

# Power to the Profession

There are more than 40 million children birth through age 8 in America. One of the best things our country can do to support and improve outcomes for these children and their families is to make significant, substantial, and sustained investments in high-quality early childhood education. And because positive relationships are at the core of quality, investing specifically in early childhood educators is the best thing we can do to improve early childhood education.

Yet in order to receive the significant and sustained public investments that would allow all children to benefit from high-quality early childhood education, early childhood educators and stakeholders must agree on some clear, foundational elements of the diverse, effective, equitable, and well-compensated profession we all want.

For the past two years, a broad-based Task Force of leaders from 15 national membership organizations has been working in partnership with the early childhood education field and stakeholders to define the early childhood education profession for children birth through age 8 by establishing a unifying framework for career pathways, knowledge, competencies, qualifications, standards, and compensation across states and settings.

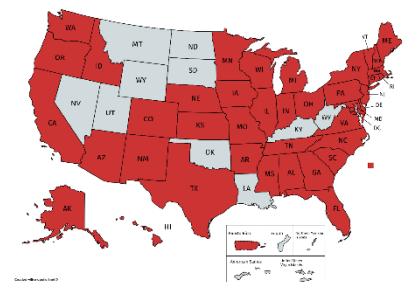
## Where is P2P now?

Building on the tireless efforts of allies and advocates across the decades, the first Decision Cycles have laid the groundwork for the future early childhood education profession by making recommendations on the name and the responsibilities of the profession (Decision Cycle 1) and the competencies of early childhood educators (Decision Cycle 2). The current Decision Cycle (345+6) provides recommendations to establish the first-edition unified framework of the early childhood education profession that defines professional preparation, responsibilities, scope of practice, specialization, and compensation, in order to drive public policy, additional and equitable distribution of funding, and systems change across all early learning settings and sectors.

The current set of draft recommendations, known as [Decision Cycles 345+6 Discussion Draft 2](#), is the result of extensive and intensive deliberation on critical questions facing the field. This draft lays out a bold vision for the future of the profession and offers a bridge for how we might get there, with recommendations focused on differentiating pathways, preparation and compensation.

## Who is engaged in P2P?

Throughout the iterative Power to the Profession Decision Cycle process, the Task Force has heard from and listened to thousands of early childhood educators, administrators, and higher education faculty. Groups in 42 states and territories have hosted P2P events, including information sessions, conference keynotes, focus groups, interviews, workshops, and webinars. In addition, more than 5,100 individuals have responded to the P2P surveys, 60% of whom identify as current practitioners and 21% of whom identify as educators of color.



There has been extensive partner and Affiliate leadership:

- 97% of NAEYC Affiliates have featured P2P at conferences or engagements with their members
- Deep Dive Affiliates (Indiana, Iowa, New Mexico, New York, Wisconsin) have held 500 outreach events and engaged more than 11,000 individuals
- 88% of the P2P Task Force and stakeholder organizations that host national conferences have featured P2P

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With a sharpened equity lens:

- More than 15 focus groups designed to intentionally engage educators from rural communities and communities of color
- Conversations in Spanish with Spanish-speaking educators from the following states: California, District of Columbia, Illinois, Maryland, New York, Texas, Virginia
- Collaborations and conversations led and organized by organization such as the American Indian College Fund, National Black Child Development Institute, Latino Policy Forum, and Education Trust

And a focus on building political will and public awareness:

- Dozens of meetings with federal and state elected and appointed officials
- 10 media references
- 15 public blogs and policy papers
- 500+ tweets, reaching 57 million accounts

## How can you help advance P2P?

Your voice is critical and powerful. To engage in this initiative, and make your voice heard, you can:

- 1. Read the draft and check out more resources at [www.powertotheprofession.org](http://www.powertotheprofession.org)**
  - Executive summary of Decision Cycles 345+6
  - Overview of content revisions and comparison to Discussion Draft 1
  - Recorded webinars and slides
  - Frequently Asked Questions
  - Recursos en Español (Materials in Spanish)
- 2. Tell us what you think by completing the DC 345+6 survey by March 22, 2019.**
- 3. Share the draft and resources with others.**
  - Host a Power to the Profession discussion group with your colleagues (facilitator guides and supports are available upon request!)
  - Partner with your Affiliate and other ECE partners to host a conversation.
  - Post on social media and encourage your followers to weigh in.
- 4. Prepare for implementation.**
  - Invite the members of key state and Congressional committees to visit high-quality early childhood settings to talk with educators and families.
  - [Uncover the Inner Workings](#) to help further your understanding of who holds power to make or prevent change in your state, and where that power is held.

This is your profession, and there is a place for you here. We invite you to contribute your expertise and passion, and hope you will join us to learn more about how to help build the movement.

Sign up for Virtual Office Hours online or email [p2p@naeyc.org](mailto:p2p@naeyc.org).