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Berna Artis- DCAEYC: Please feel free to reach out if you would like to continue the conversation or you have specific questions about DC initiatives. bartis@artfuleducationconsulting.com

Feedback form: If you think you might use any insights you learned today, we'd love to hear about that: <https://docs.google.com/forms/d/1p3KDustGCJxoeTbnNAyX-2Sa92bw2WCcZ3PqEmPsdRM/edit>

Webinar Chat Log | November 26, 2024

This chat log has been edited for length with a focus on participant comments and discussion.

Brenda Loop: Iowa has many areas piloting wage supplements but community by community will be difficult to scale. We would be better served if we could fund statewide implementation.

Tracey Madden-Hennessey: Connecticut has opened its first childcare incubator (in New Britain) that provides a shared space for women family childcare entrepreneurs and supports their sustainability while also increasing the amount of childcare, particularly for children under age 3.

Sarah Inman: One good source for ecc research findings: <https://heckmanequation.org/>

Karen Murphy-Keddell: Many college professors make less than public school teachers.

Connie Casha: @Tracey, sounds interested. As Dan shared, the first 3 years are the foundation so pay equity for infant toddler teachers is critical.

Kate Curry-Da-Souza: I'm not sure that most professors are making a lot of money, although arguably they are making more than Early Childhood Care staff.

Susie Estrada: maybe professors needs to be more clearly defined.

Alan Guttman: As I've been saying for 15+ years: "The early brain research is a no-brainer"

Susie Estrada: community colleges perhaps not but some of the higher ups in some of the research institutions who have not seen a classroom are for sure and are prepping future educators with theory that doesn't always work best in practice. I am speaking as a burnt out and frustrated doctorate student at a research institution....but have taught at a community college and didn't make a lot of money there

Deborah Markley: Who remembers "How You Are is as Important as What You Do"

Ann Marie Stephan: Great little book- "How you Are Is as Important As What You Do". I still use this/reference this in professional development.

Deborah Markley: Wish it could be re-printed!

Shelly Dorfman: Dr. James Heckman, Nobel Prize winning economist showed that \$1 investment yields returns between \$4 and \$16.



Daniel Jin: What is the study Chris referenced with respect to what they were tracking in Selma, AL?

Martha Rae: Thank you, Chris. I believe you presented at a Big Wins for Little Learners year-end event facilitated by Dan. ND's story is so inspiring. Happy to say I am working on legislation for IN that mirrors ND's model and the public health component. Fingers crossed; we'll know more in February.

Brenda Loop: Iowa workforce study showed that the K teachers made on avg \$30 + benefits and PK teacher with same degree earned \$16 per hour w no benefits.

Karen Martinez: In our county we are seeing more school districts opening prek-3 and pre-k4 and offering before and after school care. How can these affect home daycares?

Connie Casha: Love the focus on investment rather than cost.

Martha Rae: Daniel Jin check out the work done in AL under the leadership of Dr. Barbara Cooper, 2018 start, First Class Pre-K program and as Director of Office of School Readiness prior to that.

Angie Wells: I think that belief system is changing with newer employees. That is why part of the reason we are seeing people leaving the field, and others to find better pay and better benefits. Very rarely are we seeing the 'lifelong' employees anymore.

Just another reason to raise the salary/benefits of our field wherever we can! :)

Deborah Markley: Although we do (FL) have some amazing new advocates in the legislature.

Martha Rae: Creating change that sticks - strengthen connections across all auspices and among all systems partners

Vanessa Glick: Changing the norm to impact the culture of the field and communicating the goal! - Awesome Chris!

Amber Rumsey: Great, points! As educators we know that we have to meet children where they so they can grow. Sometimes we forget that the same is true for adults. :-)

Miriam Westheimer: Connect with ec home visiting programs, keep home visitors on the radar in these conversations. Also many conversations happening in HV field re workforce development and equity

Janelle Cousino: Know the decision-makers well. Research the policy makers that have the role to approve your legislation. Find out about their families, grandchildren whatever they understand from personal experience and also what they do for a living - workforce is important and business want a workforce that is able to do their best for the employer because they are confident in their child's well-being and safety. It is the same case that needs to be made for 5+ year olds, since work hours are not usually the same as school hours. You'll find some of the legislators that feel it is an important issue to address from their personal experience!

And ask your counterparts to help build a diverse partnership with people who care about young children.

Alan Guttman: Another lesson from Head Start world...part of what has protected Head Start funds is that Congress (especially House) and Senate members want to make sure that funding continues for their local



congressional districts. So the same strategy - lever - can also be extended to political leaders - purse string minders - at the local and state government levels

Martha Rae: We are coordinating our first ever Early Childhood Day at the statehouse while in session in 2025. Parents and ECE will be meeting with legislators face to face to share our stories.

Alan Guttman: And sadly, or rather. realistically, those elected to office want to know how, why early care & education will help me to get reelected

Brigitte Willis: Yes, please support the mixed-delivery system. in-home childcare has been happening for centuries.

Stacey Carpenter: I think it is important to make sure home-based providers are equally treated. There are many programs that have degressed providers and are providing a quality program.

Tracey Madden-Hennessey: Connecticut allows family childcare to apply to the state grant systems but they need an intermediary (an agency that already has a state vendor number) to work with them

Jan Gilpin: "If you always do what you've always done, you'll always get what you've always got" - I began exploring these issues as a college freshman in 1984. So long as we build the system on parent fees and low salaries, the quality of programs will go down and people will leave the field no matter how dedicated they started off. Identifying and using publicly sourced funding sources at the local, state and federal levels for higher salaries will attract and retain qualified teachers who can be there to provide the warm, nurturing and informed care that supports brain development for this vulnerable population. If our society decides to prioritize putting our money where it will make the biggest difference - supporting the early years - then things will change. But so long as we do half-measures and remain parsimonious toward supporting the ECE field I don't expect improvement but am encouraged by these groundbreaking initiatives and hope they help lead to change SOON that will transform ECE across the country.

Alan Guttman: @Jan - amen. Perhaps it's time to revisit very old and cruel studies involving animals....what happens when you deprive animals severely (or do not provide adequately) during the earliest "critical periods of development"

Brigitte Willis: Thank you for holding space for our experiences. 😊

Jan Gilpin: Recommendation for framing: <https://www.frameworksinstitute.org/resources/collective-caregiving-a-frame-for-talking-about-what-kids-and-families-need-to-thrive/>