

Investing in the Early Educator Workforce

Funder to Funder Conversation

July 28, 2020





Investing in the Early Educator Workforce

Housekeeping Tips

- ✓ Introduce yourself in the Chat box
- ✓ All attendees are participating in Listen Only mode
- ✓ Post your questions in the Q&A box
- ✓ Webinar is being recorded & will be made available
- ✓ Please take the brief evaluation survey during Q&A

Funder to Funder Webinar Series

FUNDER TO FUNDER With the J.B. and M.K. Pritzker Family Foundation

Supporting Children and Families in Earliest Years

Tuesday, July 14, 12:30 p.m. ET/9:30 a.m. PT

**Part of GLR Week 2020*

FUNDER TO FUNDER With the Heising-Simons Foundation

Family and Community Math: An Essential Part of an Early Learning Strategy

Tuesday, July 21 12:30 p.m. ET/9:30 a.m. PT

FUNDER TO FUNDER With the Buffett Early Childhood Fund and Foundation for Child Development

Investing in the Early Educator Workforce

Tuesday, July 28, 12:30 p.m. ET/9:30 a.m. PT

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Upcoming GLR Learning Tuesdays Webinars:

PARTNER WEBINAR

Relationships Matter: Partnering With Families to Support Early Relational Health
Tuesday, July 28, 3 p.m. ET/12 p.m. PT

PARTNER WEBINAR

Connecting Digital Deserts: Some Promising Early Solutions
Tuesday, August 4, 3 p.m. ET/12 p.m. PT

PARTNER WEBINAR

Leveraging the Power of Data and Relationships: Reducing Chronic Absence in Rural Settings
Tuesday, August 11, 3 p.m. ET/12 p.m. PT

PARTNER WEBINAR

Afterschool Opportunities: An Antidote to Learning Loss During COVID-19
Tuesday, August 18, 3 p.m. ET/12 p.m. PT

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Presenters



Jacqueline Jones
President and CEO
Foundation for Child Development



Jessie Rasmussen.
President
Buffett Early Childhood Fund

A woman with dark hair, wearing a green top, is smiling and looking towards the camera. She is in a classroom setting, with children's drawings on the wall behind her. In the foreground, the heads of two children are visible, one on the left and one on the right, both looking down at something they are holding. The entire image has a teal/cyan color overlay.

**EARLY EDUCATOR
INVESTMENT COLLABORATIVE**

Professional Educators. Professional Compensation. Prepared Children.

Early Educator Investment Collaborative: An Overview

July 28, 2020



The future of young children

**Depends on
the future we
create for
their early
educators**





**Prepared early
educators**

**Professional
compensation**

Prepared children

**Here's how
we get there**



**EARLY
EDUCATOR
INVESTMENT
COLLABORATIVE**

*Professional Educators.
Professional Compensation.
Prepared Children.*

Early childhood funders working together to advance the highest standards of educator quality—and make them possible through equitable access to teacher preparation, ongoing professional learning, and compensation that reflects the transformational value of early educators.



**EARLY
EDUCATOR
INVESTMENT
COLLABORATIVE**

*Professional Educators.
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Big goals

**Big systems
change**

**Supported by
intentional funding**



**EARLY
EDUCATOR
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*Professional Educators.
Professional Compensation.
Prepared Children.*

- Expand thinking about what is possible now and in the future.
- Encourage solutions that are not bound by today's conditions but focused on creating the environment that should exist to sustain early educators and better child outcomes.

TSNE  MissionWorks

Buffett Early
Childhood Fund
Investing in the early years

the David &
Lucile Packard
FOUNDATION

ballmer
GROUP

FOUNDATION
FOR CHILD
DEVELOPMENT

 *bezosfamilyfoundation*

STRANAHAN
FOUNDATION

BILL & MELINDA
GATES *foundation*

 **HEISING-SIMONS**
FOUNDATION

Guiding principles:

- Equitable access to diverse, quality early childhood educators will 1) reduce the opportunity/achievement gap by helping all children shape their identities, make gains in all areas of development, and achieve their potential
- Better prepare early educators to demonstrate competencies tied to positive child outcomes.
- Higher standards are enabled by a professional pipeline system that guarantees a diverse workforce through equitable access to financial aid and compensation that sustains careers.
- Insist on professional compensation, commensurate with competences, that recognizes the role early educators play in the education of and care for the children they serve.
- Respect the work of others in workforce improvement and help them take it higher to ideal qualifications and conditions.



The path to success:

- Set the highest standards for educator competencies that lead to positive child outcomes.
- Create equitable and affordable access to teacher preparation and professional development.
- Increase the compensation of all early educators to make the profession viable and teachers available to all children.

EEIC Initiatives

- **Funding Opportunity: Transforming ECE Lead Teacher Preparation Programs**
- **Research on State and Institutions of Higher Education Policies and Practices:** conducted by The Center for the Study of Child Care Employment, National Institute for Early Education Research, and Bellwether Education Partners
- **Study on the Feasibility of a National ECE Lead Teacher Certification:** conducted by the Council for Professional Recognition and the National Board for Professional Teaching Standards
- **Establishing a North Star Vision for the ECE Workforce**
- **National ECE Workforce Policy Convening:** organized by the Alliance for Early Success

Responding to Covid-19

The global health pandemic and the amplified call to address longstanding systemic racism in America have exposed the many structural inequities and instabilities impacting the early care and education workforce.

The Collaborative is awarding four grants to accelerate and deepen our investment in the mission to build an equitable, high-quality early learning system.

Grantees (in-process):

- **Child Care Relief**, a partnership between First Five Years Fund, the Center for American Progress and the Bipartisan Policy Center
- **The Raising Child Care Fund**, an initiative of the Early Childhood Funders Collaborative
- **Urban Institute**
- **Yale University School of Medicine** | Edward Zigler Center in Child Development and Social Policy

In Solidarity with the Fight for Equality and Justice

“The Early Educator Investment Collaborative stands in solidarity with the movement for black lives and condemns the violence against those fighting for equality and justice.

As a group of early childhood funders, we are committed to eliminating the systemic racism that has held early childhood educators in poverty and limited the access of children of color to high-quality early childhood education in their communities.

We refuse to accept the status quo, where early childhood programs are subsidized on the backs of low-income black and brown women who work long hours, receive low wages and limited benefits, and are forced to seek public assistance while working full-time.

Through grants and partnerships, The Collaborative will intensify its efforts to elevate the early childhood workforce, particularly the nearly half who are educators of color who do not have equal access to higher education and ongoing professional development.

The Collaborative will not rest until every young child has access to diverse and well-prepared early educators who are supported in their own professional development and well-compensated for the great value of their dedication, skill, and hard work.”

Full Statement: <https://earlyedcollaborative.org/equalitystatement/>



EARLY EDUCATOR INVESTMENT COLLABORATIVE

Professional Educators. Professional Compensation. Prepared Children.



Naila Bolus
President & CEO
Jumpstart



Martine Sadarangani Gordon
Vice President of Programs
Washington Area Womens' Foundation



Erica Mitchell
Chief Community Impact Officer
United Way of Greater Nashville

Every child in America enters kindergarten prepared to succeed

Jumpstart has a **25-year track record** of leveraging the **power of caring adults** to close the opportunity gap for young children.

Since 1993, Jumpstart has trained **55,000 college students** and community volunteers to transform the lives of more than **124,500 preschool children** nationwide.

“What inspires me the most about Jumpstart is its mission to make sure that no child is left behind. Knowing there are people who work so hard to make sure that children who lack resources can stand on equal footing with the children who have resources, gives me comfort and hope for the future of the children we serve.”

- Astriz Perez, Former Jumpstart child and Jumpstart Corps Member



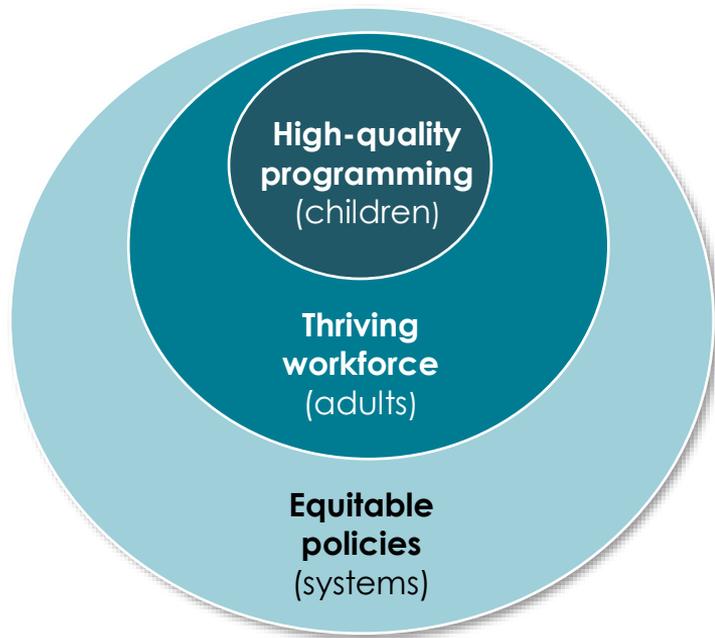
Jumpstart Mission

Jumpstart **advances equitable learning outcomes** for young children in underserved communities by **recruiting and supporting caring adults** to **deliver high-quality programming** to children and **drive systems change** through teaching, advocacy, and leadership.





The Jumpstart Solution



Jumpstart offers a **comprehensive solution** that leverages research, best practice, and Jumpstart's unique assets.



Jumpstart and the ECE Workforce

Teacher Pipeline

**Alumni in the ECE
Workforce**

Policy Advocacy





2019 Jumpstart Alumni Survey

23% are currently working as Early Childhood Educators

10% are looking for an ECE position

Of the ECE educators, **84%** said that their Jumpstart experience was a major influence in their decision to pursue a career in ECE

91% agreed or strongly agreed that they learned what it is really like to work in the ECE field



Jumpstart had a huge impact on me. After working with Jumpstart for two years, I couldn't imagine myself doing anything other than working with children, so I switched from an engineering major to early childhood education. I am very thankful for the experiences I gained through Jumpstart.

- Jumpstart Alum





Washington Area Women's Foundation

Early Care and Education Focus

About The Women's Foundation

<https://thewomensfoundation.org/>

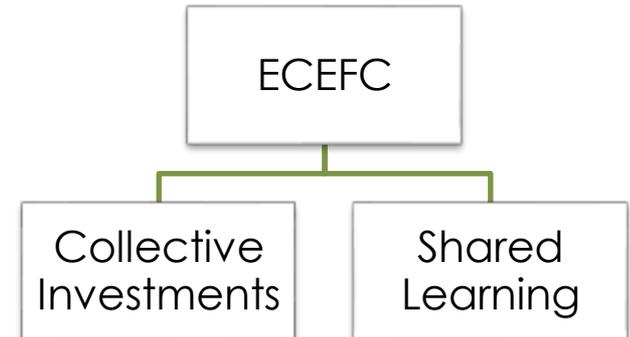
Community supported foundation that invests in the power of women and girls of color in the Washington, DC region. We ignite change in our community to advance gender, racial and economic justice.



Our Early Education Work

<https://thewomensfoundation.org/ecefc/>

The Women's Foundation has run the Early Care and Education Funders Collaborative (ECEFC) for 12 years. Philanthropic members engaged in shared learning around and make collective investment decisions in early education systems change in the Washington, DC region, with a particular focus on the early childhood education workforce.





Washington Region ECE Workforce Network

Funded by the ECEFC and Housed at The Women's Foundation

Project Overview

<https://thewomensfoundation.org/early-care-education/>

The Network has spent the past five years researching the current state of the early childhood education field locally and coordinating around policies and practices that will contribute to a more stable early education workforce. The Network launched in partnership with the National Academies of Medicine after its [2015 report on the early education workforce](#) and is aligned with NAEYC's [Power to the Profession](#).

Research Highlights

- [Pathways and Competencies for Early Education Professionals by School Readiness Consulting](#),
- [A crosswalk of relevant state and national competencies sets by Allison Lutton](#),
- [Early Childhood Educator Compensation in the Washington Region report by Urban Institute](#),
- [Competency Assessments for Early Childhood Education Professionals by Strumpf Associates](#),
[Career Pathway for Early Childhood Education Instructional Coaches and Curriculum Specialists by Strumpf Associates](#).





United Way of Greater Nashville is fighting for a community where every person—no matter their background, their abilities or their zip code—has an equal chance at a bright future.

United Way serves as the backbone for
The Blueprint for Early Childhood Success
<https://www.blueprintnashville.org/>

The Blueprint for Early Childhood Success



The Blueprint for Early Childhood Success is a city-wide framework for literacy that aims to increase the number of third-graders reading at grade level by 2025.

<https://www.blueprintnashville.org/>



The Blueprint focuses on 6 Key Pillars:



Pillar 1: Strengthen birth – age 3 supports



Pillar 2: Improve quality & access to pre-K



Pillar 3: Strengthen District's literacy tactics



Pillar 4: Reduce chronic absenteeism



Pillar 5: Address summer reading loss & maximize out-of-school time



Pillar 6: Rally the community



The Blueprint: Current ECE Work

Pillar	Objective	Resources
Pillar 1: Strengthen birth – age 3 supports	The Blueprint partners with early learning programs and provides tools to support cognitive and social-emotional development	<ul style="list-style-type: none">Imagination Library of Middle Tennessee https://www.unitedwaynashville.org/programs/imagination-library-of-middle-tennesseeBright by Text https://brightbytext.org/Early learning and training for educators https://www.unitedwaynashville.org/rts-training
Pillar 2: Improve quality & access to pre-K	The Blueprint supports early educator professional development to assist teachers and increase the number of high-quality learning environments for children	<ul style="list-style-type: none">Partnership w/The Ayers Institute at Lipscomb University to create & provide PD and resources for early childhood educators and caregivers https://www.edutoolbox.org/Maintain ChildcareNashville.com in partnership w/CFMT https://childcarenashville.com/



Questions & Discussion

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