Clarity and Accountability as Necessities for ECE Compensation:

Power to the Profession

January 24, 2018

The Profession We All Want

✓ Prepared  ✓ Supported
✓ Effective  ✓ Valued
✓ Diverse    ✓ Advocates
✓ Compensated  .....and more

What This Requires

Increased Public Funding
But...The Public Will Want to Know

- Who are early childhood educators?
- What do they do?
- Do they need specialized knowledge and skills? Why?
- What does compensation parity look like? Why?

Do We Have Unifying Answers?

The Current Reality

- Varying nomenclature
- Varying preparation
- Varying qualifications
- Varying working conditions
- Varying expectations for practice
- Varying diversity
- Varying accountability
The Current Reality

Who are we?
➢ providers
➢ teachers
➢ child-care providers
➢ home providers
➢ assistant teachers
➢ child-care workers
➢ daycare workers
➢ early-childhood workforce
➢ preschool teachers
➢ child care teachers
➢ informal (friend, family, neighbor care/ kith and kin)

What do we do?
➢ early learning
➢ child care
➢ day-care
➢ care and education

What ages do we serve?
➢ 0-5
➢ 0-8
➢ PreK

What do we often work?
➢ Home-based programs
➢ Center-based programs
➢ Elementary schools

The Public Is Asking for Clarity

The Public Is Asking for Clarity

The Public Is Asking for Clarity
The Public Is Asking for Clarity

POLL

Either-Or “Both-And” Approach
**Power to the Profession**

*Initial iteration; professions continuously evolve*

**Clarity**
2017-2018
“Power to the Profession”

**Public Image**
Planning Begins 2018

**Public Policy & Finance**
Planning Begins 2018

---

**Power to the Profession**

---

**Collaboration and Leadership**

---
Examples of Unifying Decisions

✓ How is the early childhood profession distinct from others in the early childhood field?
✓ What should early childhood educators know and be able to do?
☆ What are roles or levels within the ECE profession?
☆ What preparation programs should be expected to prepare graduates for their respective roles? How do we support these programs? How do we hold them accountable?

Examples of Unifying Decisions

☆ What is comparable compensation for each role or level?
☆ What resources and infrastructure will be needed to ensure implementation with fidelity?
☆ What are the non-negotiable conditions for implementation?

Diversity and Equity

• Maintaining and growing a diverse and equitable profession is a key priority.
• Decisions and policy implementation will directly address structural, institutional, and individual biases and barriers.
Challenge the Status Quo

Rewards

Risks

Strength to Be Bold

• Our Commitment to All Young Children
• Our Commitment to the Profession
• History of ECE
• History of Other Professions
• Collective Action and Synergy
• We Are Not Alone

POLL
Your Leadership and Expertise are Needed

Review
- Background materials
- Draft and approved decisions

Reflect
- As an individual or with others
- Share reflections

Respond
- Surveys, virtual office hours, email, phone
- Share cautions and agreements

Revolutionize
- Attend or facilitate gatherings
- Help build momentum
- Recommend strategies

Your Expertise and Leadership are Needed

- Website: www.naeyc.org/profession
- Email: p2p@naeyc.org
- Phone: (800)424-2460