

An Early Childhood Workforce for the 21st Century



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Four Considerations

- 1) Complexity of the US system drives inconsistent workforce qualifications
- 2) ECE policies may contribute to or ameliorate educational and role stratification by language and ethnicity
- 3) Absence of workforce data reinforces a status quo which often works against children's well-being
- 4) Adult learning environments support or impede teacher practice and development

Qualifications: It depends

- Geography
- Purpose of service
- Funding
- Family resources



Luck of the Draw



Workforce Diversity and Stratification

Demographic Characteristics	Family Child Care Providers	Center Assistants	Center Teachers	Center Directors	K-12 Teachers	CA Children 0-5
ETHNICITY						
White, Non-Hispanic	42%	37%	53 %	63%	74%	30%
Latino	35%	42%	27%	16%	14%	50%
LANGUAGE						
Ability to communicate with children and families in language other than English	43%	49%	37%	25%	na	36% of California Children at Kindergarten Entry speak a language other than or in addition to English

Workforce Diversity and Stratification

Role by Ethnicity/ Language/ Education	All Centers	Head Start/ CDE Contracted	Vouchers	No Vouchers/ No Contracts
<i>Teachers, Latina</i>	27%	40%	26%	17%
<i>Directors, Latina</i>	16%	25%	15%	9%
<i>Directors speaking language other than English</i>	25%	37%	23%	29%
<i>Latina Teachers with AA or higher degree</i>	44 %	56%	36%	38%

Source: California Early Care and Education Workforce Study, 2006
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What we don't know can hurt

- Persistent problems go unaddressed
- Solutions cannot be evidenced based
- Cannot answer pressing quality questions
- Conclusions too often drawn from insufficient evidence

The Problem

- Lack of attention to work environments that shape teacher learning and practice
- No measures of environment for teachers
- Lack of consultation with teachers



SEQUAL

Supportive Environmental Quality Underlying Adult Learning



Five Domains

1. Teaching Supports;
2. Learning Community;
3. Job Crafting;
4. Adult Well-being; and
5. Program Leadership

SEQUAL USES

- **As a research tool**
- **As an educational tool**
- **As a technical assistance tool**



Equal treatment for children in unequal situations is not justice.





Thank you!

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