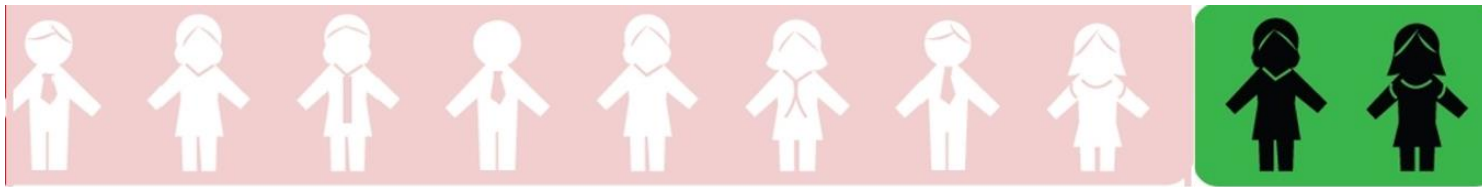


*Nebraska Higher Education Inventory, 2015*

# Required practicum experiences

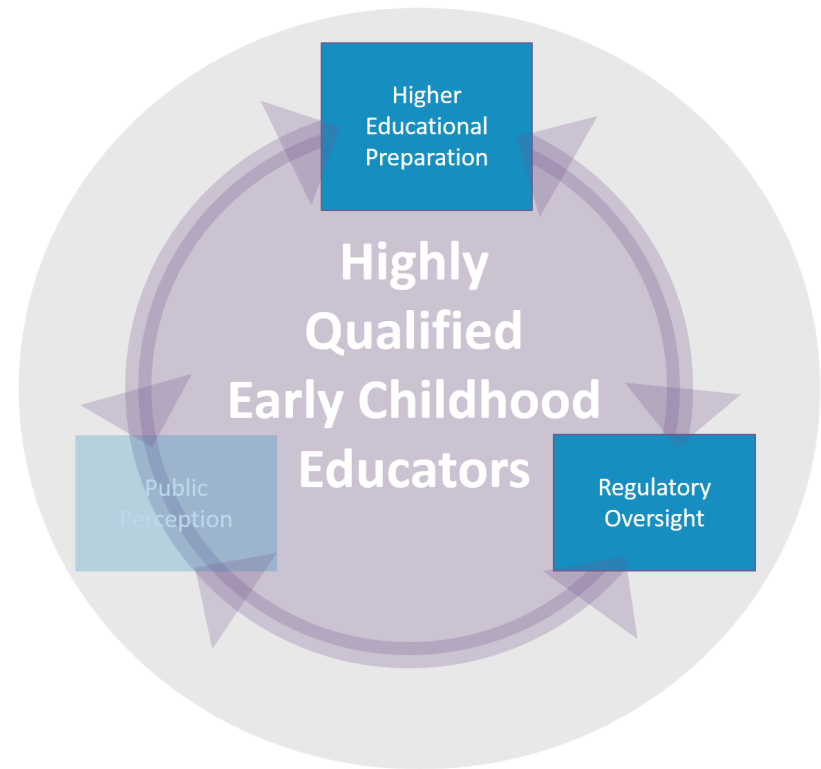
	Three practica required	Four or more practica required	Mean number of hours typically required for completing a practicum course
Associate degree	11%	44%	65
Bachelor degree	27%	47%	55

*Nebraska Higher Education Inventory, 2015*



The 20%.....

- have a bachelor's degree which contained information consistent with established knowledge.
- probably student taught in a K-3 classroom.
- passed the Praxis II assessment required for their endorsement.

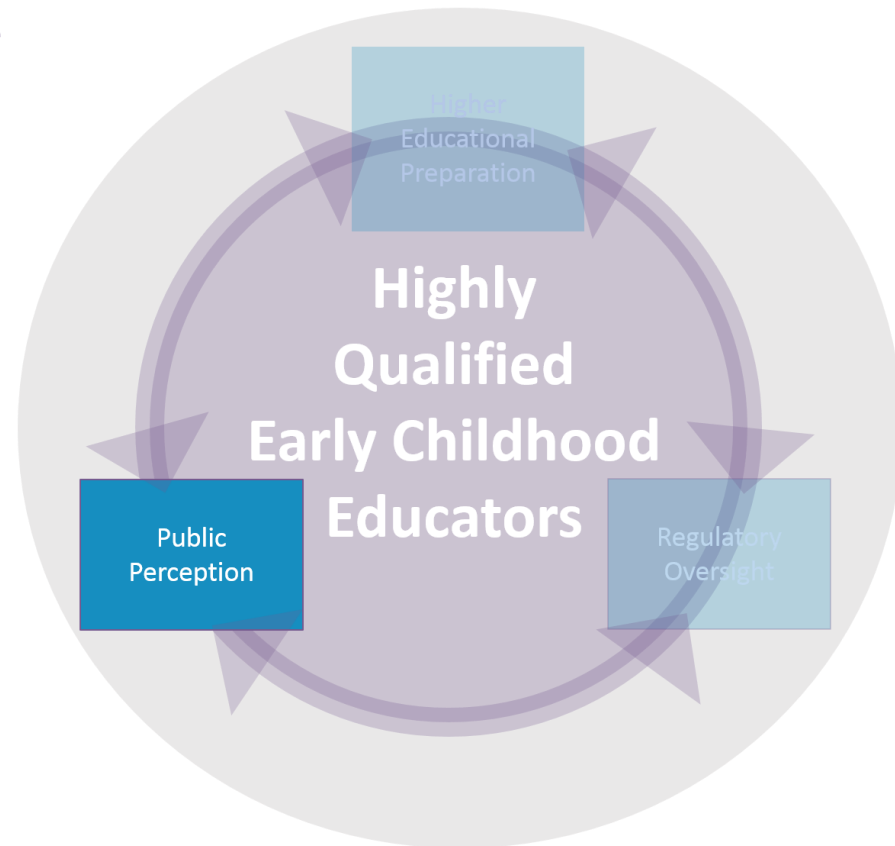


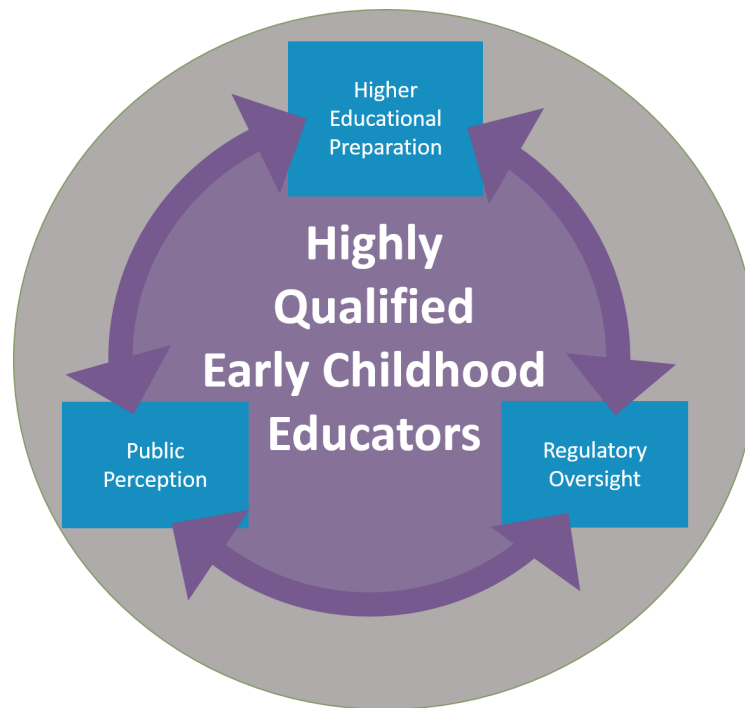
Do you consider this high quality?



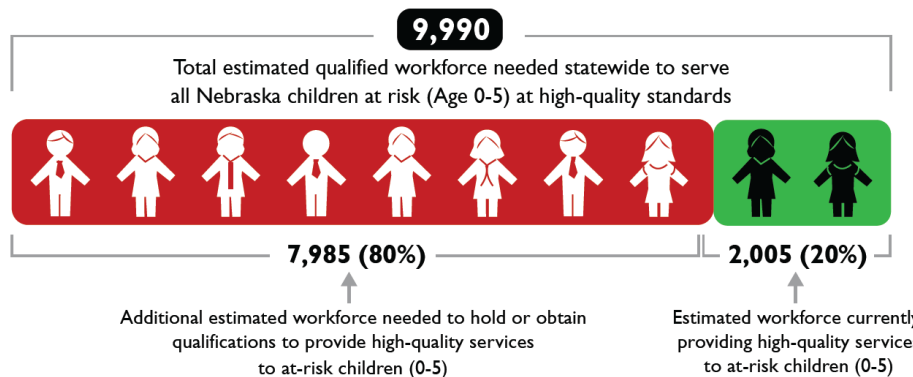
# Teaching certificate = teacher

64% of Americans say they have “trust and confidence in the men and women who teach children in the public schools”  
(Phi Delta Kappa/Gallup, Oct 2014)





How many qualified early childhood professionals does Nebraska need to deliver high-quality services to all of its youngest children at risk?



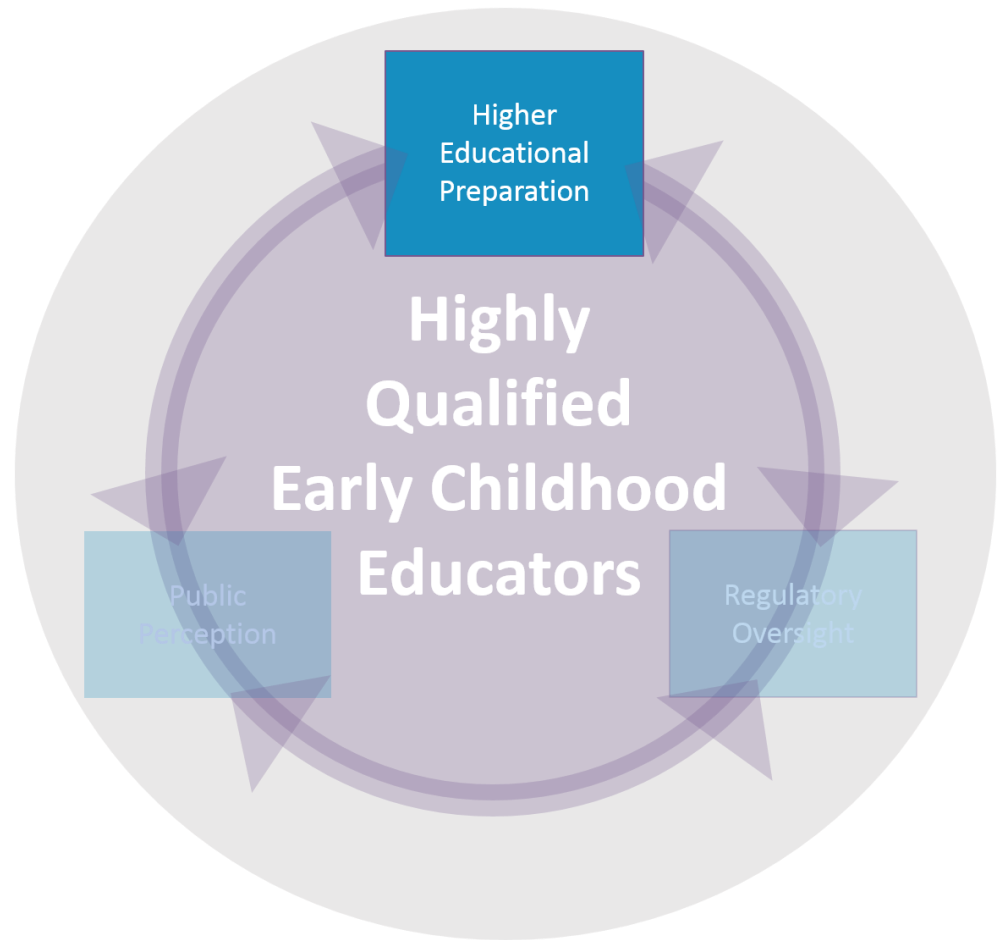
Calculation methodology available upon request

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Bachelor's  
degree and  
beyond

Less than high  
school degree



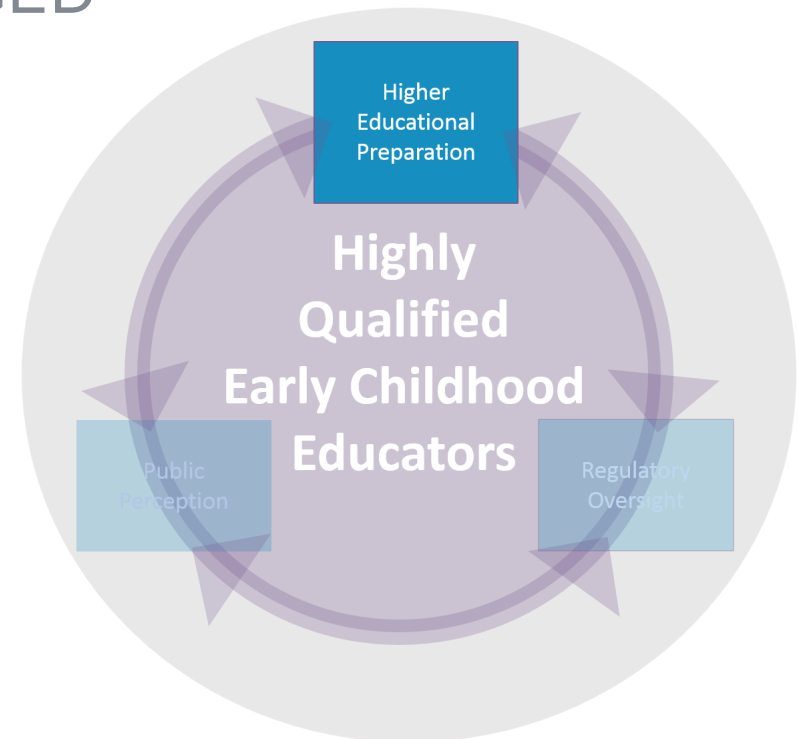


50+ adult education sites for GED  
300+ high schools

Early childhood degrees

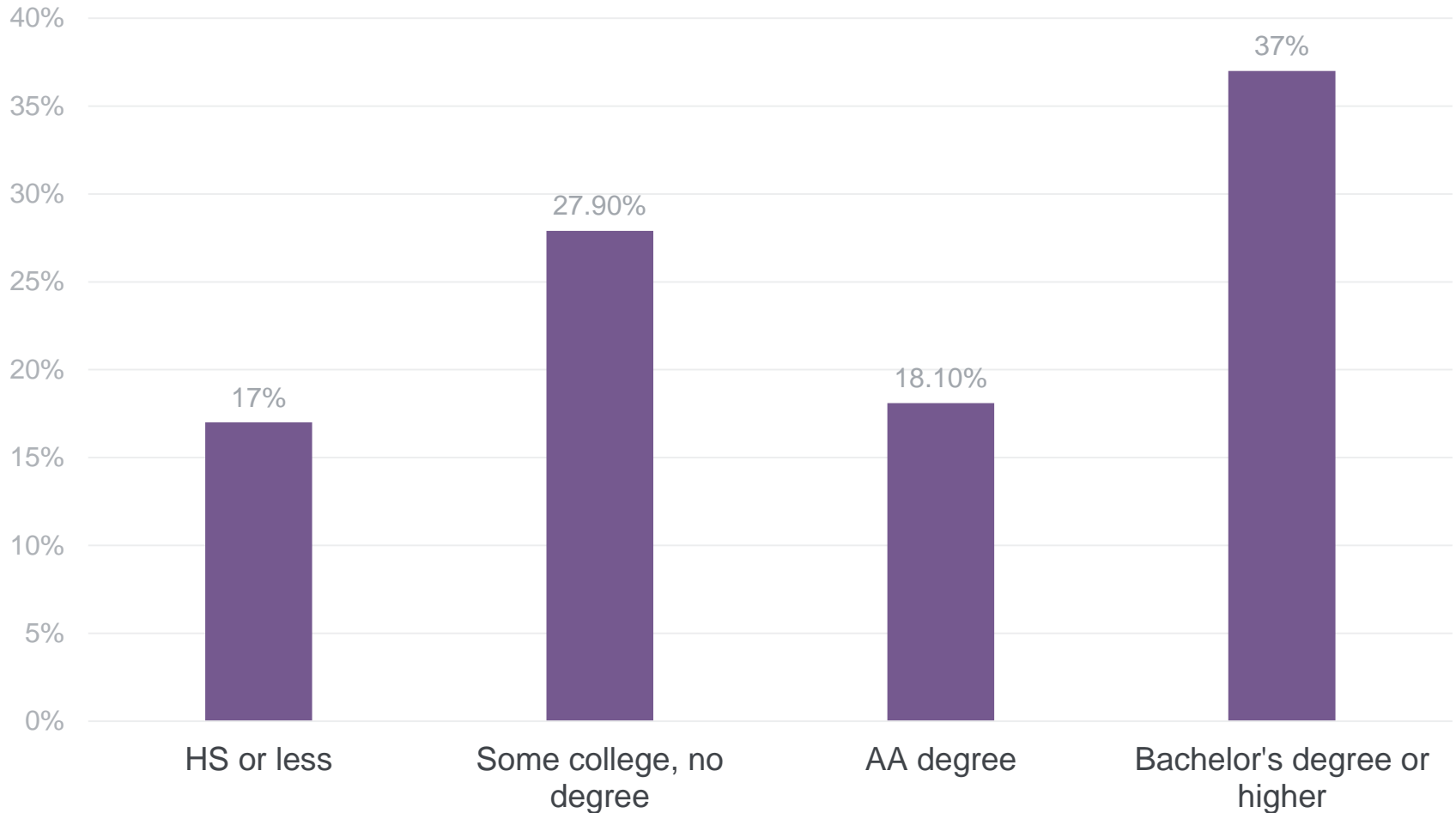
12 associate degrees  
3 bachelor degrees (without certification)  
17 bachelor degrees with certification  
10 graduate degrees

Psychology, social work, family science, etc, etc

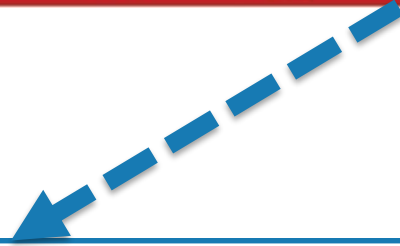




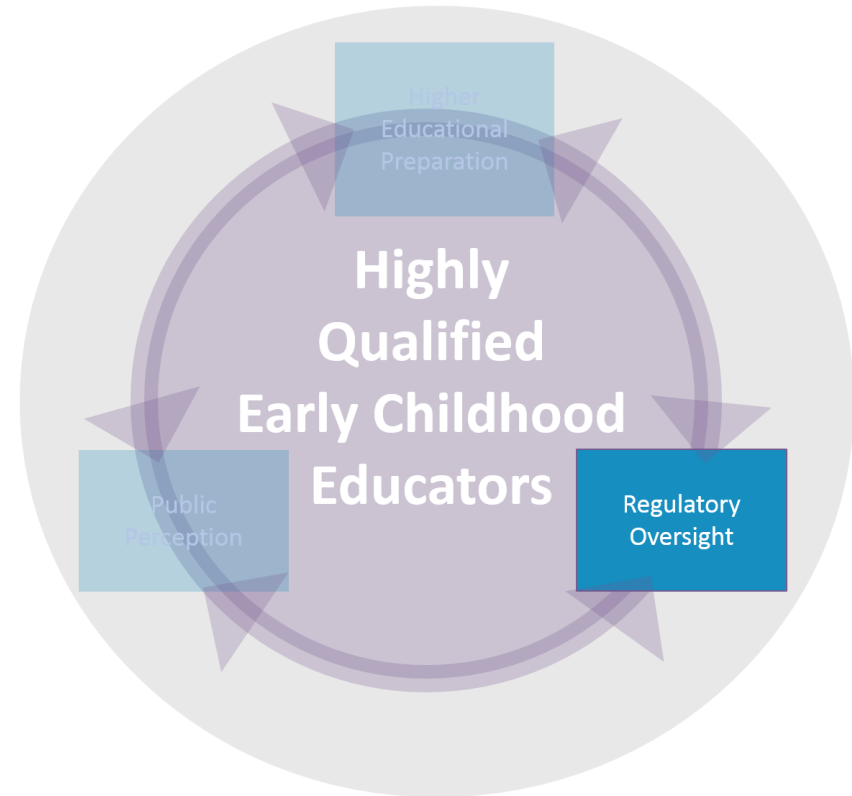
# Teacher Educational Level (for children 0-5)



*National Survey of Early Care and Education, 2013*

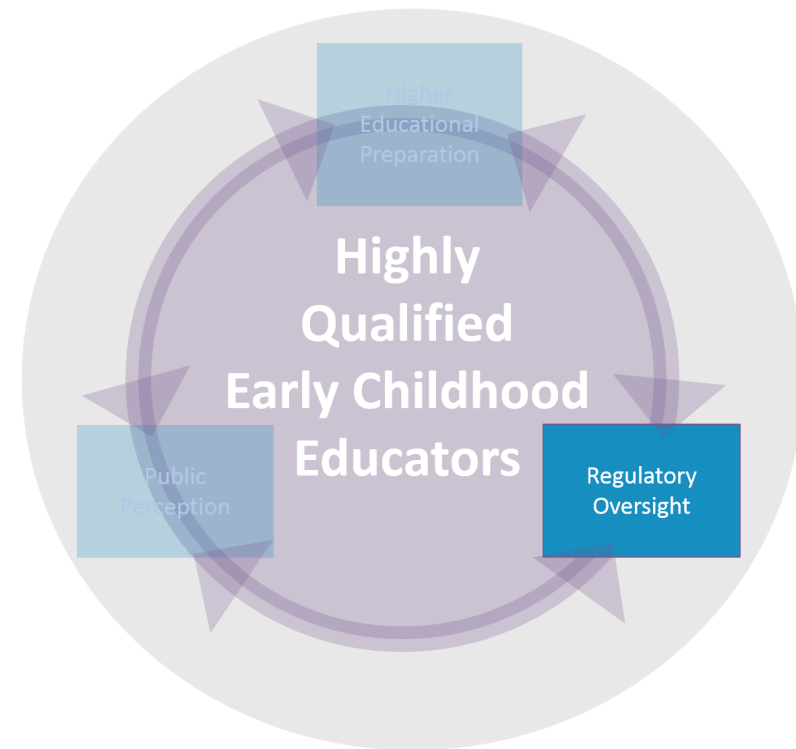


- Unlicensed child care
- Family Home Care 1
- Family Home Care 2
- Center
- Preschool



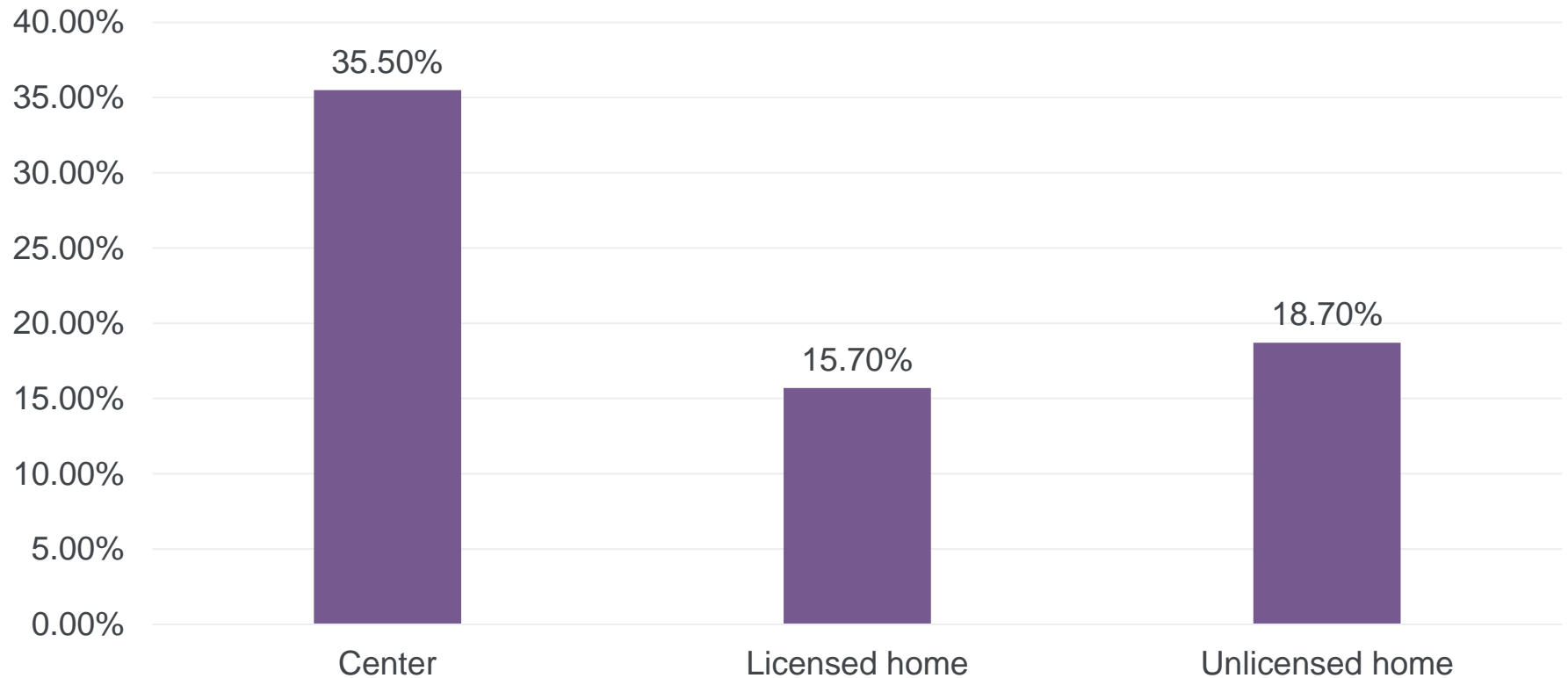


	Minimum qualifications
Family Child Care Home 1	16 years of age; pre-service training
Family Child Care Home 2	19 years of age; pre-service training
Center-based Teacher	18 years of age; High school diploma and 1500 verified clock hours in organized group activities with young children



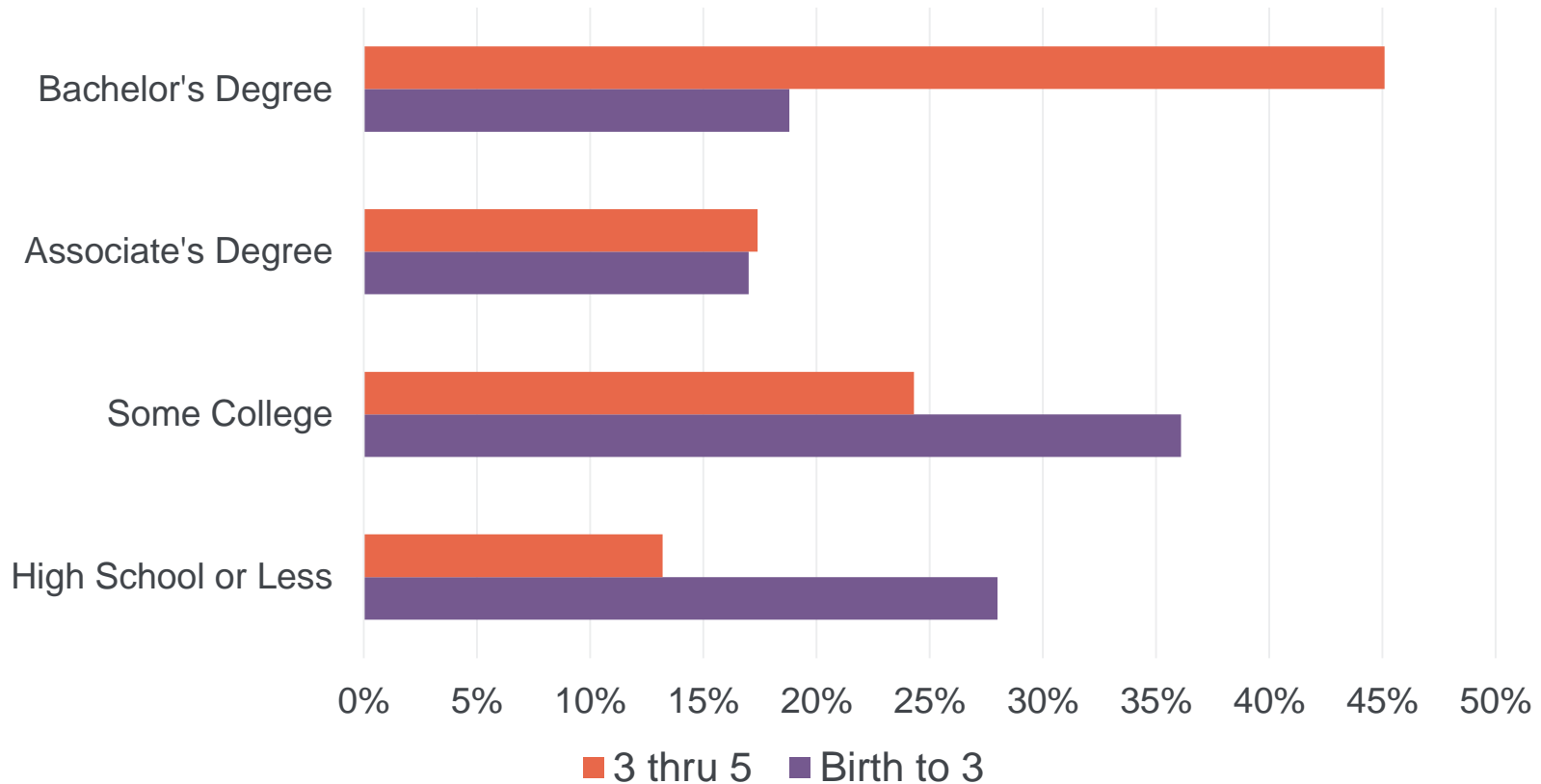
**The setting determines the  
qualification level of the teacher.**

# Percentage of bachelor's degree or higher, by setting



*National Survey of Early Care and Education, 2013*

# Teacher's educational level, by age of child served

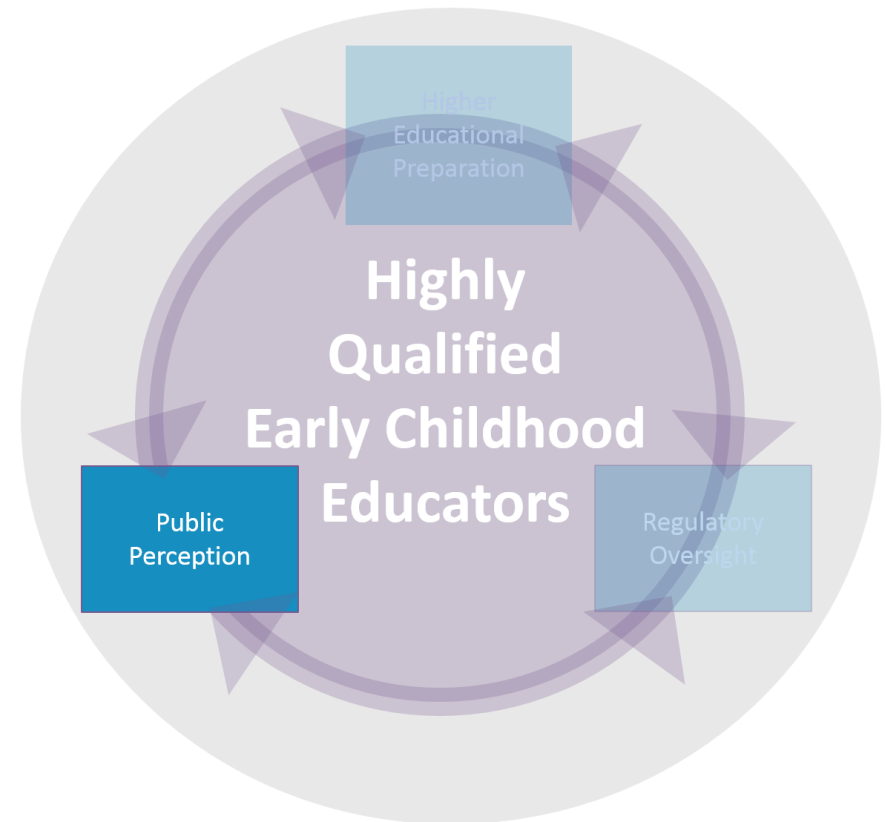


*National Survey of Early Care and Education, 2013*

**Our youngest children have the  
least qualified caregivers.**



Childcare worker  
Daycare provider  
Nanny  
“lady down the street”  
Teacher  
Early childhood provider  
Preschool teacher  
Grandma  
Aunt Susie



No teaching certificate = Not teacher





We have a very distinct split in how adults who care for young children are prepared, regulated, and perceived.

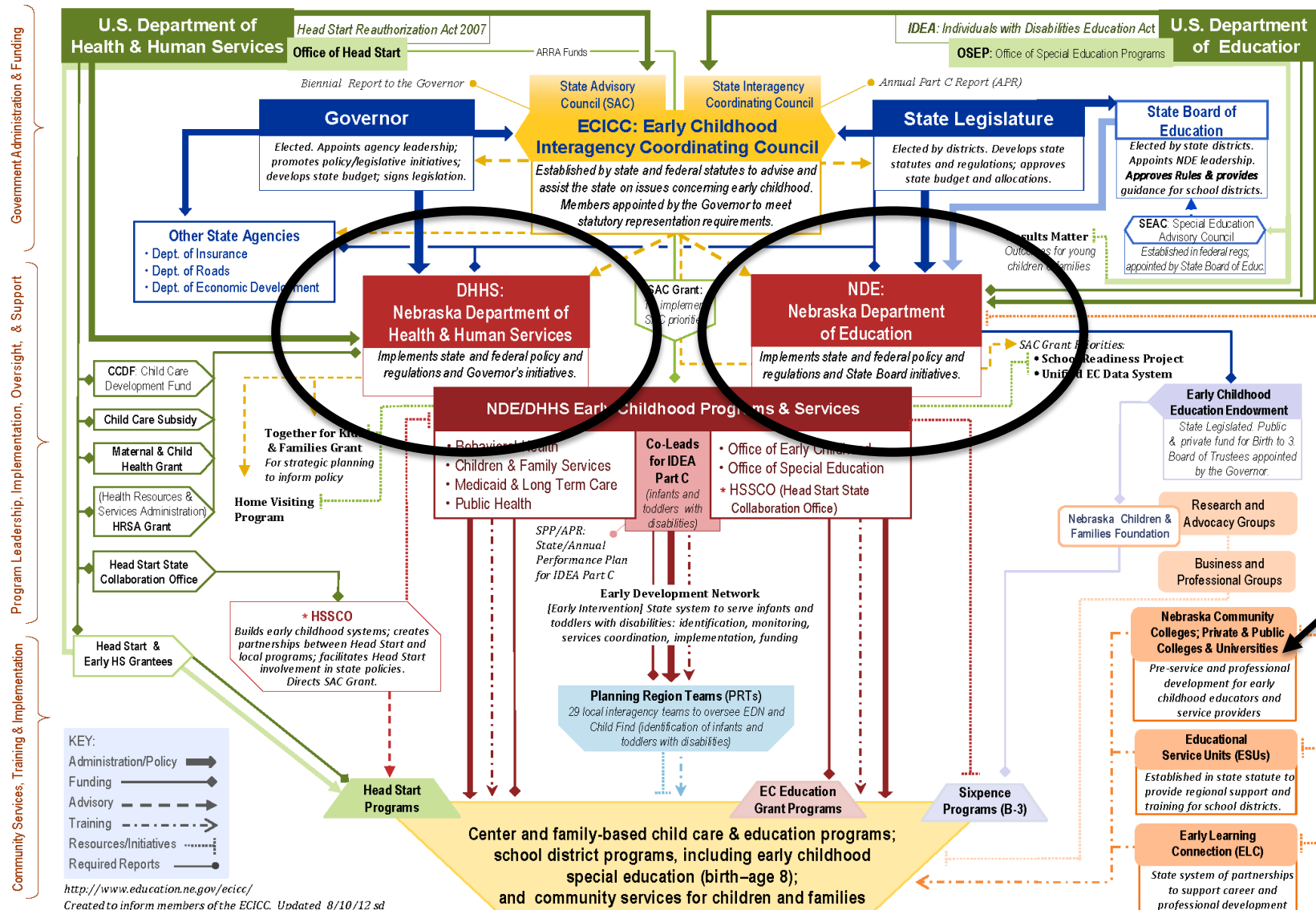
# Early Childhood Interagency Coordinating Council

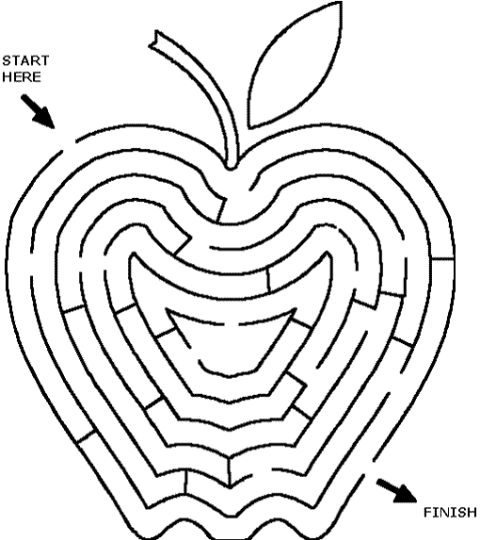
...to advise and assist collaborating agencies in carrying out the provisions of state and federal statutes pertaining to early childhood care and education initiatives under state supervision.

ECICC: A collaborative effort to advise state government on the improvement of services affecting young children and their families

# Early Childhood Linkages and Relationships to ECICC

Policy, Funding, Training & Advisory Functions-Nebraska 2012







**I love children!**



## ENTRY POINTS INTO 0-8 PROFESSIONAL ROLES

**High School  
Graduates**

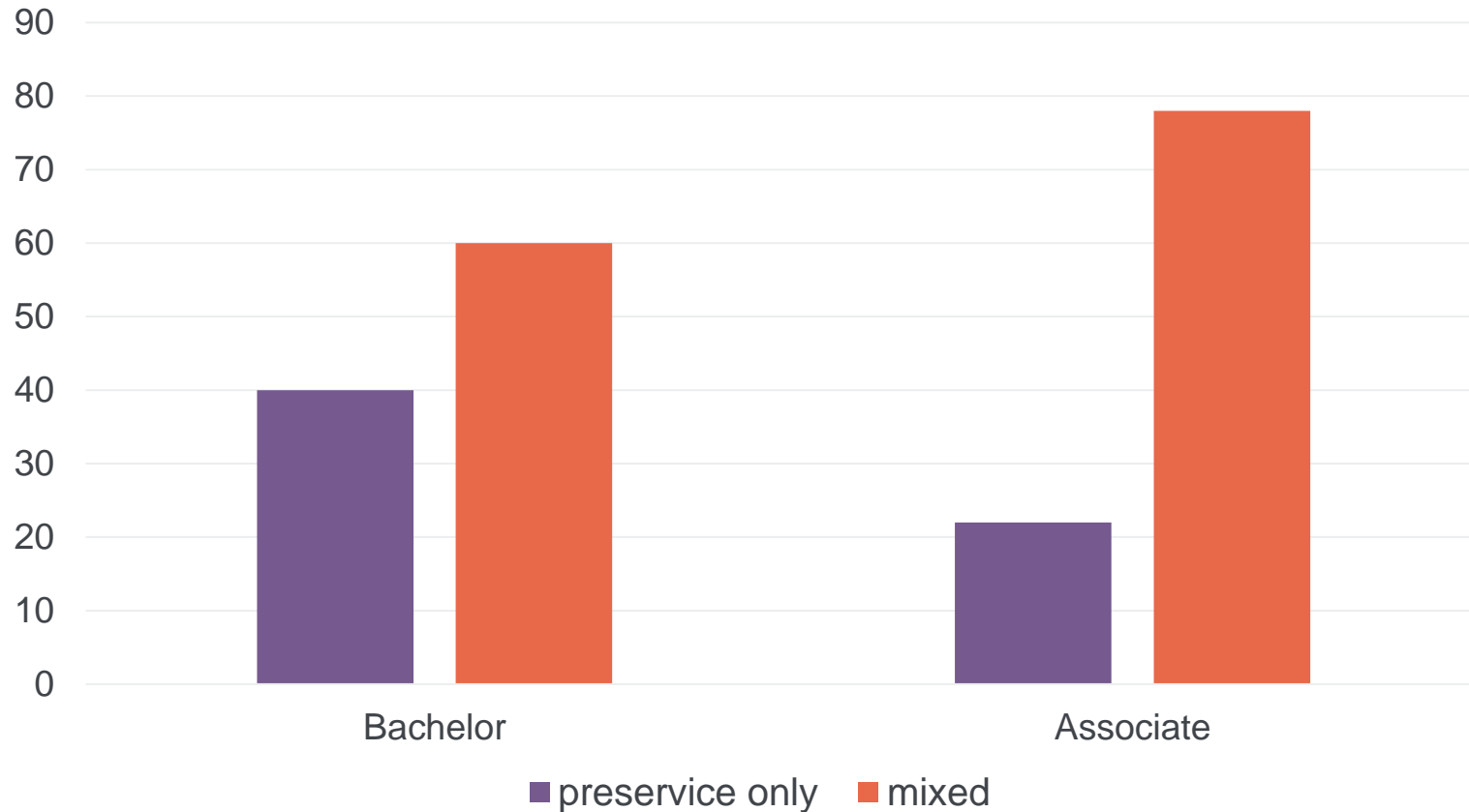
**2-Year and 4-Year  
College Graduates  
Transitioning to  
Child Development  
and Early Learning  
Professions**

**Practicing  
Care and  
Education  
Professionals**

**Training or  
Practicing Health  
and Social Services  
Professionals**

# From high school to college in early childhood education

Targeted student populations



*Nebraska Higher Education Inventory*

# Practicum experiences

Most programs DID NOT structure field-based experiences differently for pre-service and experienced teachers.

Differentiation occurred in only

- $\frac{1}{4}$  of associate degree programs
- $\frac{1}{5}$  of bachelor degree programs

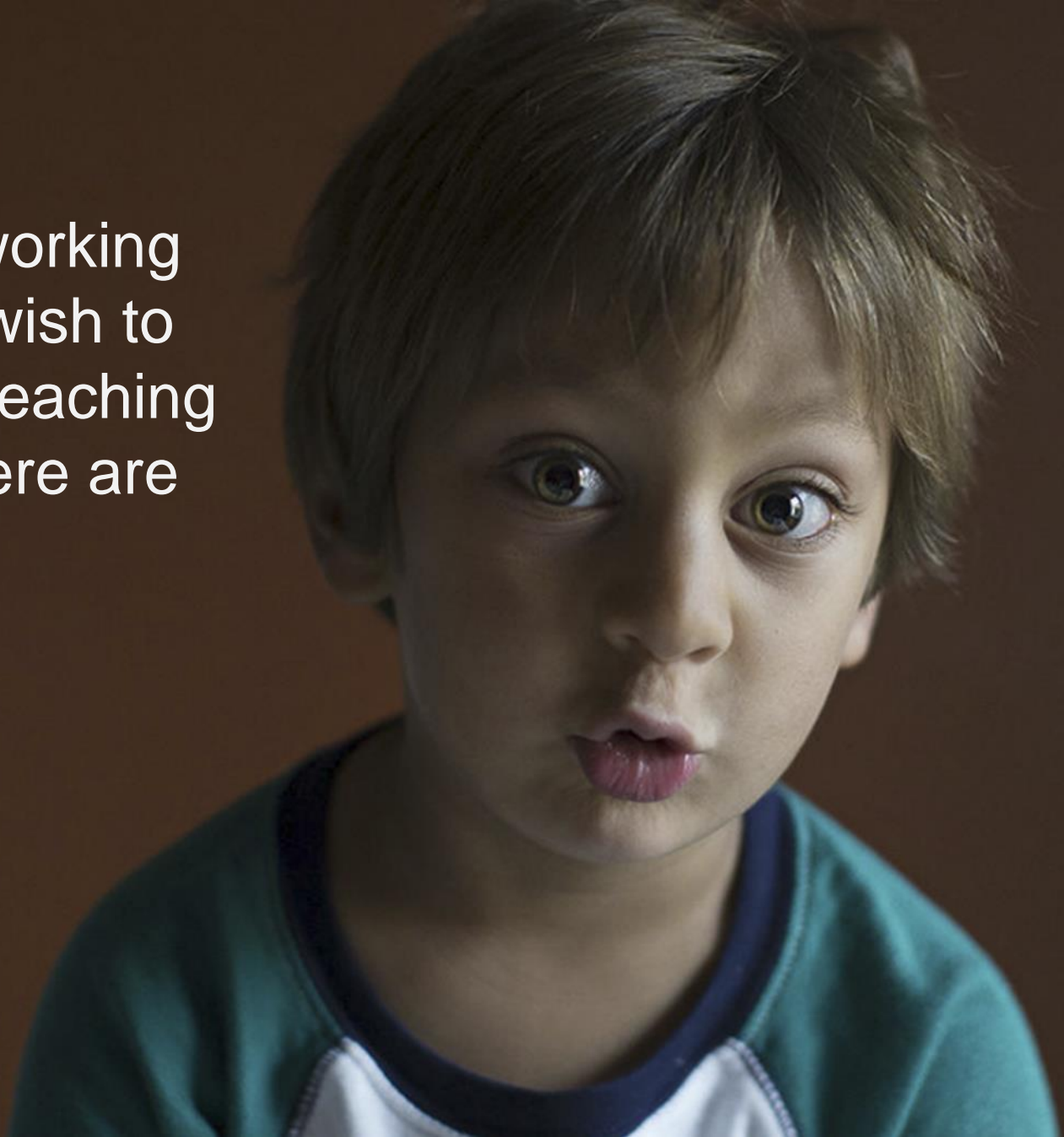


# Articulation between programs

$\frac{2}{3}$  of associate degree programs reported articulation

$\frac{3}{4}$  of bachelor degree programs reported articulation

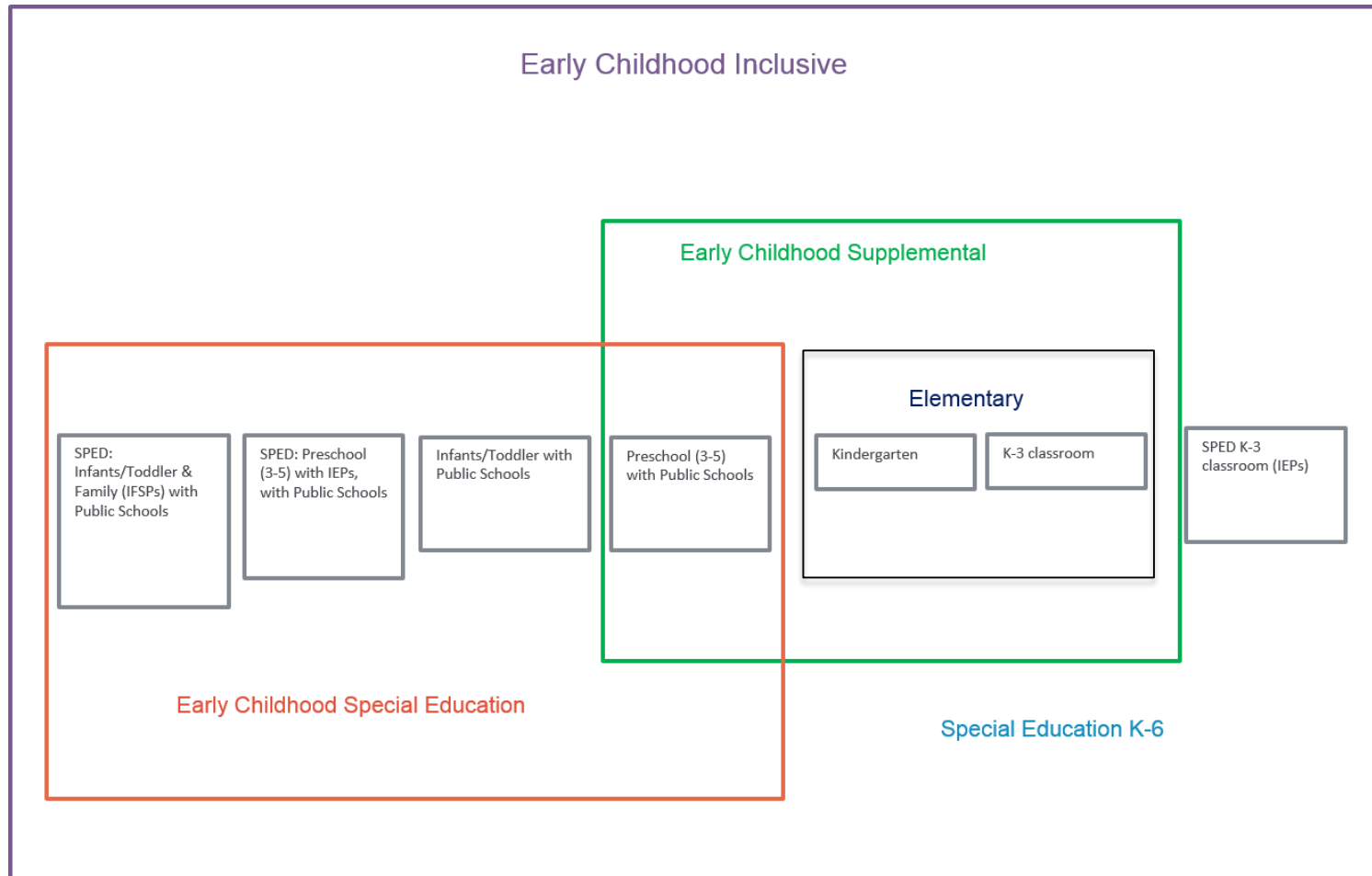
For individuals working in the field who wish to obtain an initial teaching endorsement there are many barriers.



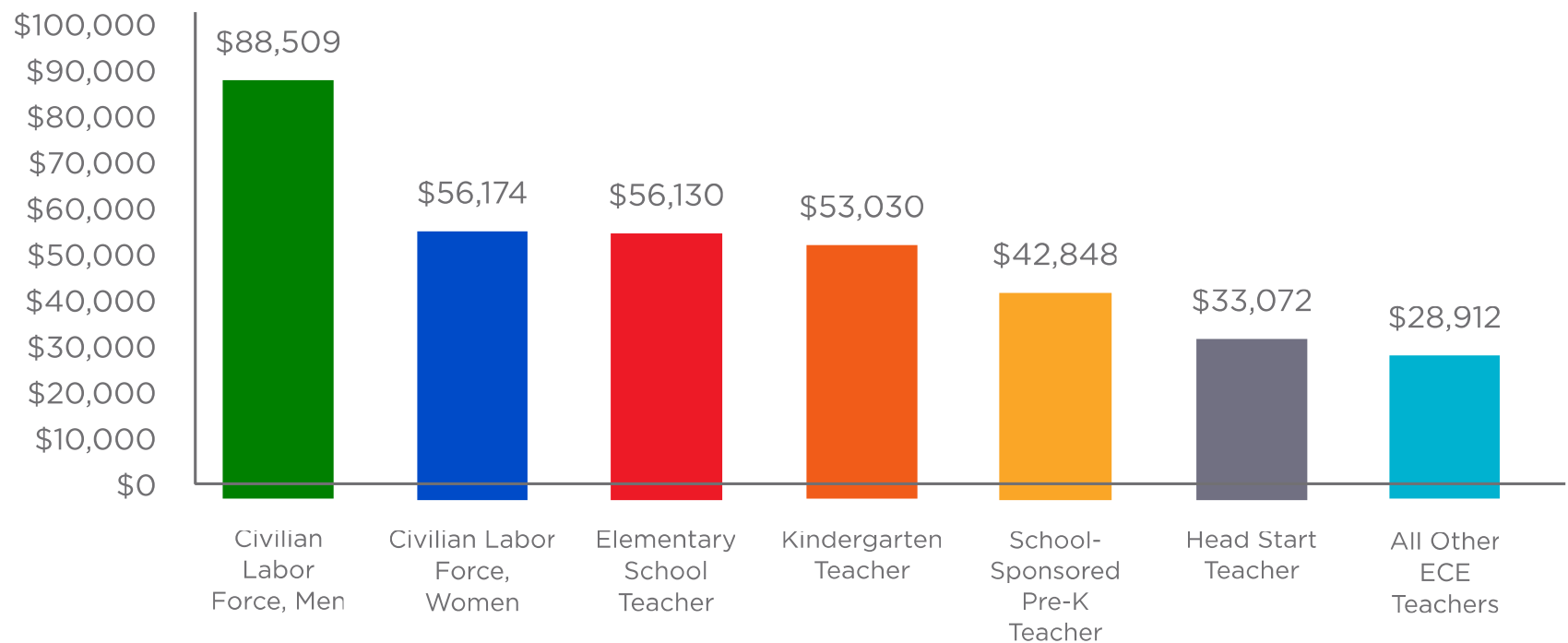
“To meet demand, Nebraska must also open pathways to child care workers who may have the requisite skills, but do not hold formal degrees in early education or child development. Currently, the system faces significant challenges in meeting the professional development needs of this potentially rich source of talent” (pg. 6)

***Early Childhood Interagency Coordinating Council Report to the Governor, 2014***

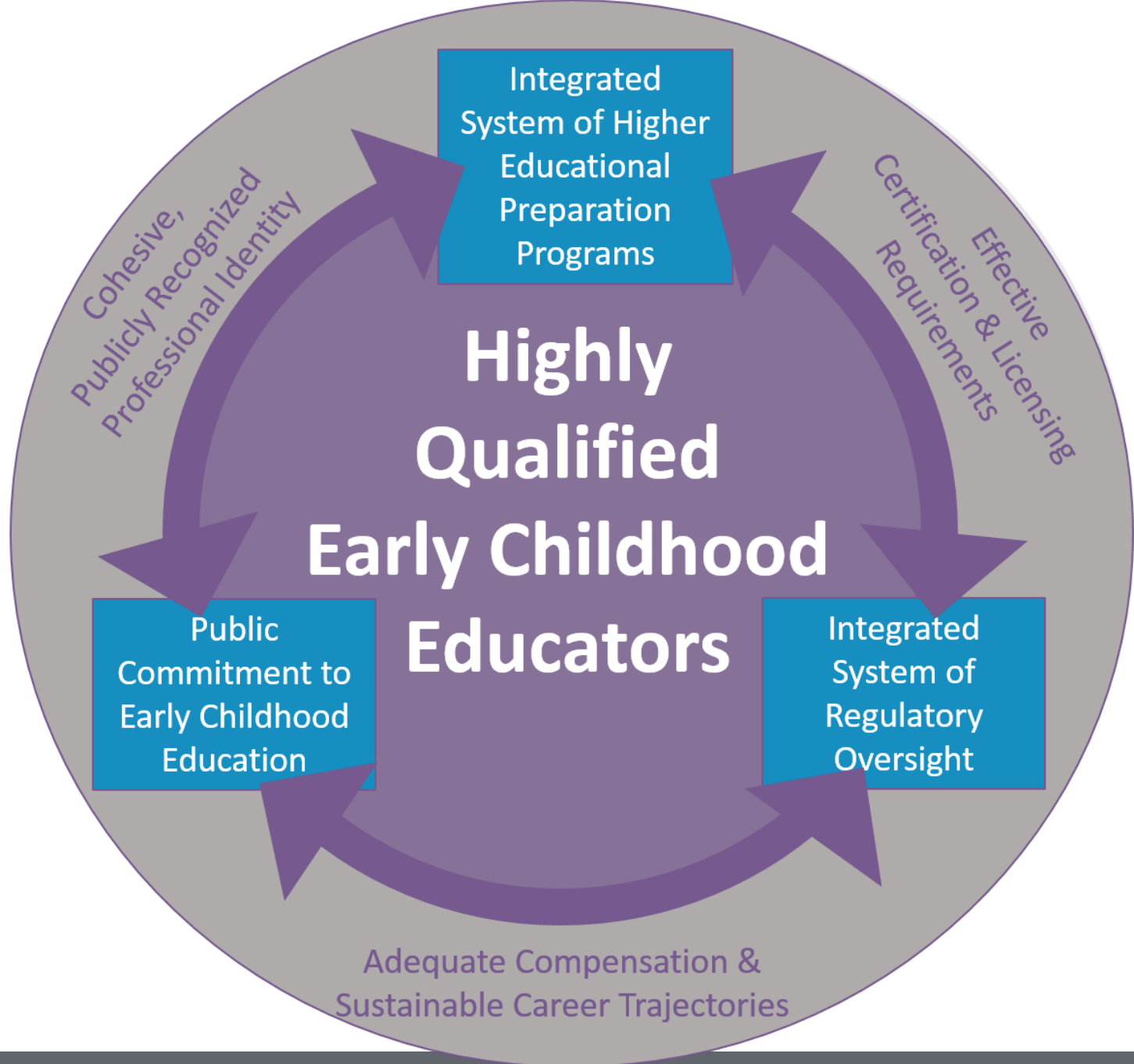
# Which one of these endorsements will allow me to keep my job?



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



*M. Whitebook, 2014*





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Start early. Start well.