Power to the Profession

Overview and Structure
A Three-Pronged Approach

Defining and Growing the Profession

The Image of the Profession

Investing in the Profession

Power to the Profession
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

National Association for the Education of Young Children
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
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
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
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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