



Washington State Department of  
**Early Learning**

# Early Learning Advisory Council

**April 5, 2016**



# The Professional Development Workgroup



- Leadership Team Meetings
- Ongoing Focus Team Meetings
- Weekly Strategy Team Meetings

# Guiding Principles of the Work

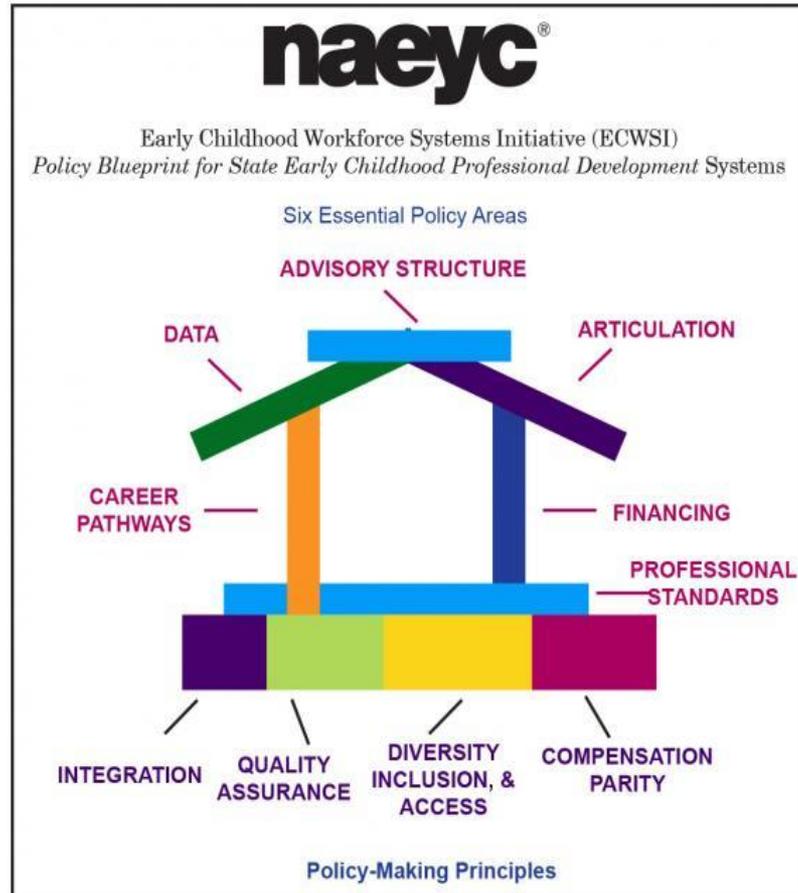
As a workgroup, we will:

- Advocate for *high quality learning experiences* for young children and their families, which lead to improved *child outcomes* and *school readiness*.
- Support early learning professionals and practitioners, *pre-service* and *in-service*, who work with children *birth through age 8/grade 3* and their families.
- Promote early childhood education as a *professional field of practice*.
- Cultivate *professional well-being* in the workplace.
- Highlight early learning workforce challenges as *social justice* issues.
- Conduct *stakeholder/community engagement* and incorporate feedback.
- Embed *equity* and *cultural inclusivity*.
- Be *transparent* with our work and our process.
- *Innovate*, align with *current best practice* and pursue *ongoing system development*.
- Build a system that is *comprehensive*, *effective*, and *sustainable*, and which achieves cross-sector *coordination*, *alignment*, and *accountability*.

Note: Guiding Principles were generated by the Leadership Team at the first Leadership Team meeting on 10/21/15.

# Adopted Frameworks (1 of 3)

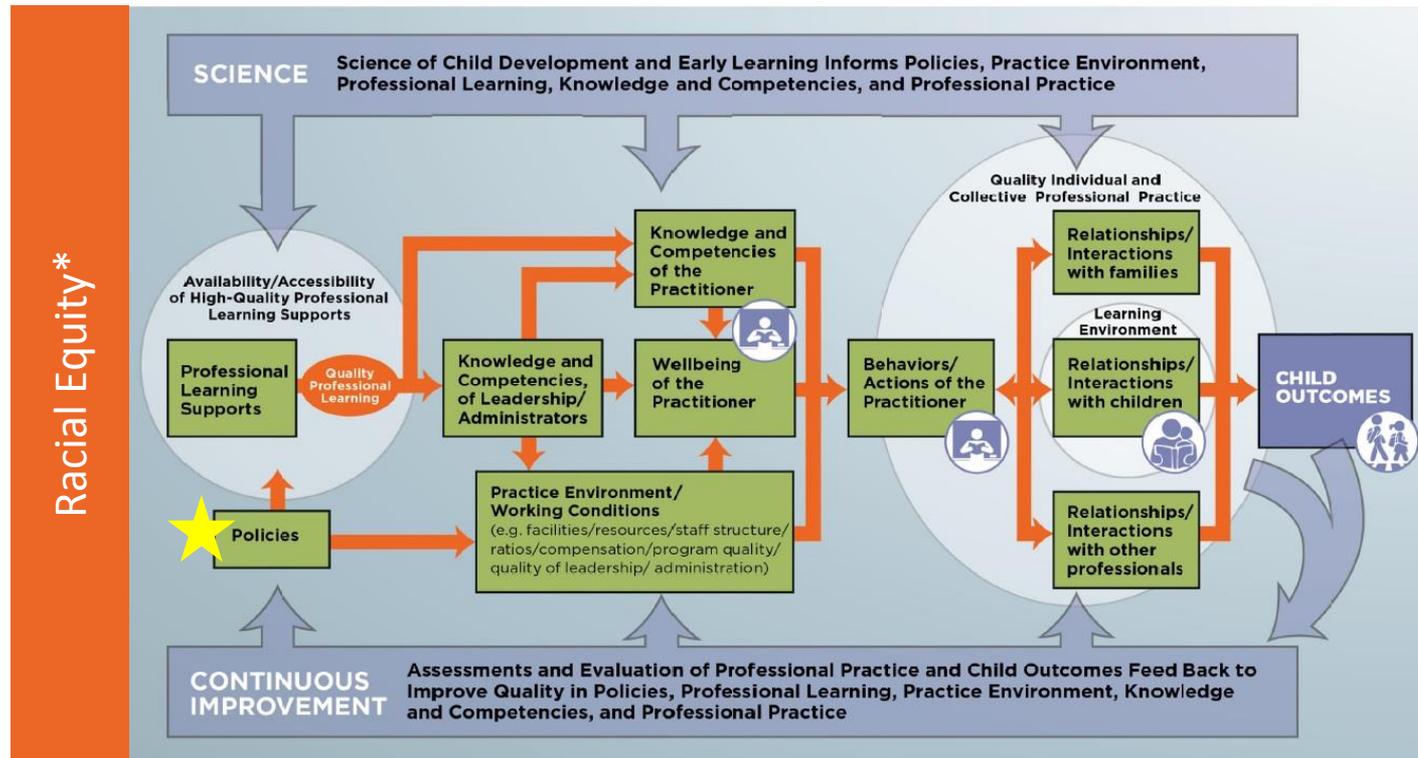
## NAEYC's Six Essential Policy Areas House:



SOURCE: LeMoine, Sarah. (2008). *Workforce Designs: A Policy Blueprint for State Early Childhood Professional Development Systems*. Retrieved from the National Association for the Education of Young Children: [http://www.naeyc.org/files/naeyc/file/policy/ecwsi/Workforce\\_Designs.pdf](http://www.naeyc.org/files/naeyc/file/policy/ecwsi/Workforce_Designs.pdf)

# Adopted Frameworks (2 of 3)

“Factors that contribute to quality professional practice and ultimately to improving child outcomes.” (IOM & NRC 2015, p.8-2)

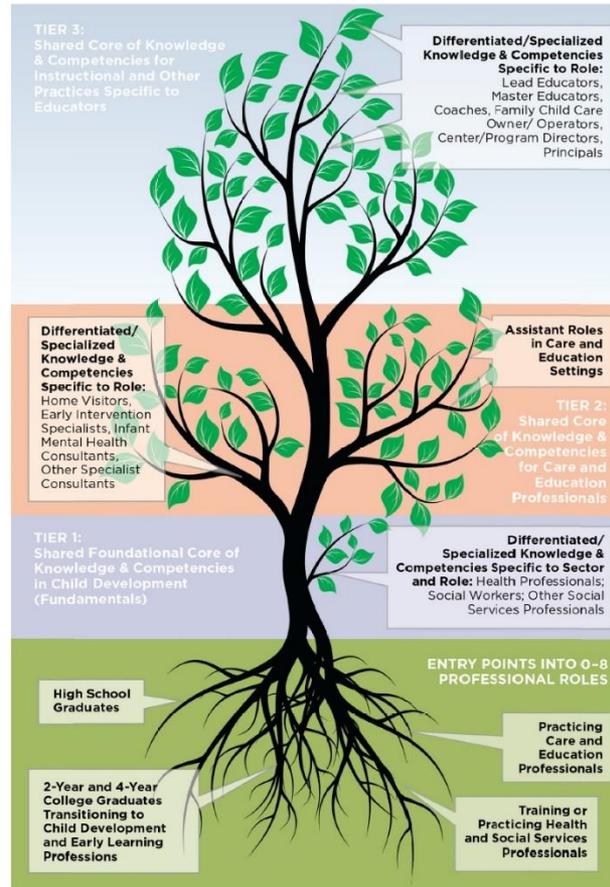


Note: Original image was adapted by the Strategy Team to include “Racial Equity” umbrella and star emphasis on “Policies”, in response to discussion at the Leadership Team meeting on 10/21/15.

SOURCE: Institute of Medicine (IOM) and National Research Council (NRC). 2015. *Transforming the workforce for children birth through age 8: A unifying foundation*. Washington, DC: The National Academies Press.

# Adopted Frameworks (3 of 3)

“Tiered representation of shared and specialized standards for knowledge and competencies of professionals who work with young children.” (IOM & NRC 2015, p.12-21)



SOURCE: Institute of Medicine (IOM) and National Research Council (NRC). 2015. *Transforming the workforce for children birth through age 8: A unifying foundation*. Washington, DC: The National Academies Press.

# Involvement on the National Level

- 1. IOM/NAM Meetings on *Transforming the Workforce – Birth to Age 8* Implementation**  
**Phase:** strategy development for advocacy and big policy recommendations
- 2. National Governor's Association Meetings/Learning Table:** state workforce funding and supports
- 3. BUILD Learning Table on Teaching and Learning:** professional development to support effective teaching and learning

# Workforce Shortage Survey



**OSPI** | Office of Superintendent  
of Public Instruction



Washington State Department of  
**Early Learning**

## Early Learning Workforce Shortage Survey

### Introduction

The early learning workforce is critical to assuring children and families across Washington State are school ready. Please help us by sharing your experience in recruiting, retaining and supporting high-quality staff! If you are responsible for hiring staff for your program, please take a few moments to complete this brief survey. If you feel you received this survey in error, please forward this survey to the person who oversees the hiring process for your program.

We have heard and understand how it can be difficult to find quality educators to work in early learning programs across Washington. As a state, we are working together to understand your experiences in hiring and retaining staff so that we can address this need through thoughtful, intentional and collaborative approaches. Sharing your knowledge will help strengthen supports for hiring and preparing early learning professionals.

Next

# Credentials + Degrees

- Articulation  
(2 yr. to 4 yr.)  
- ECE Standards Board
- Compensation
- Cultural Responsiveness
- Scholarships- what do we want them to fund
- Data
- Attracting + recruiting a new workforce
  
- Applied BA degrees
- Model for developing common statewide certificates
- Alignment across all early care + education settings (standards for degrees)
- Partnerships

