The Ecology of Early Childhood Workforce Well-Being: A Conceptual Framework

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Kathleen Gallagher, Ph.D.
Amy Roberts, Ph.D.
Malena Rousseau, Ph.D.

Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation

Factors Contributing to Professional Practice and Child Outcomes

“Well-Being” is Studied Across Disciplines
- Psychology
- Occupational/Health
- Industrial/Organizational
- Applied
- Business
- Medicine & Public Health
- Social Work
- Sociology
- Anthropology
- Economics

Lessons Learned about Workplace Well-Being
- Well-being > Absence of illness (Schulte & Vainio, 2010; Wilcock et al., 1998)
- Contexts & Systems + Individual Contributions (Boggio & Cortese, 2013; Campbell Institute, 2017; Kokkinos, 2007; Leon et al., 2016)
- Leadership is Key (Arnold et al., 2007; Caver et al., 2015; Quick et al., 2007; Zinsber et al., 2016)
- It’s Complicated!
  - Multidimensional (Henry, 2007; MCGraw, 2007; Whitebook et al., 2017)
  - Non-linear (Brigham et al., 2018)
Teaching Role:
Characteristics associated with the professional persona of the teacher

- Alignment of responsibility and authority
- Autonomy
- Career stage
- Children and families

Personal Factors:
Characteristics, traits, and circumstances that relate to the teacher as an individual.

- Adaptability
- Family dynamics
- Personality
- Health
- Relationships/social support
- Sense of meaning/Mission
- Spirituality
- Values, ethics, morals
- Work-life integration

Knowledge & Competencies:
Understanding and skills a teacher brings to her settings, interactions, and relationships

- Communication
- Leadership
- Mastering technologies
- Organizational
- Resilience
- Social-emotional competence
- Competencies/experience
- Interpersonal

Practice Environment & Conditions:
Characteristics of the work setting

- Child-centered focus
- Class size/ratios
- Coaching & mentoring
- Collaboration
- Curriculum
- Parent engagement
- Supplies and resources
- Working conditions
- Team structures and functionality
- Workplace safety

Organization & Leadership:
Features of the infrastructure that guide expectations and behavior in the workplace

- Bureaucracy
- Internal communication
- Compensation/benefits
- Data requirements
- Diversity and inclusion
- Leadership
- Staff support
- Organizational culture
- Power dynamics

Professional Regulations & Policy:
Features relating to internal and external accountability

- Accreditation
- Documentation requirements
- Funding structure
- QRIS/Assessment
- HR policies and compensation
- Licensure
- National/state policies
- Scholarship opportunities
Social & Cultural Factors: Factors that result from shared behaviors and beliefs (cultural) and groups that arise from them

- Alignment of roles
- Culture of safety and transparency
- Discrimination /bias
- Media portrayal
- Political and economic climates
- Societal expectations
- Stigma

Next Steps: Study of Wages & Well-Being

- Examine existing staff survey to detect changes in well-being
- Leadership Interviews to examine perceptions of contributions to well-being in the workplace
- Staff focus groups to examine perceptions of what is needed for well-being
- Survey focused exclusively on staff well-being
- Document review to examine how policies support staff well-being

Thank you? For questions:

Kathleen Gallagher
kgallagher@nebraska.edu
buffettinstitute.nebraska.edu