TRANSFORMING THE WORKFORCE FOR CHILDREN BIRTH THROUGH AGE 8:

Implementation Plan for the State of California

http://twb8-ca.net
CALIFORNIA CONTEXT
CALIFORNIA CONTEXT

- Co-convened by First 5 California (F5CA) & the California Department of Education, Early Education & Support Division (EESD)
- Supported by the David and Lucile Packard Foundation
- Aligned with other ongoing initiatives in California, such as:
  - California Commission on Teacher Credentialing’s Child Development Permit Advisory Panel
  - EESD’s ECE Professional Learning Team
  - The California QRIS and CA QRIS Consortia efforts
  - CA Community Colleges Curriculum Alignment Project
  - Partnerships for Education, Articulation and Coordination through Higher Education (PEACH)

http://twb8-ca.net
CALIFORNIA CONTEXT

• California’s planning process considered recommendations from the IOM & NRC report and other relevant reports:
  • The California Comprehensive Early Learning Plan
  • A Golden Opportunity (RAND)
  • Not Golden Yet (New America)
  • Teaching the Teachers of Our Youngest Children (CSCCE)
  • Synthesis of Recent Research – Conditions of Children Birth to Age Five and Status of Early Childhood Services in California (AIR)

http://twb8-ca.net
CALIFORNIA STRUCTURE AND PROCESS

• Support Team:
  • F5CA, EESD, Glen Price Group (GPG)

• Action Planning Team:
  • Work Group 1: Licensing, permitting, and credentialing
  • Work Group 2: Professional pathways and lattices
  • Work Group 3: Higher education

• Core Team: Co-leads from each work group
IMPLEMENTATION PLAN

Vision:
To implement a fully developed and articulated statewide system of certification, support, and preparation for early childhood professionals.

Priority Areas:
1. Permitting and Credentialing
2. Professional Pathways
3. Higher Education and Ongoing Professional Learning
IMPLEMENTATION PLAN STRUCTURE

Each Priority Area contained:

• Recommendations
• Objectives
• Suggested implementation partners
• Timeline
PRIORITY AREA 1: PERMITTING & CREDENTIALING

This priority area offers recommendations for:

• Developing appropriate certification standards
• Establishing a statewide system of support for professional development providers
• Strengthening preparation programs to help candidates meet certification standards

http://twb8-ca.net
PRIORITY AREA 2: PROFESSIONAL PATHWAYS

This priority area offers recommendations for:

• Developing a career lattice for the early childhood workforce, building on previous efforts
• Identifying challenges to career advancement, and solutions to those challenges
• Increasing use of the California ECE Workforce Registry in order to more effectively track workforce progress & answer key questions about the workforce

http://twb8-ca.net
PRIORITY AREA 3: HIGHER EDUCATION & ONGOING PROFESSIONAL LEARNING

This priority area offers recommendations for:

- Identifying the needs of and ways to support degree-granting institutions
- Aligning training programs with new certification standards and supporting faculty and administrators to develop and revise programs accordingly
- Building a cross-disciplinary degree program for early childhood workforce leaders
- Supporting institutional infrastructure such as field placement sites

http://twb8-ca.net
 IMPLEMENTATION STRUCTURE

Ongoing work includes connecting additional implementation partners and collaboratives to the core team (including newly established groups)
THANK YOU

twb8-ca.net