



# Alliance for Early Success

*Advancing State Policies  
for Young Children*

## **ECE Workforce Policies: State Trends & Highlights**

PACE

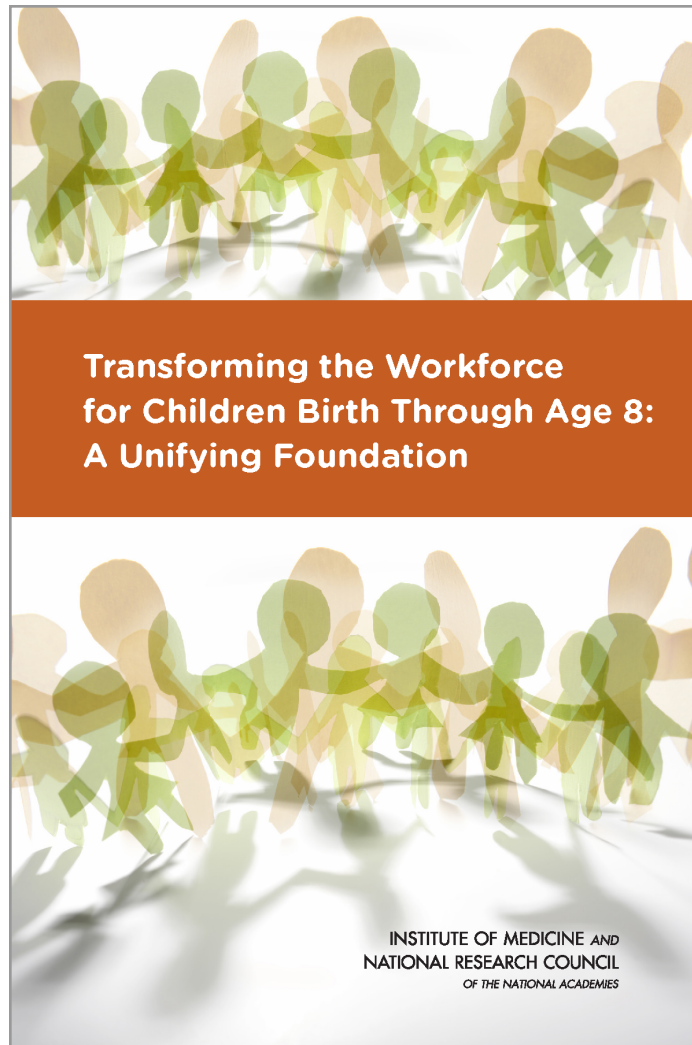
August 2, 2016

Sacramento, CA

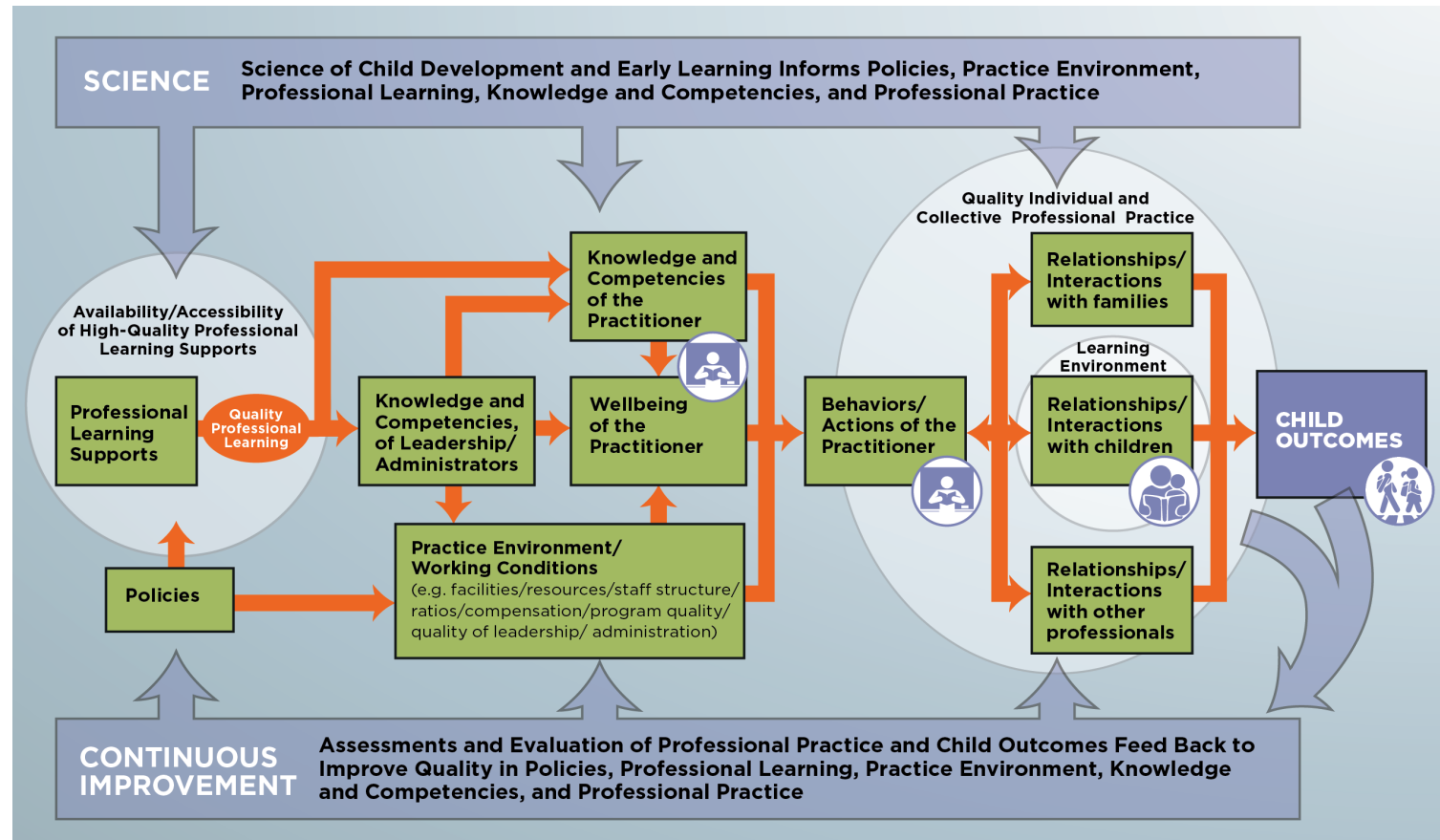
*The Alliance for Early Success is a catalyst  
for bringing state, national, and funding partners  
together to improve state policies for children,  
starting at birth and continuing through age eight.*

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# Creating Cognitive Dissonance



# Many Factors Contribute to Quality Practice



# Agenda

1. Professional Expectations
2. Professional Supports (career pathways, compensation)
3. Leadership
4. Proof Point

# Professional Expectations: CA in Context

- 44 states and DC have a specialized teaching license or endorsement (e.g., P-3, 0-8, K-3):
  - AL, AZ, AR (B-K), CO, CT, DE, DC, FL, GA (B-K), HI, ID, IL, IN, IA, KS, KY (B-K), LA, ME, MD, MA, MN, MS (B-K), MO, NE, NV, NH, NJ, NM, NY, NC (B-K), ND, OH, OK, PA, RI, SC, SD, TN, UT, VT, VA, WA, WV, WI, WY (HHS, 2016; NAM, 2015)
- Of the 42 states that fund pre-k, 26 states (and DC) require state-funded pre-k teachers to have a four-year college education (NIEER, 2016).
  - AL, AK, DC, GA, HI, IL, IA, KS, KY, LA, ME, MD, MI, MS, MO, NE, NV, NJ, NY, NC, OK, PA, SC, TN, WV, WI

# Career Pathways: Illinois and Pennsylvania

- **Inclusive of K-12.** Continuum of professions, including public school teachers, from entry level to greater mastery or leadership
- **Comprehensive.** Includes specialized pathways for infant-toddler providers, directors, school-age care providers, family child care providers, and family specialists.
- **Common Foundation.** All credential reflect competencies in the same “content areas”
- **Access to Info.** User-friendly online portal, with searchable database of trainings and information about scholarships and wage supplements.
- **Guidance.** Access to professional development advisors
- **Quality Assurance.** PD providers are vetted and supported
- **Data.** Workforce registry supports professionals' advancement in career pathway

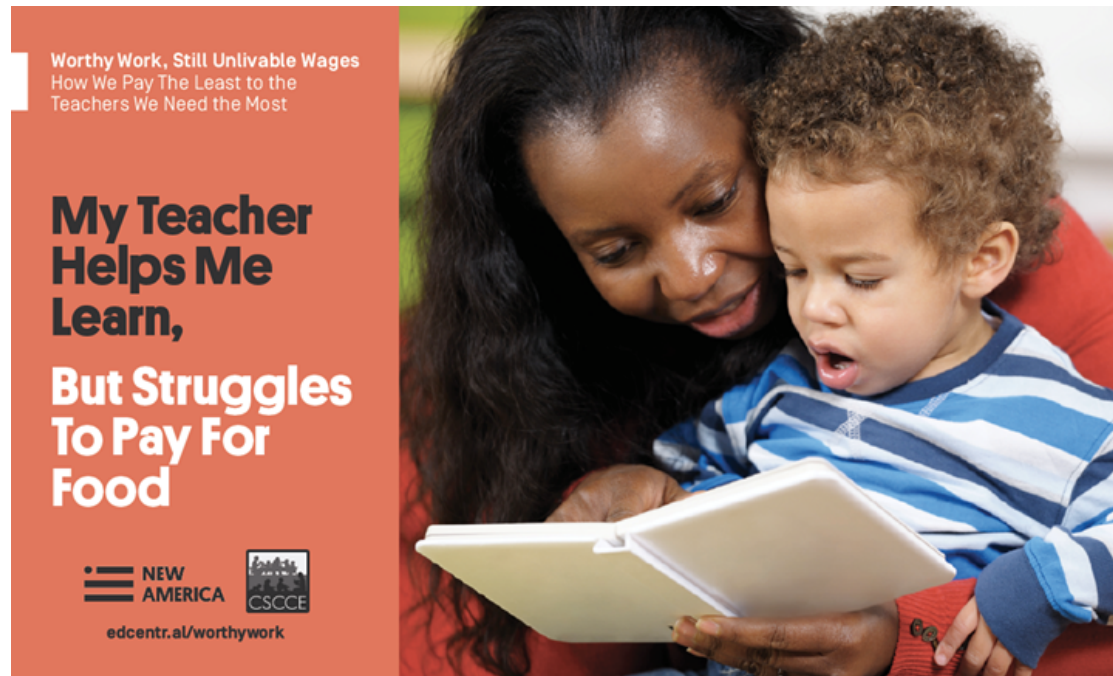
CAREER LATTICE LEVEL <sup>1</sup>		POSITIONS											
		Child Care/ School-Age Care	Early Head Start/ Head Start	Private Academic Schools	Public School District	Early Intervention	Consultant/ Instructor/ Mentor	Higher Education Faculty					
VIII	Ph.D/ Ed.D in: ECE/ equivalent degree OR in related field including 30 ECE credits OR any field with ECE Certification	Director, Lead or Teacher/ Group Supervisor	Director/ Coordinators/ Classroom Teachers	Administrator/ Director/ Teacher	Administrator (including principal certification)/ Social Worker	Therapist/ Case Manager/ Director/ Supervisor/Early Interventionist/ Teacher	TA Consultants/ Instructors						
VII	Master's in: ECE/ equivalent degree OR related field including 30 ECE credits OR Elementary Ed. and 18 ECE credits OR any field with ECE Certification				Teacher including ECE or ELLIS Certification								
VI	BS/BA in: ECE/ equivalent degree OR related field including 30 ECE credits OR Elementary Ed. and 18 ECE credits OR any field with ECE Certification												
V	AA/AAS in: ECE/ equivalent degree OR related field including 18 ECE credits OR Elementary Ed. and 12 ECE credits OR unrelated degree (BS/BA/AA/AAS) including 30 ECE credits OR ASB/AST degree in ECE with articulation agreement		Home- Based Teachers/ Home Visitor	Assistant Teacher	Teacher Aide/ Para- Professional	Service Coordinator	Mentors						
IV	30 credits including 12 ECE credits OR ASB/AST degree in ECE	Assistant Teacher or Assistant Group Supervisor											
III	Credential, Diploma, Certificate or 6 ECE credits												
II	45 hours or 3 ECE credits (the 45 hours may include 15 hour orientation)												
I	High school diploma/GED and 15 hours New Staff Orientation training	Aides/ Family Child Care Provider	Assist. Teacher/ Aide	Aide									



# Compensation

States with policies for pay parity for pre-k teachers

- In public schools only: HI, IA, KY, MD, MS, NV, NJ (ECPA), NM, NC, TX
- In all settings: GA, MO, NJ, OK, TN



# Leadership

- Certificate in P-3 Executive Leadership (University of Washington)
  - 10-month program
  - Elementary school principals and teachers, ECE program directors, district administrators
  - P-3<sup>rd</sup> learning and development, school-community collaboration, family engagement
- Early Childhood Academy (NJ)
  - Year-long program
  - District teams of site and district leaders and early childhood educators
  - Early childhood quality and improvement, teacher evaluation, Common Core implementation
- Early Childhood Executive Leadership Institute (PA)
  - 2-4 months
  - Principals and ECE program directors
  - Early childhood and brain development, transition, research-based strategies

# Leadership Highlight: Illinois

- Requires all principals to learn about research and best practices in early childhood education
- Provides principals support to evaluate and provide feedback to early elementary teachers (also NJ and PA)
- Ongoing PD: Lead Learn Excel
  - 18-month program
  - Leaders in public schools, pre-k, child care, Head Start
  - Training sessions, ongoing TA, peer learning

# Proof Point: New Jersey “Abbott” Pre-K

4-year effort to raise professional standards for pre-k teachers

- P-3 license
- Funds for higher education to ramp up capacity
- Articulation
- Counseling, support for candidates
- Scholarships
- Online courses
- Release time, substitute pool
- Compensation parity

# Proof Point: New Jersey “Abbott” Pre-K

## Results

- Percent of pre-k teachers in community-based settings with BA increased from 30% (1999-2000) to 80% (2002-3)
- Classroom quality improved from basic (1999-2000) to good-to-excellent (2007-8)
- Significant academic gains through 5<sup>th</sup> grade (2010-11)
  - Early language and math
  - Special education
  - Grade retention

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