



Center for the Study of Child Care Employment, University of California, Berkeley

Early Childhood Degrees in Context

Marcy Whitebook, Ph.D.

Transforming the Early Childhood Workforce in Nebraska:
A Conference for Higher Education Faculty
Lincoln Nebraska, October 5, 2015



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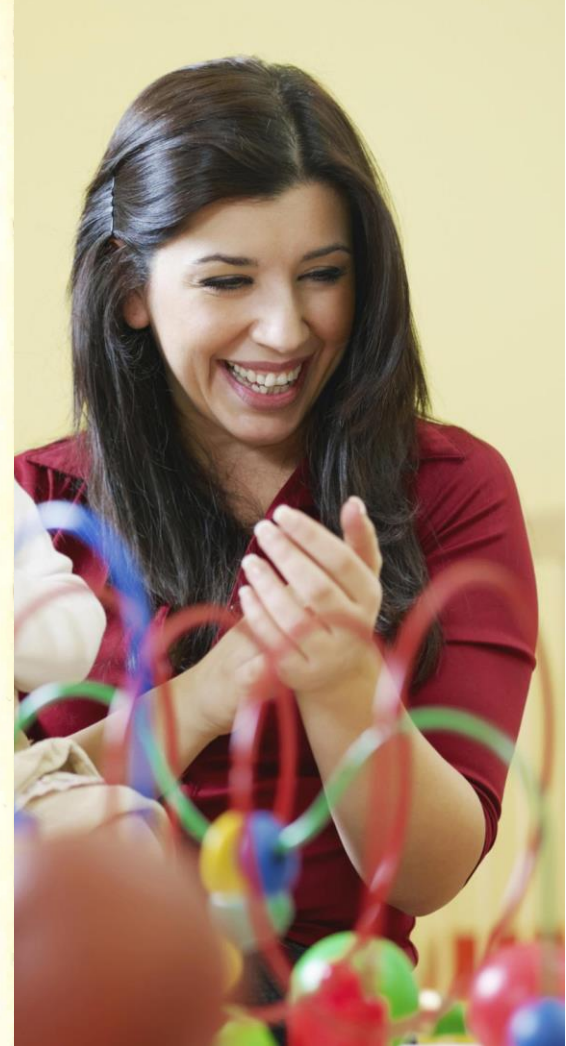




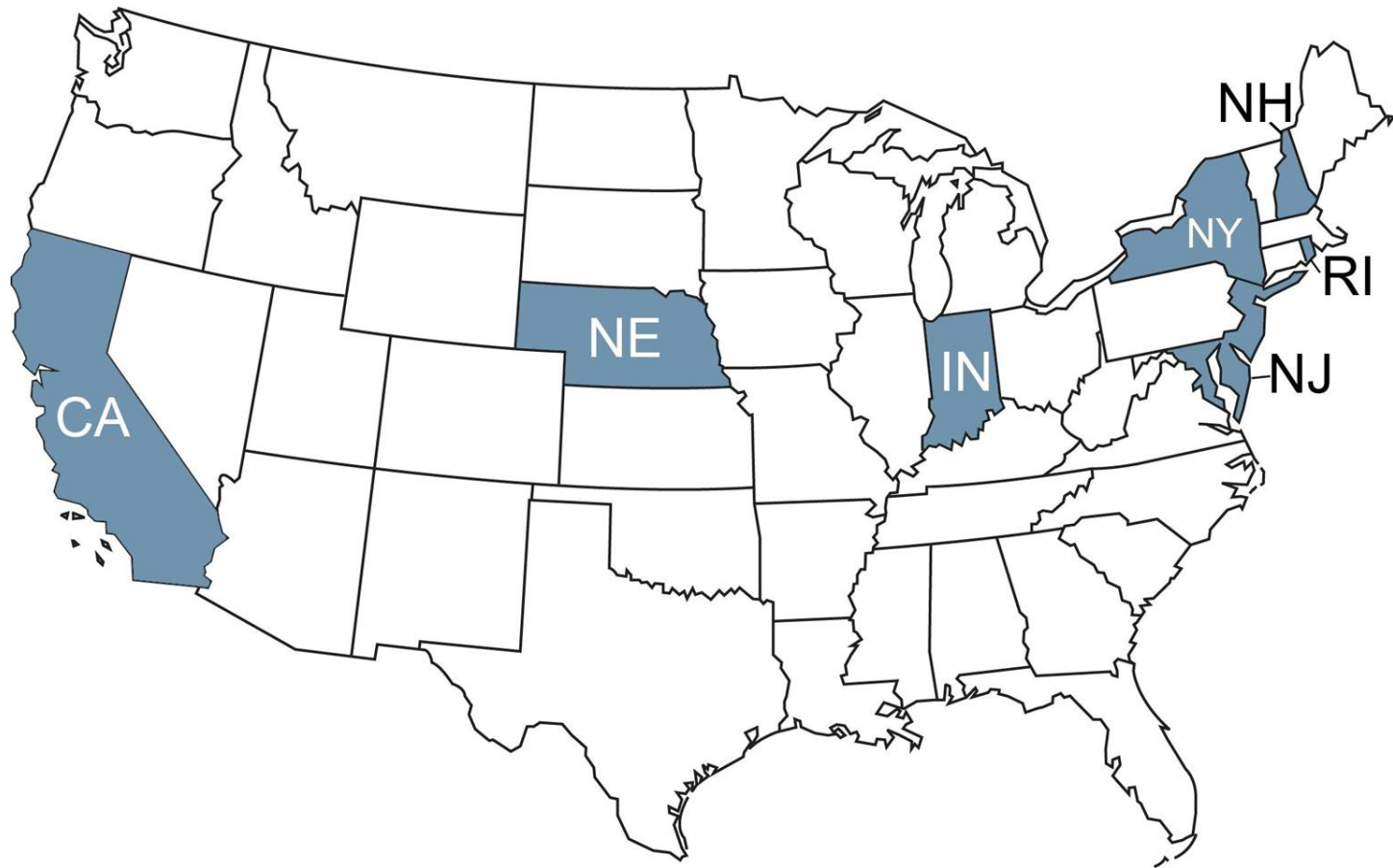
A Report Based on Findings of
The National Council of Jewish Women

WINDOWS ON DAY CARE

By Mary Dublin Keyserling



Preparation: Status of ECE Degree Programs Today



Early Childhood Higher Education Degree Programs: By Default or Design?

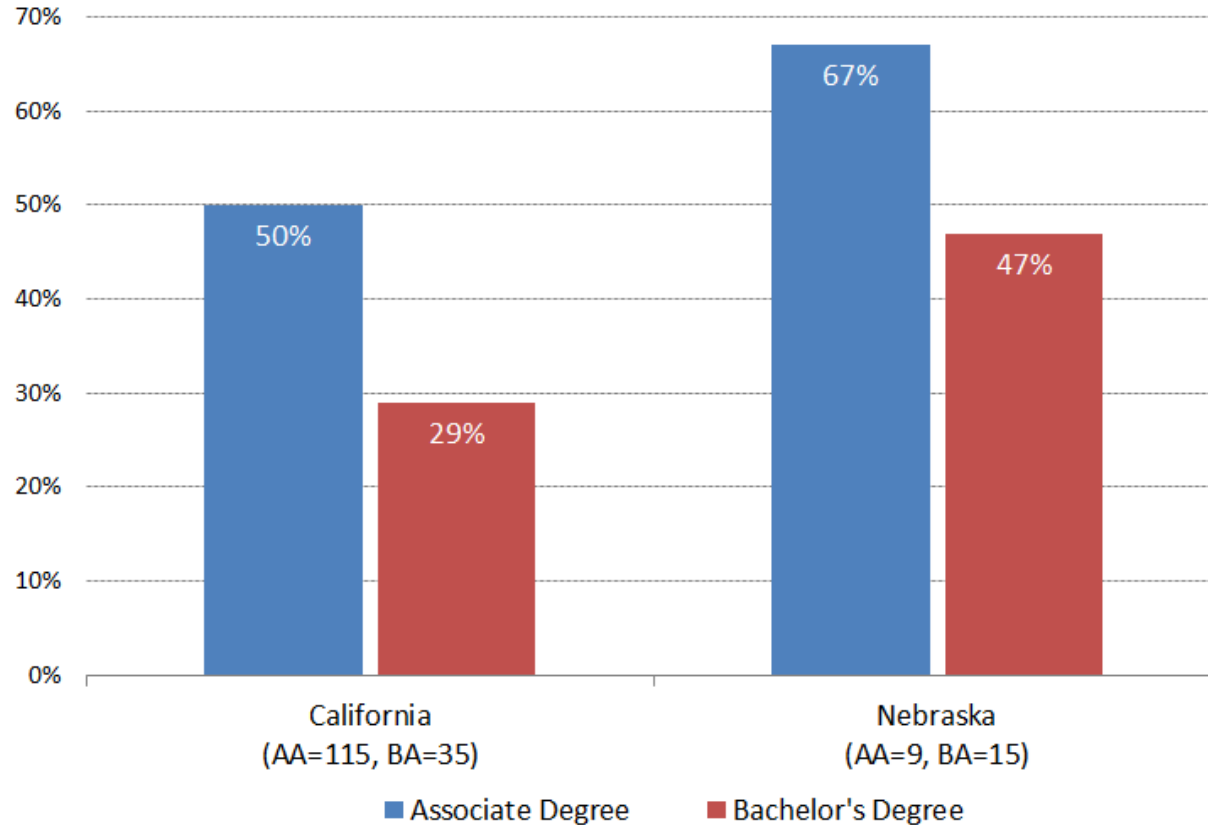
Complex array of programs

Varying primary purposes

Misaligned monikers and goals

Responsive to state certification policy

Primary Goal of the Degree Program: To Prepare Students for Teaching and/or Administrative Roles



Domains Included in Early Childhood Education Degree Programs

Child development and learning

Teaching

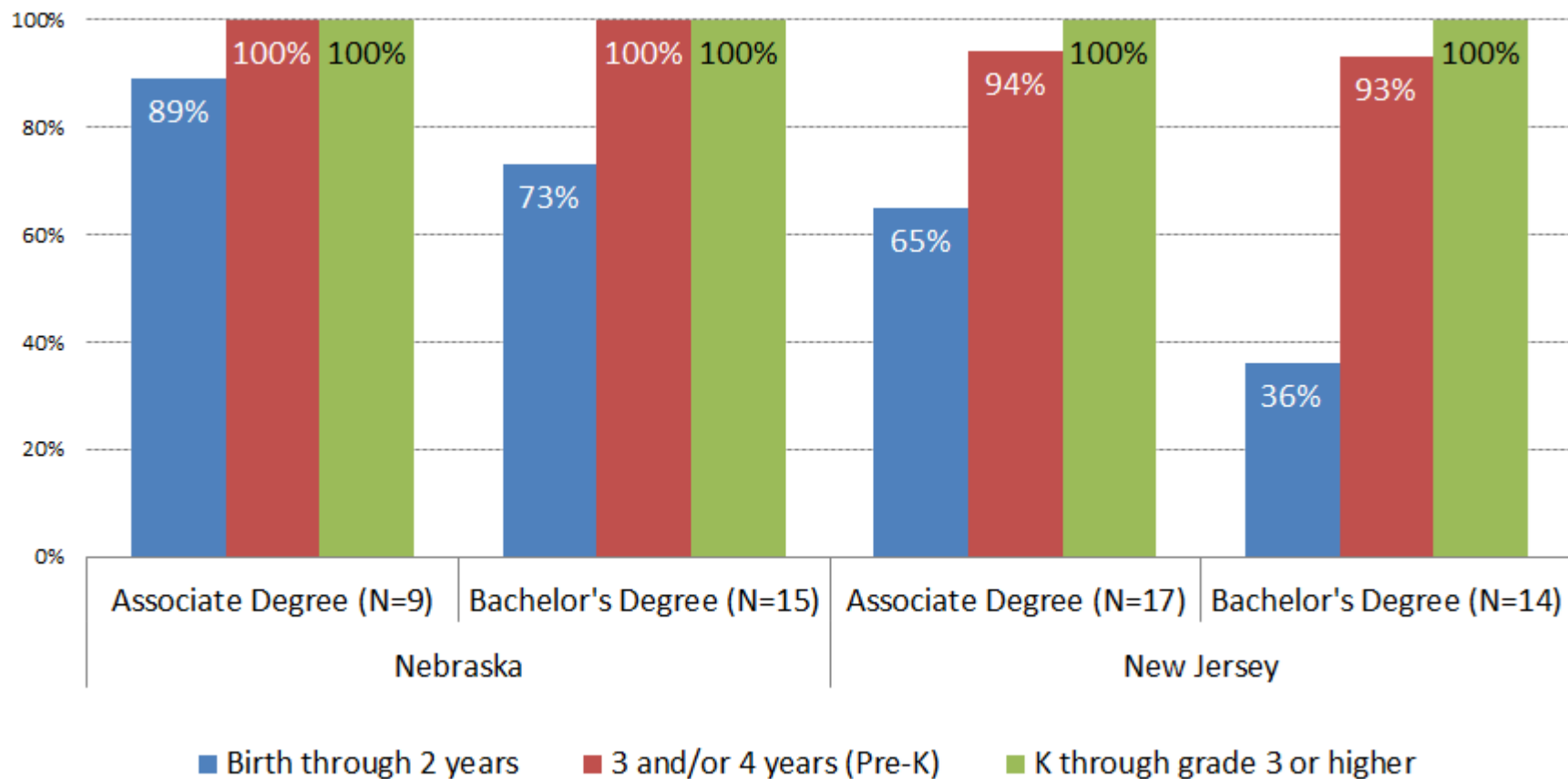
Teaching diverse child populations

Teaching and curriculum

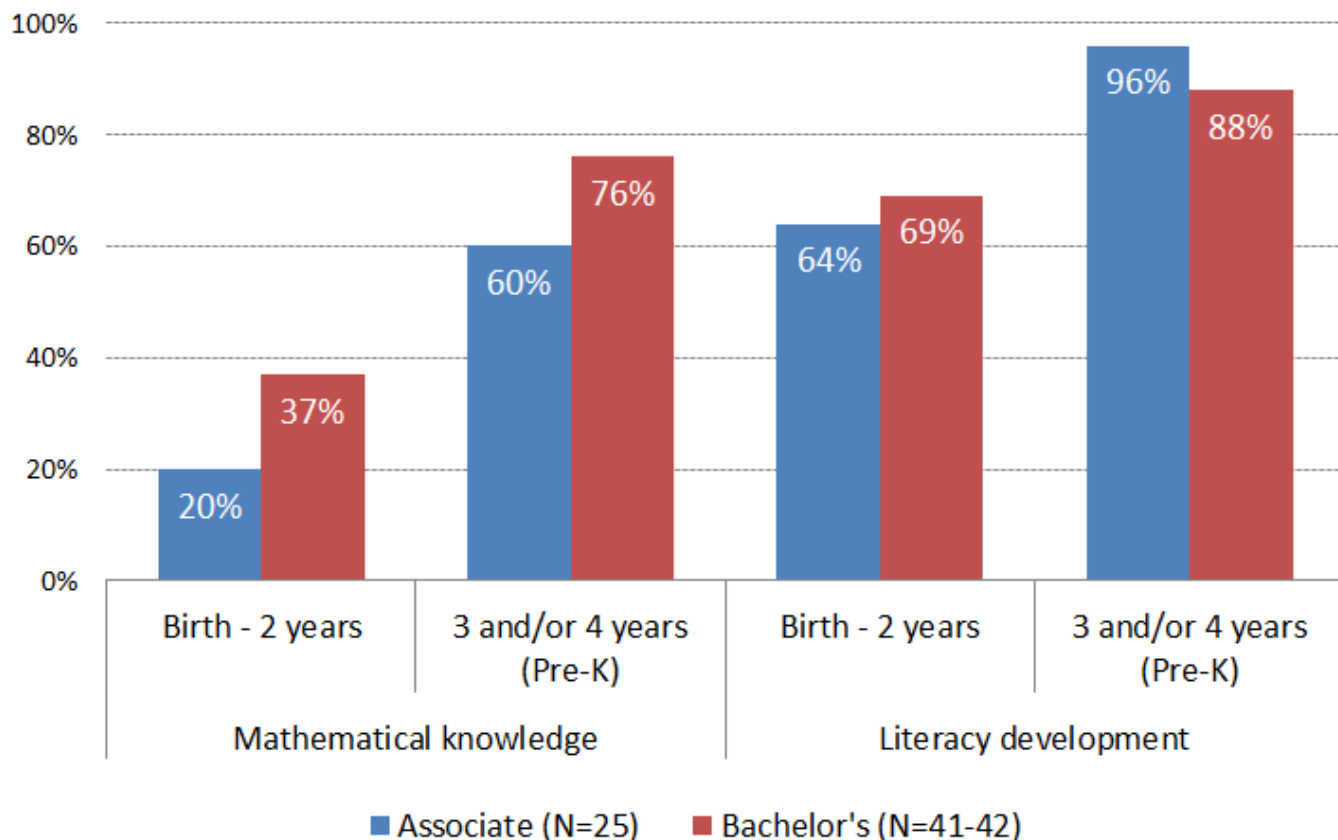
Teaching skills in early childhood settings

Leadership and administration

Coursework Required: Development of Children's Early Literacy Skills



Importance of Inclusion of Domains: Mathematical Knowledge and Literacy Development Faculty Reporting "Very Important"



Changing Demographic Landscape

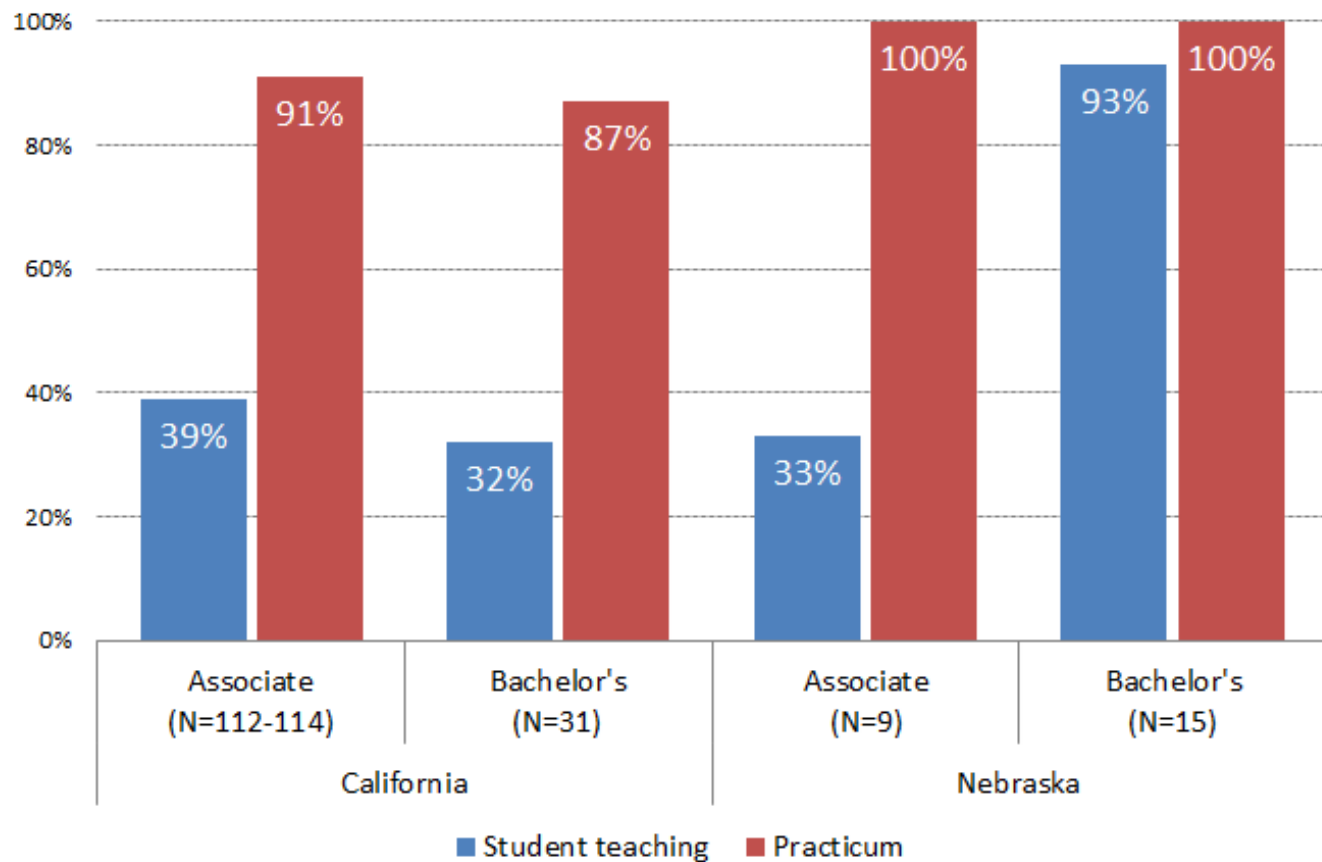


● Child (0-4): Non-Hispanic White



● Adult (18+): Non-Hispanic White

Field-Based Experience: Student Teaching and Practicum Required, by Degree Program



Access to Leadership Content



Supervision

Program
Operations

Policy and
Advocacy

Supporting Faculty

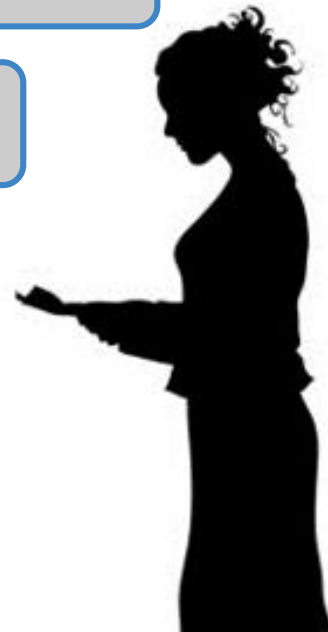
Additional full-time and more diverse faculty

Resources for faculty professional development, including travel

Effective mentoring opportunities

More individual planning time

Resources for increasing funding



Assessing Quality Improvement Efforts Through a SEQUAL Lens



How can we “amend the soil” to ensure that “planted seeds” take root?

Assessing What Teachers Need to Help Students Succeed

Five SEQUAL Domains:

Teaching Supports- Curriculum and Child Assessment, Materials, Support Services for Children and Families, Staffing

Learning Community- Professional Development Opportunities, Applying Learning

Job Crafting- Making Decisions in Your Classroom, Teamwork, Input into Your Workplace

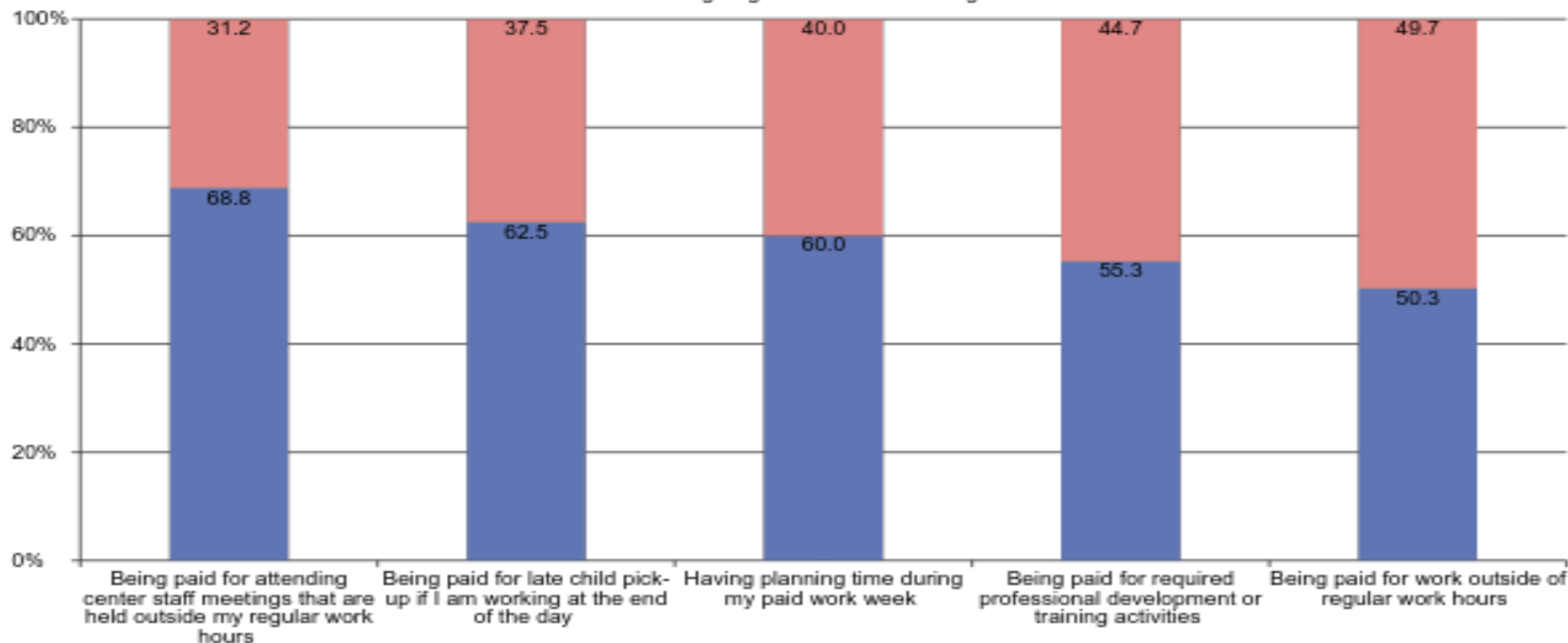
Adult Well-Being- Economic Well-Being, Wellness Supports, Quality of Work Life

Program Leadership- Supervisor, Leader

SEQUAL Reports

Economic Well-Being: Pay & Job Duties

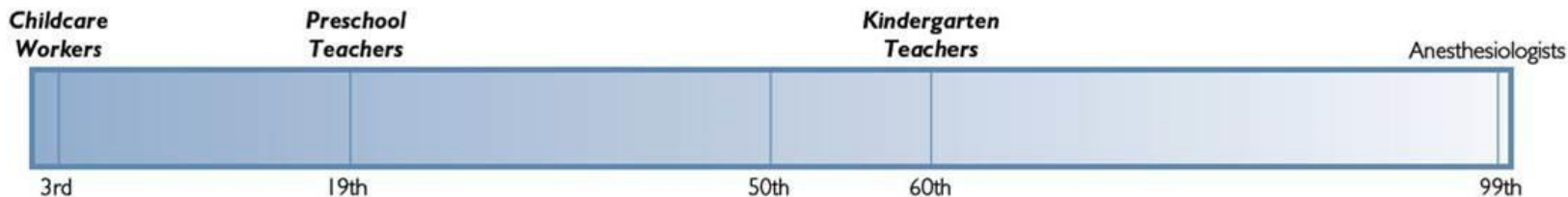
■ Percentage Agree ■ Percent Disagree



I Can Depend On...

Abysmally Low Wages

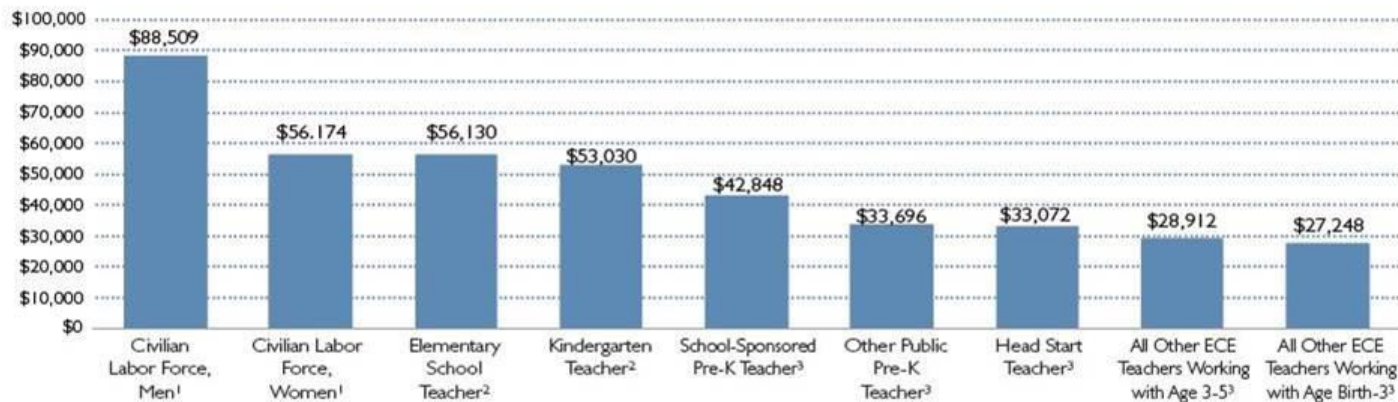
Selected Occupations Ranked by Mean Annual Salary, 2013



SOURCE: Occupational Employment Statistics Survey, Bureau of Labor Statistics, Department of Labor: <http://stats.bls.gov/oes/>.

Absence of Rational Wage Structure + Low Value Accorded to Educational Attainment

Mean Annual Salary of Teachers with a Bachelor's or Higher Degree, by Occupation and for the Civilian Labor Force, 2012



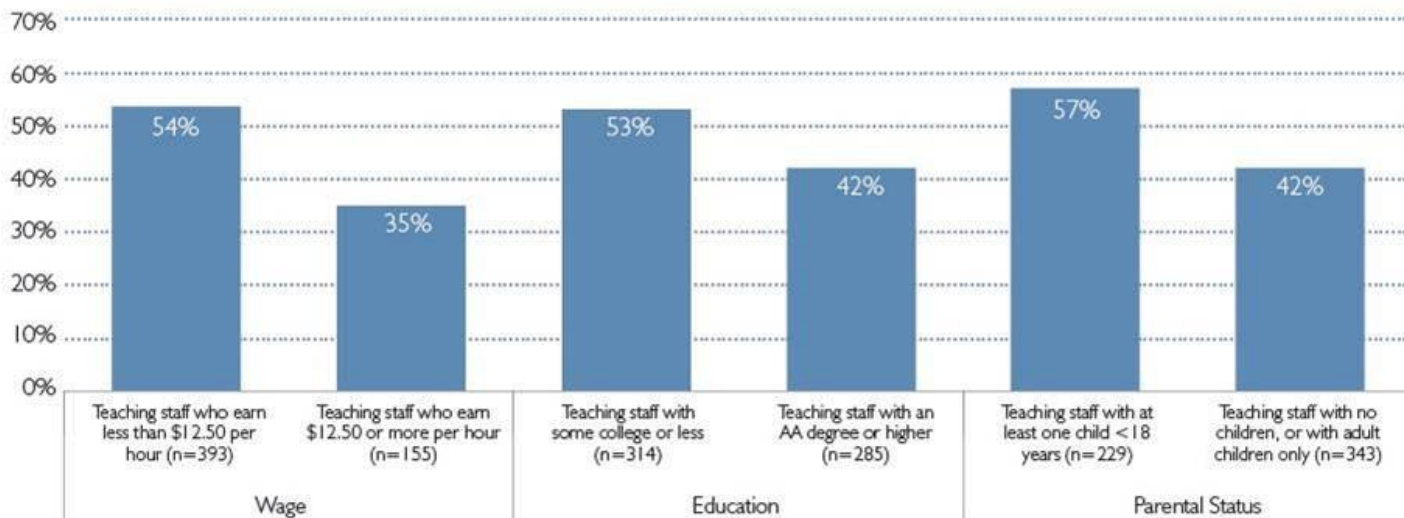
¹Current Population Survey (CPS), United States Census Bureau: http://www.census.gov/hhes/www/cpstables/032013/perinc/pinc03_000.htm. Civilian labor force information was only for males and females over 25 years old.

²Occupational Employment Statistics Survey, Bureau of Labor Statistics, Department of Labor: <http://bls.gov/news.release/ocwage.htm>.

³National Survey of Early Care and Education Project Team. (2013). *Number and characteristics of early care and education (ECE) teachers and caregivers: Initial findings, National Survey of Early Care and Education (NSECE)*. OPRE Report #2013-38. Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. Tables 12 and 19. Retrieved from http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf. Annual wages calculated by multiplying the hourly mean wage by a year-round, full time hours figure of 2080 hours.

Pervasive Economic Insecurity Among ECE Practitioners

Percentage of Teaching Staff Worried¹ about having Enough Food for Their Families, by Wage, Educational Level, and Parental Status²

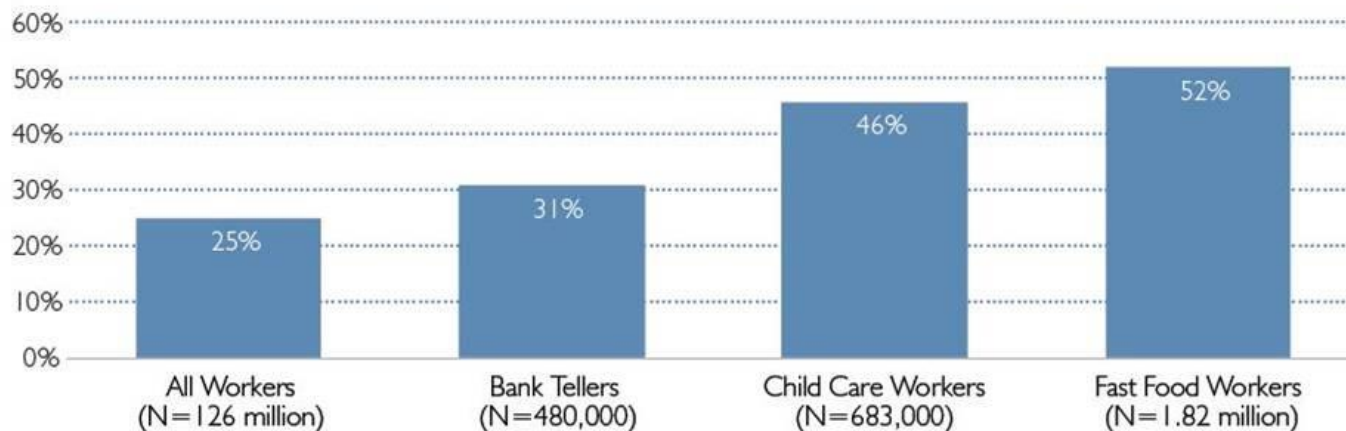


¹Teaching staff classified as "worried" about a particular item indicated that they somewhat to strongly agreed with a given statement, as represented by a 4 or higher on the Likert Scale.

²The sample was drawn from one state's for-profit, non-profit, and public early care and education programs. See endnote #12.

Pervasive Economic Insecurity Among ECE Practitioners

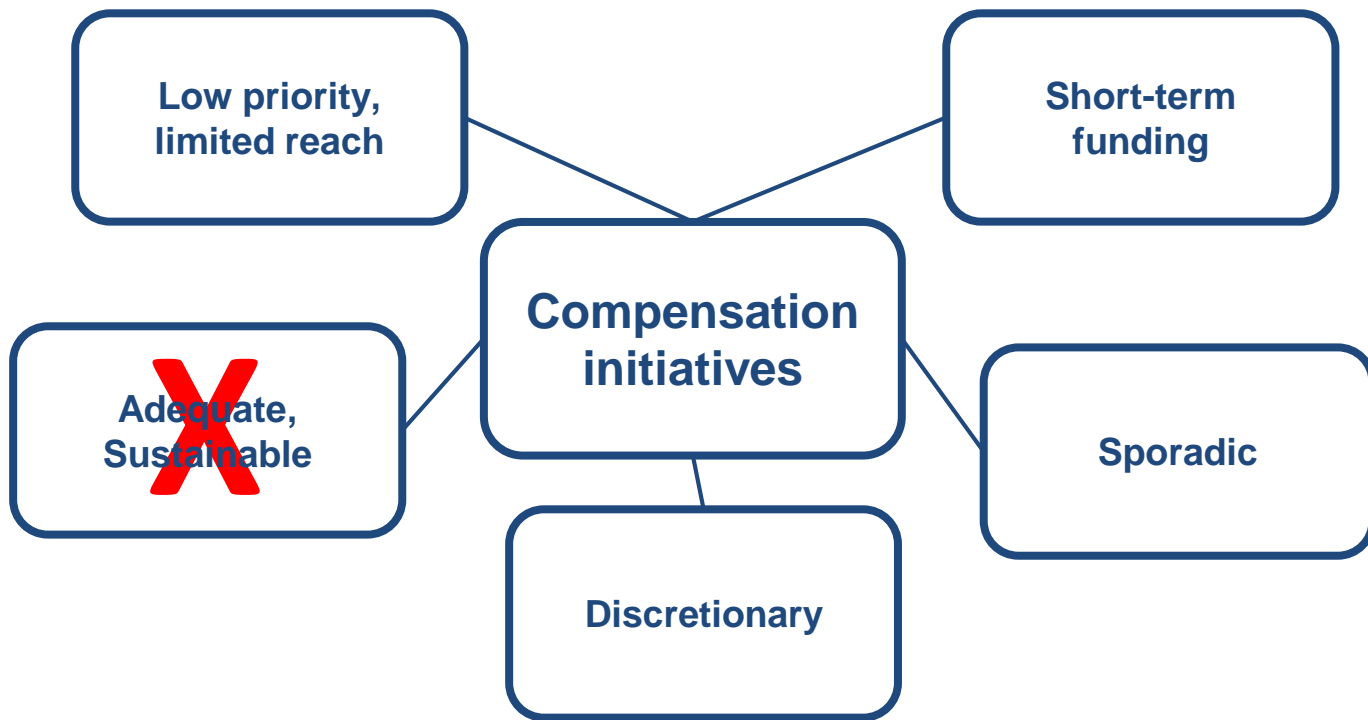
Participation Rates in Public Support Programs, by Selected Occupations,
and for All Workers and Their Family Members
(Annual Averages, 2007-2011)



Source: Authors' calculations from 2008–2012 March Current Population Survey (CPS), 2007–2011 American Community Survey (ACS), 2011 Occupational Employment Survey (OES), program administrative data.

“The major funding sources for child care and early education should set aside a dedicated portion of funds to support initiatives that jointly improve the qualifications and increase the compensation and benefits routinely provides to children’s nonparental caregivers.”

– Neurons to Neighborhoods, 2000



How the Climate Feels





THANK YOU!

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