

The Early Childhood Workforce: Essential for High Quality



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Learning is

- Fun
- Stimulating
- Worthwhile

- I AM a GOOD learner





Learning is..

- **Dull**
- **Worthless**
- **Too Hard**

- **I'm NOT a GOOD Learner**



Characteristics of Good Teachers

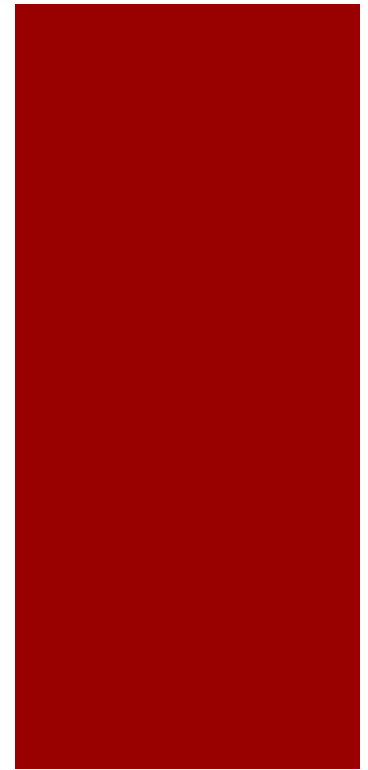


- Warm
- Responsive
- Value children's social and emotional lives
- Build relationships
- Interact with children 1 on 1 and in small groups

And....

- Create stimulating environments
- Encourage children to talk and have conversations
- Are interculturally sensitive and competent
- Partner with families





Teaching & Learning

- Teaching is not just talking
- Learning is not just listening
- Progress is not just covering content



Top 3 Predictors of ECE Quality

- Well educated teachers
- Low staff turnover
- Low child to staff ratios

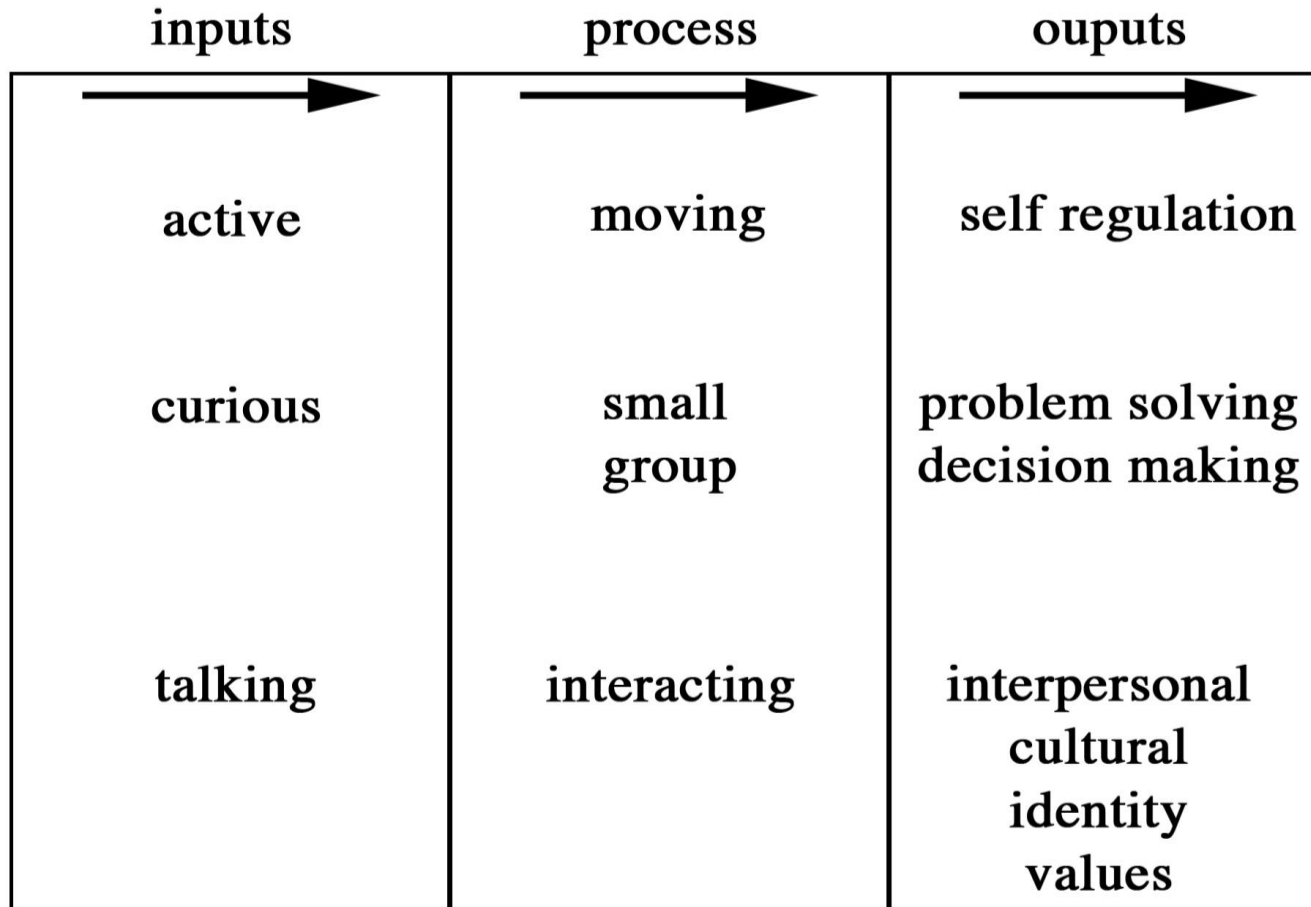
What Good Teachers Know & Do

- Know how children develop
- Know how children learn
- Know content/stuff
- Vary teaching strategies
- Match strategies to learning
- Stay long enough to develop relationships

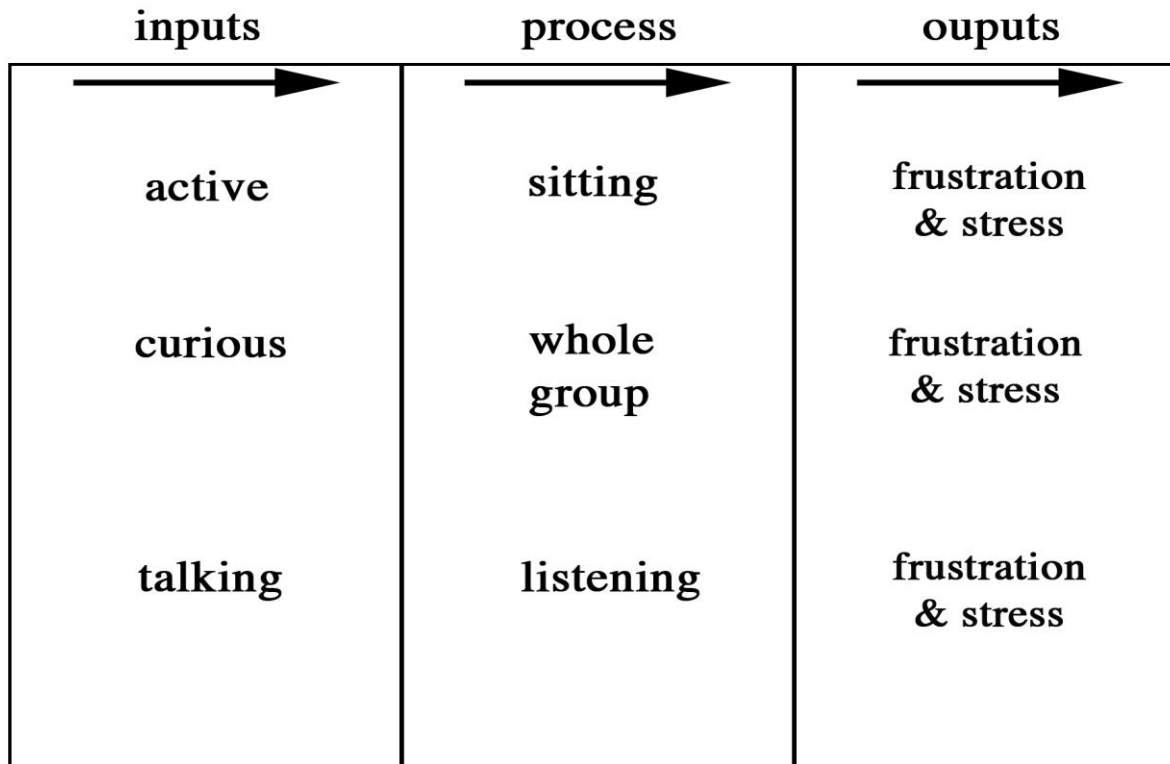




Strong Alignment Enhances Learning



Poor Alignment Leads to Stress / Poor Outcomes



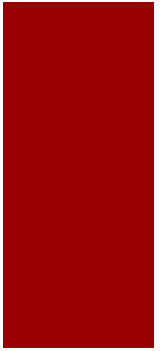
Why Teachers Leave the Field

Every year an estimated 20% to 40% of the ECE workforce quits

- Long Hours
- Feel isolated
- Perceived lack of respect
- Low pay
- Poor physical work environments

Disrespect Expresses Itself in Many Ways

- No advanced warning of new children's arrival
- No communication among program levels



Why Teachers Leave the Field

- Lack of support from supervisors
- Pressure to engage in Non-DAP practices
- Inflexible personnel policies
- Time pressures over the day
- Few chances for advancement

Attractions to the Field



- Close relationships with children
- Seeing children make progress
- Having some autonomy within classroom or program
- Teaming with colleagues
- Building relationships with families

Teachers Need Support

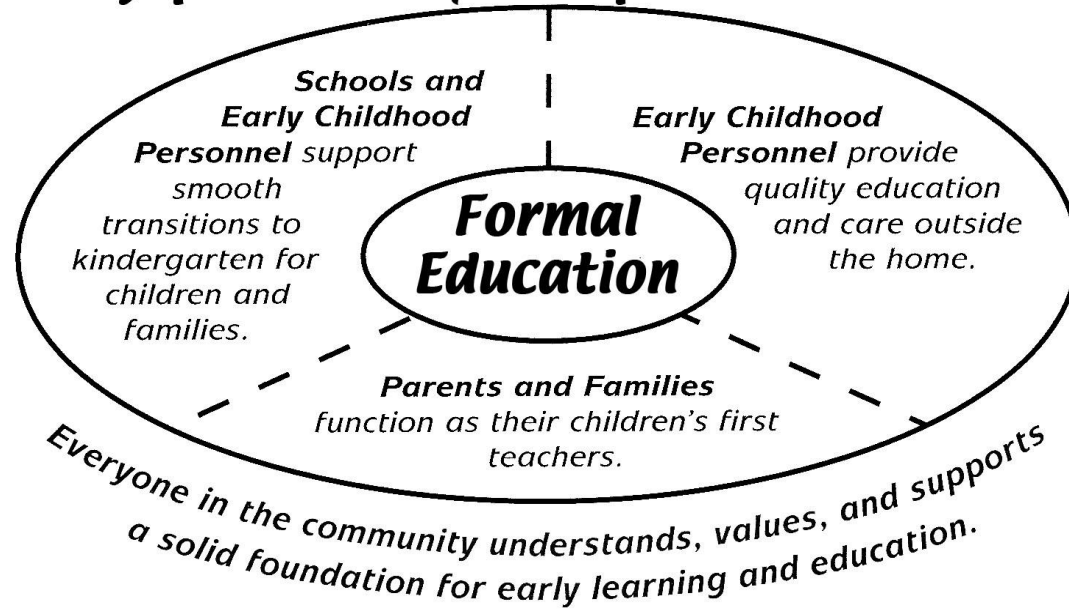
- From administrators
- From colleagues
- From families
- From the community



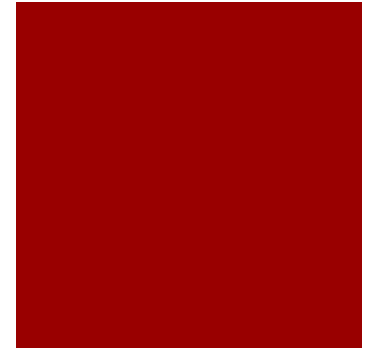
Early Childhood Education System



*Everyone has a part to play
in helping children be
ready for school/to experience success*



Talk in New Ways



- State importance
- Elevate the work
- Change the conversation
- Set expectations
- Reach out



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