



National Association for the Education of Young Children

# Power to the Profession

Overview and Structure

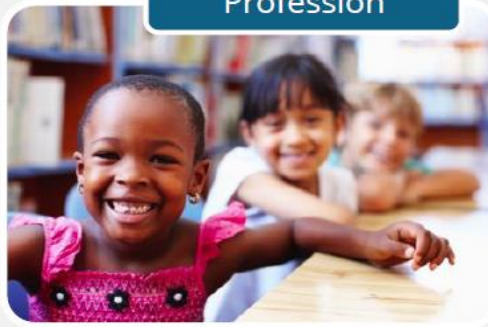
# Power to the Profession

## A Three-Pronged Approach



### Power to the Profession

Defining and Growing the Profession



# 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

# Timeline

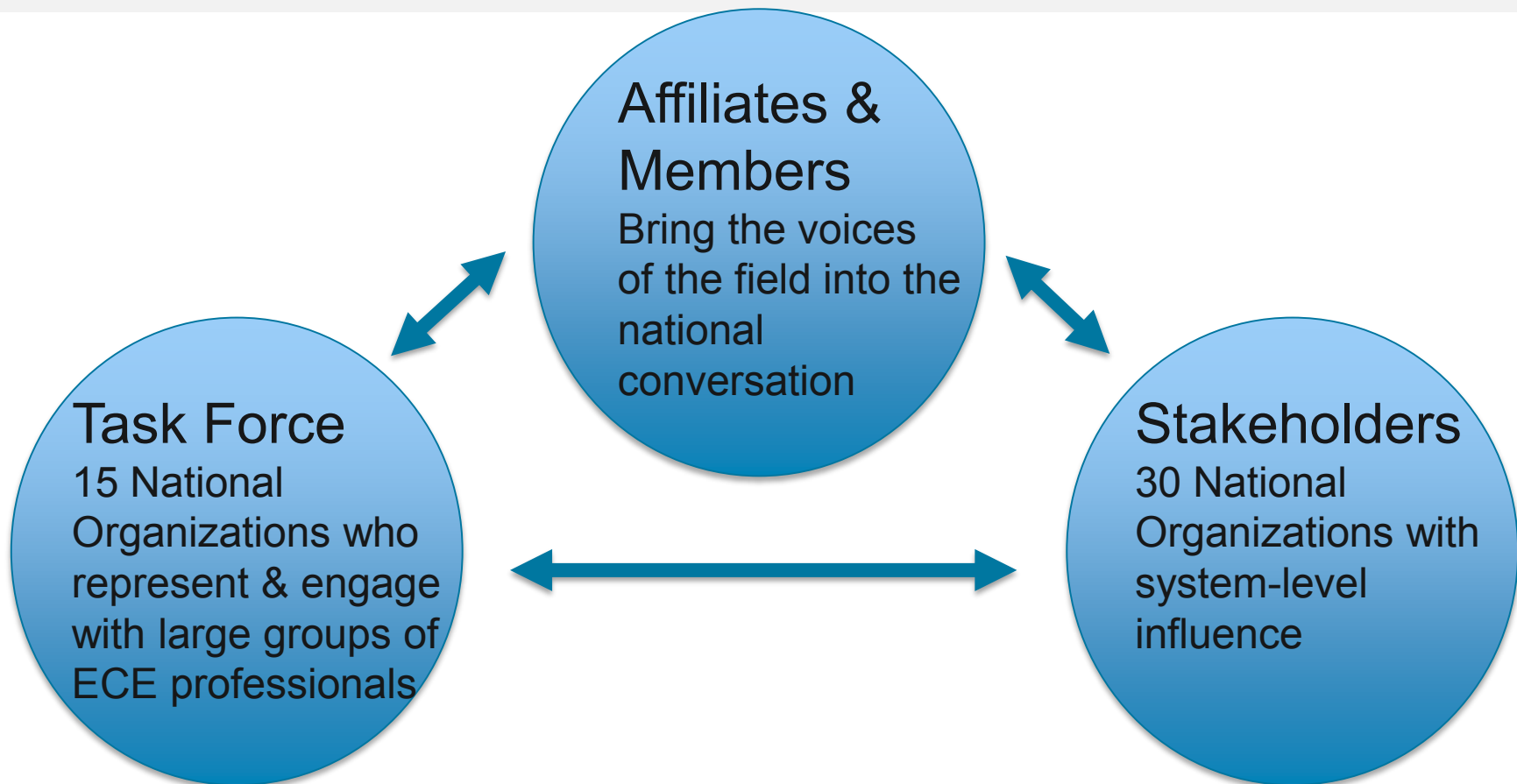
**2016:** Conceptualization and capacity building

**2017 - 2018:** Developing the shared framework and policy strategy

**2019:** Policy adoption and implementation

# How do we get there?

## Structure



# 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)

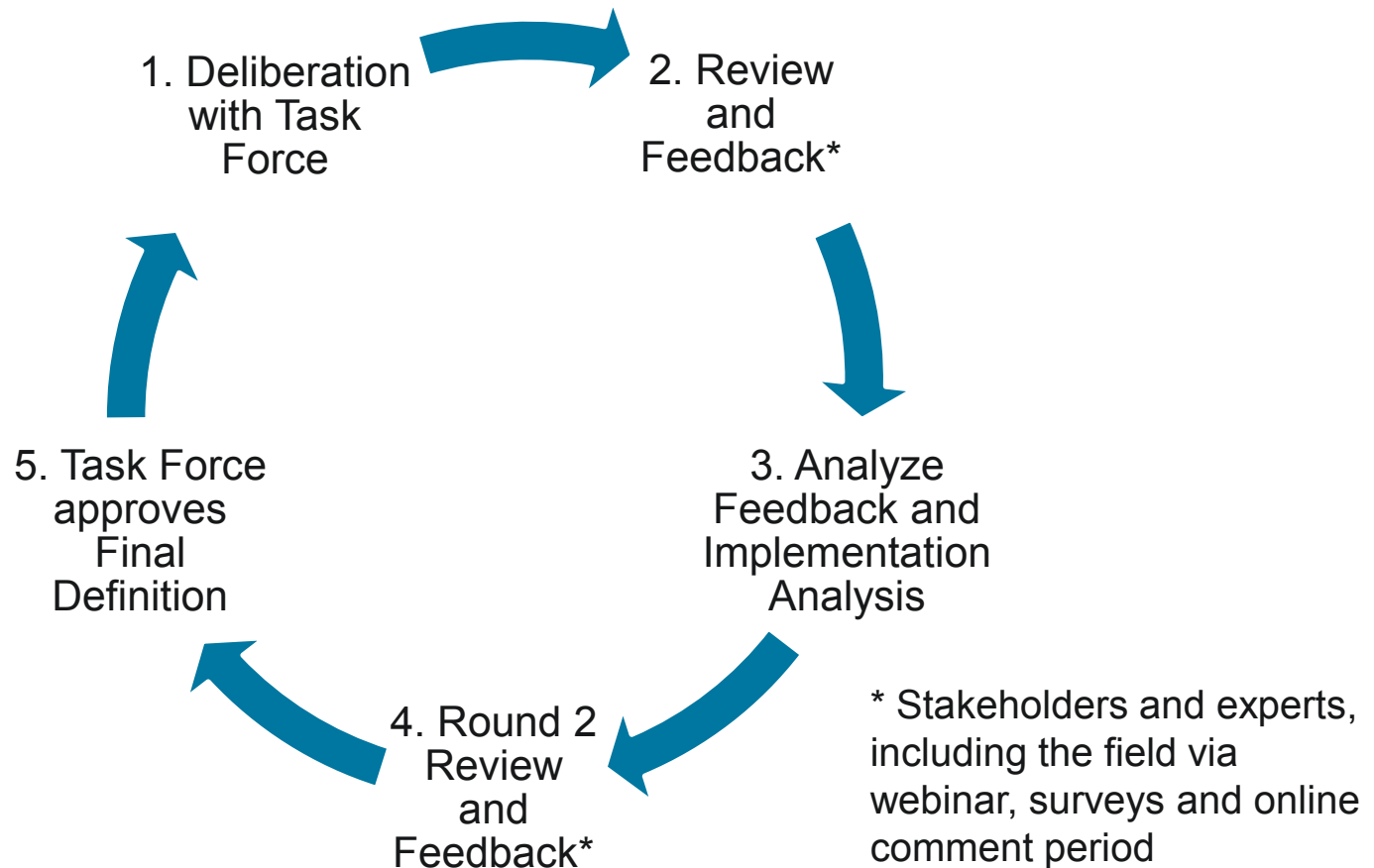
### 8. Required Support and Infrastructure

- Educator, Higher Education, Program, State, Association

*Transition to Finalizing and Implementing Policy and Financing Agenda*

# How do we get there?

## Decision Cycles



# Decision Cycles

## 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](http://naeyc.org/profession) and sent out to mailing list
- Comment period on working draft open for 3 weeks

# Decision Cycles

## 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

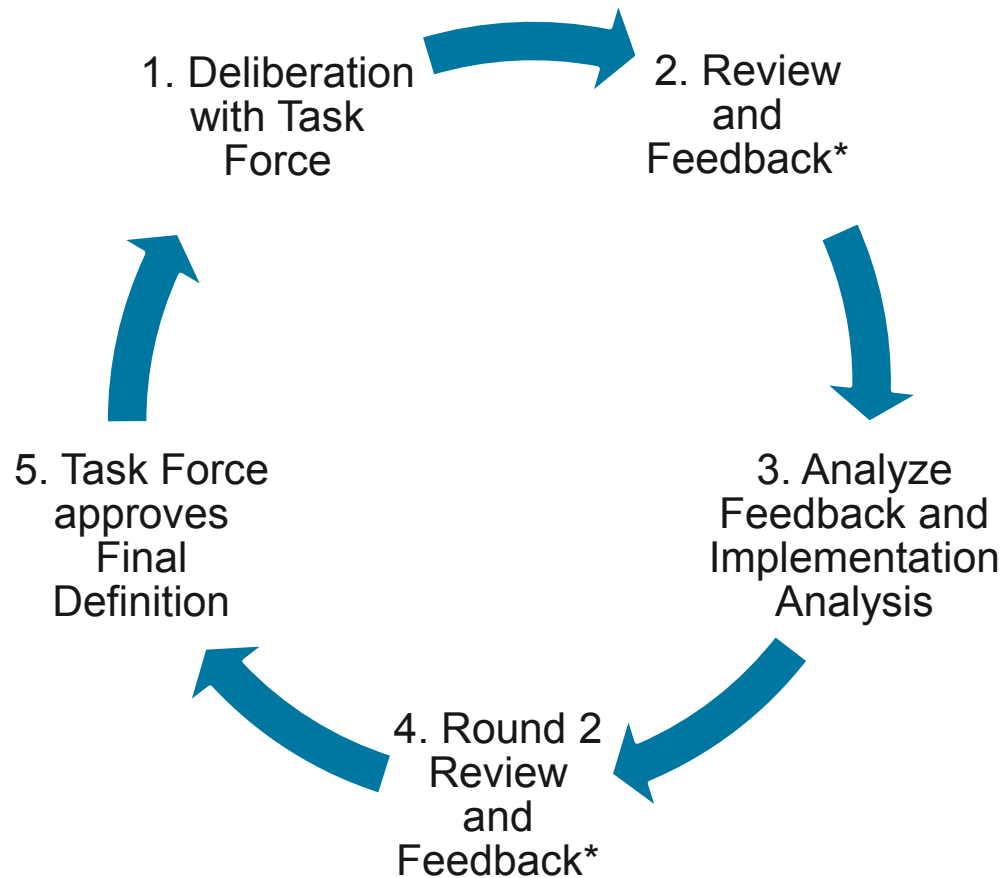
# Decision Cycles

## 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



# 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](mailto: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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