



# Advancing Early Childhood Educators as a Unified Profession

# We Are Making Progress!

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JUST DO THE PRESENTATION WILLIAMS AND LET THE NUMBERS SPEAK FOR THEMSELVES.

# We Are Making Progress!

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- 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
- Forty states plus DC have state preschool programs
- Demand for more ECE professionals with specialized degrees

# We Are Making Progress!

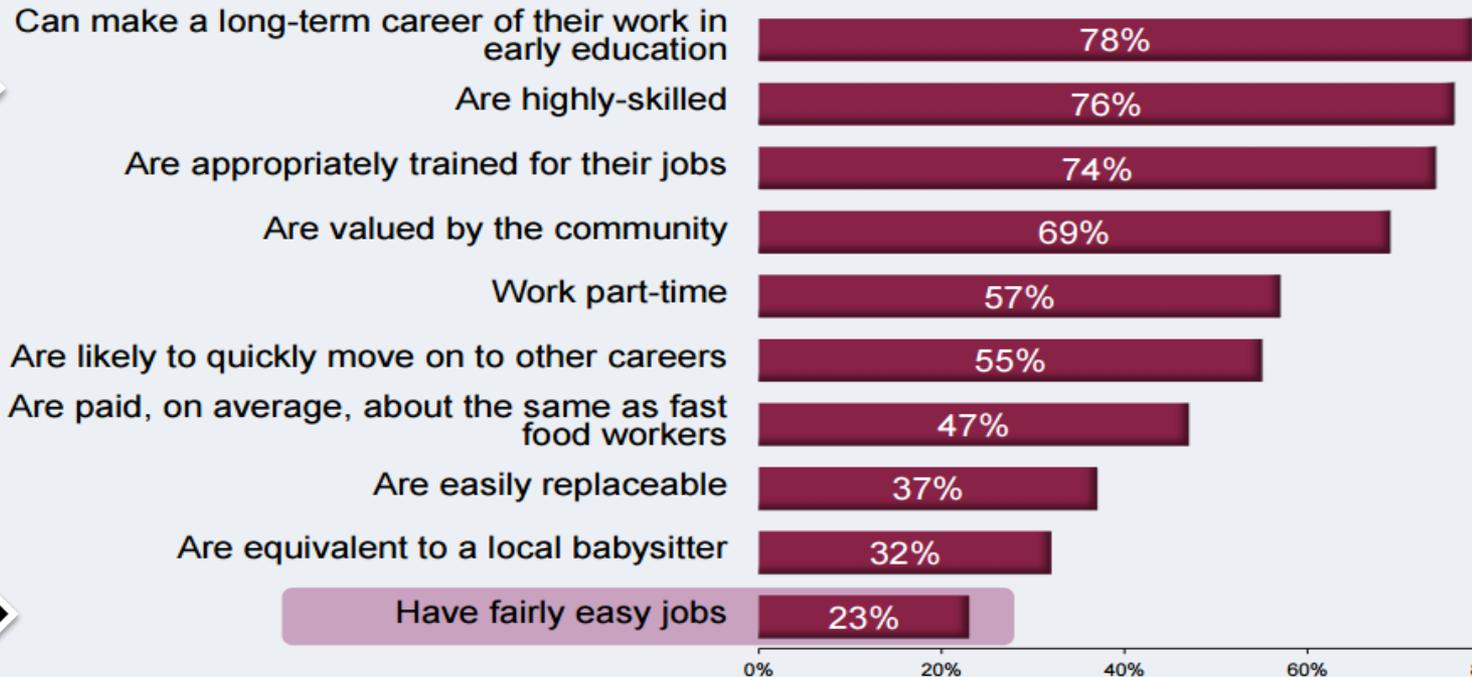
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- ECE at the center of political agendas and campaigns
- ECE referenced in presidential State of the Union Address
- Mainstream media coverage and attention

# 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)*



# We Are Making Progress!

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**EDUCATORS  
ARE**  
*heroes!*

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

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**QUALITY**  
**IS TIED TO**  
*compensation*

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

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**INVEST**  
**IN**  
*early childhood*

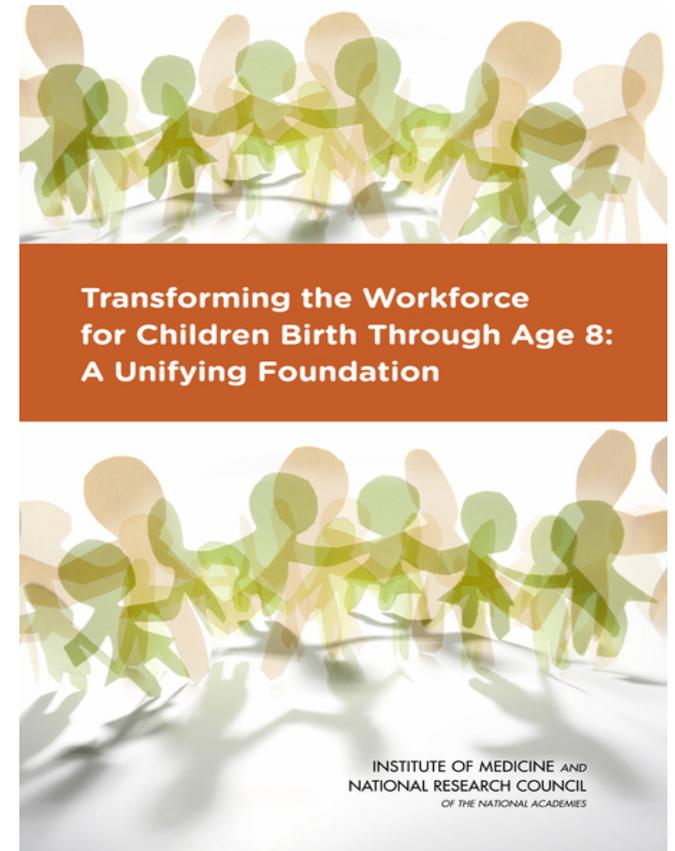
**83%** of voters would support a public investment in early childhood education that is used to **Increase educators' wages.**

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# We Are Making Progress!

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- The workforce is critical
- Their work requires complex thinking
- Their work requires specialized training and education
- Investments must be made to support the workforce



# Get Ready to Seize this Moment

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## More Ready to Invest

- Public and voters
- Public officials
- Funders
- Researchers
- Economists

# Get Ready to Seize this Moment

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Are **WE** Ready?



- Who gets the investments? Why?
- What do investors get in return?

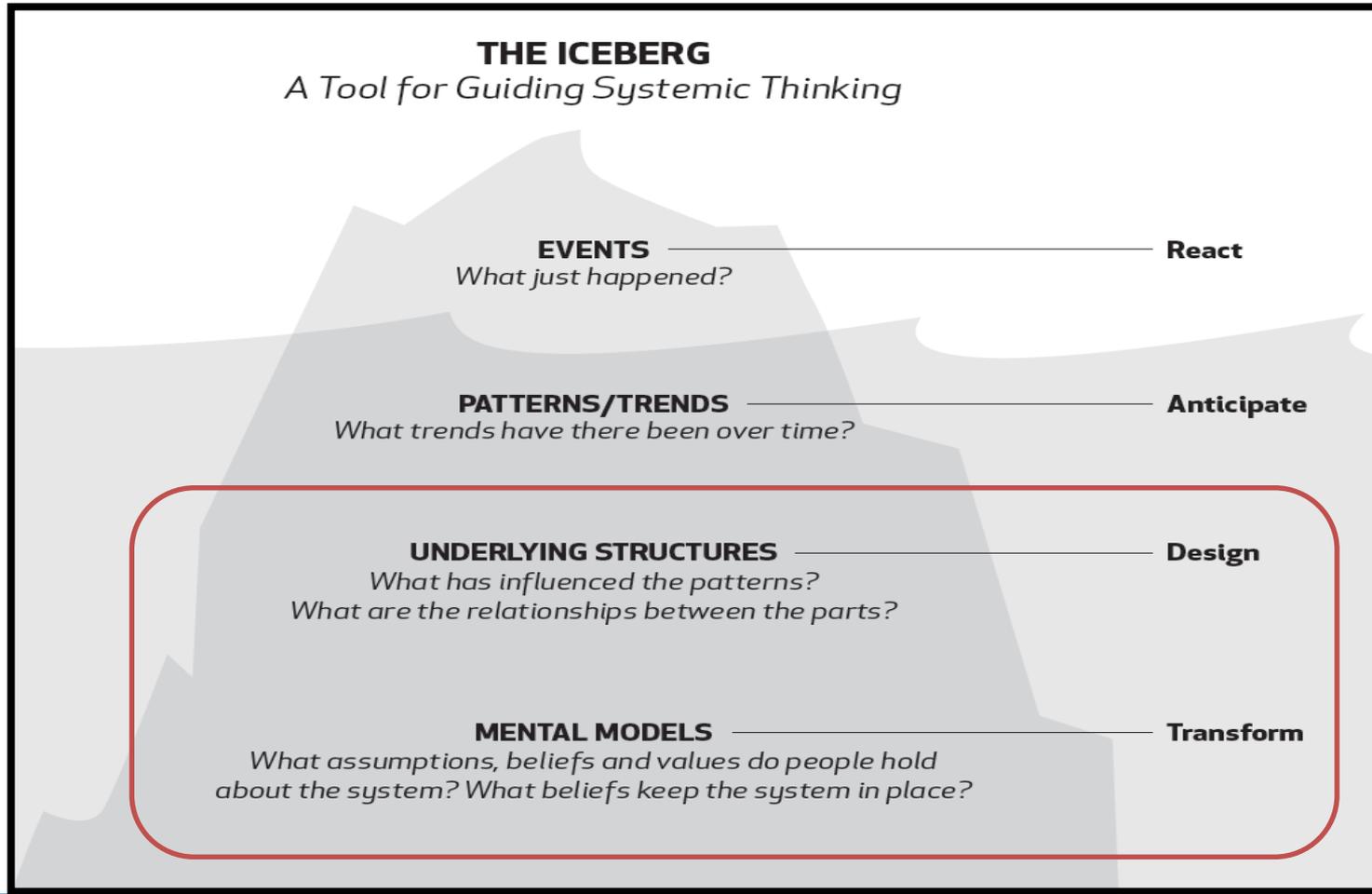
# Get Ready to Seize this Moment

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- Who are early childhood educators?
- What do early childhood educators do?
- What does it take to become an early childhood educator?
- What are early childhood educators accountable for?
- Who's holding early childhood educators accountable?



# Get Ready to Seize this Moment



# Get Ready to Seize this Moment

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- We are inspired by other professions
- We are inspired by our collective history and journey

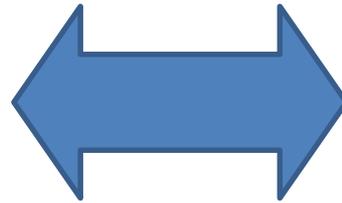
# Advancing the Profession: Distinct Functions, Interdependent Relationships

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## 1. Legal Regulation

(Government Agency)

- Focus on protecting the public by identifying who can legally practice and what functions they can legally perform
- Legally holding professionals accountable for their actions



## 2. Professional Regulation

(Professional Organizations; Non-Government Agency)

- Focus on the quality, competence, and effectiveness of the profession
- Responsible for supporting and advancing the profession

# Core Components of a Profession

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1. Definition of the Profession (name and value to society)
2. Clarity on Members of the Profession
3. Scope of Practice (tasks professionals can and cannot be expected to perform)
4. Code of Ethics
5. Expectations and Standards for Practice
6. Competencies (Required Knowledge and Skills)
7. Educational Requirements for Entry
8. Examination Requirements for Entry
9. Experience/Practicum/Clinical Requirements for Entry
10. Accreditation of Professional Preparation Programs in Higher Education Institutions or Other Approved Sources (connected to #7)
11. Federal or State Agency that Issues License to Practice (Initial and Renewal)
12. Federal or State Agency that Penalizes Licensed Professionals who Violate Professional Norms or Threaten Public Safety

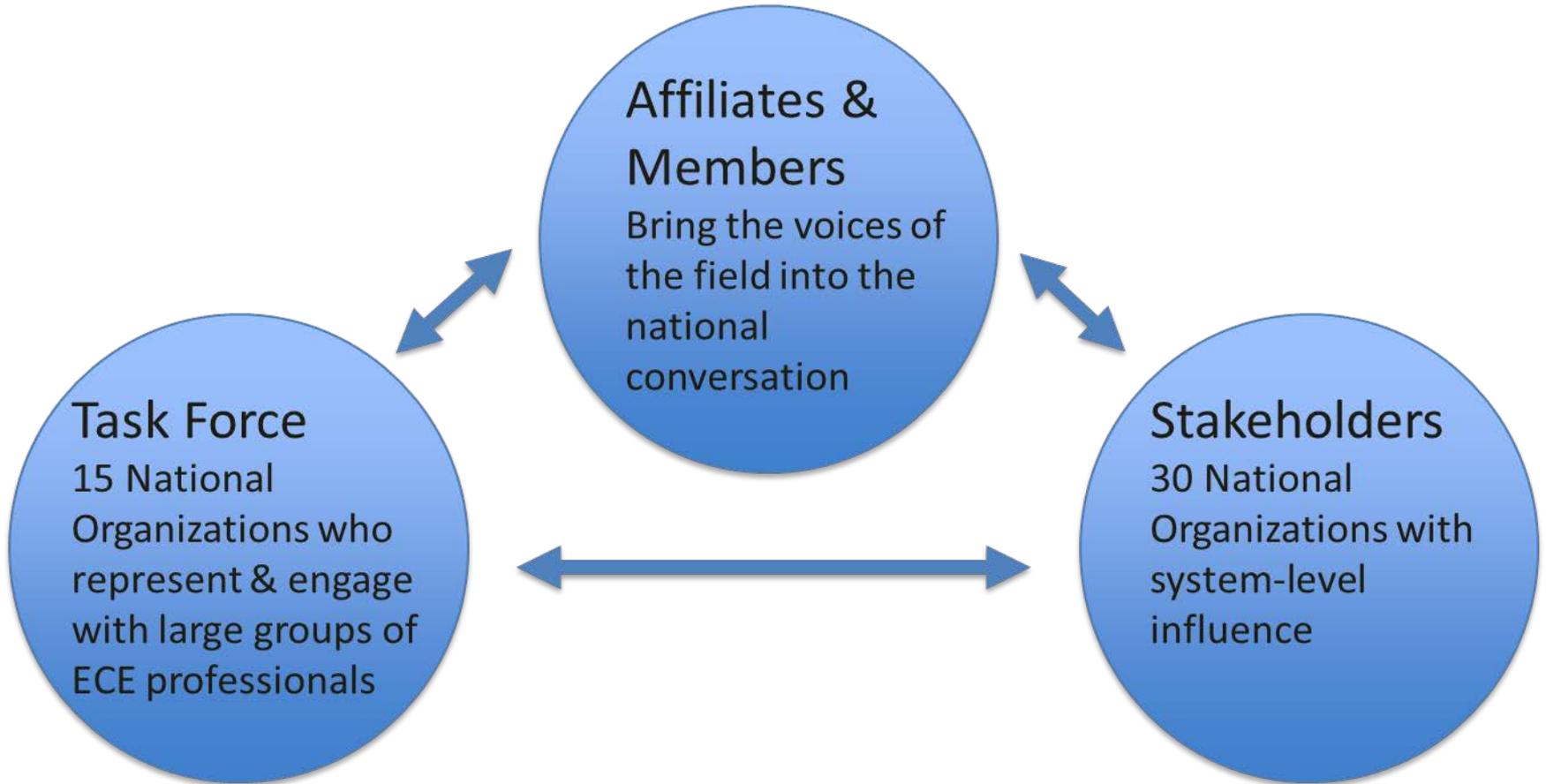
# Timeline

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- **2016:** Conceptualization and capacity building
- **2017 - 2018:** Developing the shared framework and policy strategy
- **2019:** Policy adoption and implementation

# Structure

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# Sequence

## 8 Decision Cycles

(January 2017 – December 2018)

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### 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. Accountability & Quality Assurance

- Professional (Eligibility and Exam)
- Approved Competency Attainment Source (IHEs and non-IHEs)

### 8. Support and Infrastructure

- Educator, Higher Education, Program, State, Association

*Transition to Finalizing and Implementing Policy and Financing Agenda*

# Conversations and Decisions May Get Tough....

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Photo: © mediaphotos

# ...But the Rewards are Worth It

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# Your Leadership is Needed!

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