Power to the Profession

Overview and Structure
Power to the Profession

A Three-Pronged Approach

Defining and Growing the Profession

The Image of the Profession

Investing in the Profession

National Association for the Education of Young Children
Goals

1. Establish a *shared framework* of career pathways, knowledge and competencies, qualifications, standards, and compensation that *unifies the entire early childhood education profession*, ages birth through 8, across all settings

2. Develop a comprehensive policy and financing strategy for the systemic adoption and implementation of the shared framework
2016: Conceptualization and capacity building

2017 - 2018: Developing the shared framework and policy strategy

2019: Policy adoption and implementation
How do we get there?
Structure

Affiliates & Members
Bring the voices of the field into the national conversation

Task Force
15 National Organizations who represent & engage with large groups of ECE professionals

Stakeholders
30 National Organizations with system-level influence

National Association for the Education of Young Children
How do we get there?
8 Decision Cycles
(January 2017 – December 2018)

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. Required Accountability and Quality Assurance
   • Certification (Eligibility and Exam)
   • Approved Competency Attainment Source (IHEs and non-IHEs)

8. Required Support and Infrastructure
   • Educator, Higher Education, Program, State, Association

Transition to Finalizing and Implementing Policy and Financing Agenda
How do we get there?
Decision Cycles

1. Deliberation with Task Force
2. Review and Feedback*
3. Analyze Feedback and Implementation Analysis
4. Round 2 Review and Feedback*
5. Task Force approves Final Definition

* Stakeholders and experts, including the field via webinar, surveys and online comment period
1. Deliberation with Task Force

- Pre-meeting Information gathering including review and synthesis of research
- Each Task Force meeting will end with a working draft statement on the topic of each cycle
Decision Cycles

2. Review and Feedback

• Draft statement available for review 2 weeks after the Task Force meets
• Drafts posted on naeyc.org/profession and sent out to mailing list
• Comment period on working draft open for 3 weeks
3. Analyze Feedback and Implementation Analysis

- Task Force deliberates on changes, makes recommendations for working draft 2
- Consider political and policy context for implementing recommendations
4. Round 2 Review and Feedback

- Draft statement available 3 weeks after first public comment period closes
- Comment period on working draft 2 open for 1 week
- Collect and analyze reaction to working draft 2

5. Task Force approves final working draft
Decision Cycles

1. Deliberation with Task Force
2. Review and Feedback*
3. Analyze Feedback and Implementation Analysis
4. Round 2 Review and Feedback*
5. Task Force approves Final Definition

* Indicates feedback is considered in subsequent rounds.
Role for Stakeholders

• Respond to working drafts and give input
  • Drafts sent to stakeholders before being sent to broader field
  • Webinars recorded during initial comment period
• Propose measures related to policy adoption
• Serve as a leader and influencer in promoting the shared framework
• Partner on the ground for community events
Role for Task Force

• Lead the development of the shared framework
• Actively engage networks for input to drafts
• Promote and elevate Power to the Profession
• Advocate for the shared framework as a strategy to advance the profession
Engaging the Field: NAEYC Members

- Surveys
- Virtual Town Halls
- Sign up for mailing list (p2p@naeyc.org)
- Connect with local affiliates
Engaging the Field: NAEYC Affiliates

All Affiliates

• Promote NAEYC-produced surveys to members
• Newsletters and communications
• Hold Community Forums
• Make part of conferences
Engaging the Field: NAEYC Affiliates

Deep Dive Affiliates

• Currently 5: New York State AEYC, Indiana AEYC, Iowa AEYC, WECA (Wisconsin), New Mexico AEYC

• Key informant interviews, focus groups, community forums
Thank you

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