



CENTER ON ENHANCING EARLY LEARNING OUTCOMES

CEELO Early Childhood Workforce Projects: Brief Descriptions

October, 2015 - September, 2016

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The Center on Enhancing Early Learning Outcomes' (CEELO) [mission](#) is to build the capacity of State Education Agencies (SEA) and their partners to improve outcomes for all children birth through third grade. CEELO's has five objectives; these are (1) Improve states' knowledge about and use of early childhood comprehensive assessment systems; (2) Enhance the use of assessment data and other information to improve program quality; (3) Increase the knowledge and skills of the early learning workforce; (4) Strengthen the alignment of birth through 3rd grade educational policies and systems; and (5) Increase the coordination of resources and policies across statewide systems. This document provides short descriptions of selected FY 2016 activities to strengthen the early childhood workforce. In addition, CEELO TA liaisons provide intensive, on-going technical assistance to individual states to improve policy and practice of the workforce, including technical assistance to the [13 Preschool Development Grant- Expansion](#) grantees.

SELECTED EARLY CHILDHOOD WORKFORCE ACTIVITIES:

[CEELO State Early Education Leadership Academy \(LA\)](#). The LA is designed to provide a yearlong, intensive, professional development experience to strengthen leadership and management competencies for individuals responsible for early childhood education programs in State Departments of Education (SEAs) and Early Learning Agencies (ELAs). The LA fellows are supported in developing a plan for implementing a job-embedded policy project aligned to their state's goals for children B-3rd grade. Through four in-person sessions, coaching from an assigned expert, and pre-post meeting readings, webinars and homework the LA fellows improve leadership skills, knowledge and dispositions to advance early education in their state.

[NATIONAL ROUNDTABLE: Mobilizing an Exceptional Early Childhood Workforce](#) In partnership with the National Association of Early Childhood Specialists in State Departments of Education ([NAECS-SDE](#)), the Council of Chief State School Officer's Early Childhood State Collaborative on Standards and Assessments (ECEA-SCASS), and the Race to the Top-Early Learning Challenge TA, the 4th Annual RoundTable will be convened on June 2-3, 2016 in Baltimore, MD. . The goal of the meeting will be to identify structures, strategies, and supports to ensure an effective, high-performing statewide workforce at all levels (SEA, LEA/local program). Key areas/topics may include, (1) The state of the ECE workforce; (2) SEA talent development trends and models; (3) Principal preparation and leadership; (4) Professional learning & strategic initiative implementation; (5) Educator evaluation; (6) Ensuring Diversity in the Workforce; (7) Making higher education work for the field.

[New Jersey \(NJ\) Early Childhood Academy \(EC Academy\)](#). The EC Academy is a long-term project and professional learning community supported by CEELO and NIEER for the 3rd year. The EC Academy brings together district teams that include district and school administrators and teachers

in three face to face meetings to address the implementation of new policies for early primary education (K-3) and building connections to high quality preschool. The newly-developed NJ First through Third Grade Implementation Guidelines alongside the Preschool and Kindergarten Implementation guidelines provide the base for a systems look at teaching quality. Districts are guided to use classroom data to understand the quality in their schools, generate a plan for improvement, and finally execute the plan with support from the EC Academy team.

[Learning Table on State Policy to Promote Effective Teaching That Improves Children's learning.](#)

(Also see the BUILD Initiative webpage for [2015](#). 2016 materials will be posted at the conclusion of the Learning Table.) In partnership with the BUILD Initiative, this is the second year of this project, and builds on a paper, [Sharpening the Focus: State Policy to Promote Effective Teaching that Improves Learning](#), and a [Discussion Guide: Enhancing Teaching Conditions to Support Quality Teaching](#), and a [resource list](#) to support states in improving the effectiveness of the workforce.

CEELO and BUILD are providing technical assistance to 12 states teams in a State Learning Table that promotes peer exchange and best practice to align and enhance state policy that improves the quality of teaching. State teams gathered with experts and facilitators in a 1.5-day face-to-face meeting in March 2016. The Learning Table is also providing 8 follow on webinars from April through August, 2016 on topics related to instructional tools and career pathways. Each state has the support of a TA lead and is developing a strategic plan to meet their goals.

[Workforce Resources:](#) CEELO produces a variety of resources to support states in improving the quality of the teacher and administrator workforce. Two that are most relevant, include:

- [Early Childhood Teacher Education Policies: Research Review and State Trends](#) provides policymakers with a review of published research on ECE workforce education and credentials as well as research on the current status of ECE wages, recruitment and retention challenges, and promising practices. It summarizes trends in state requirements regarding ECE teachers with bachelor's degrees and specialized certification, licensure, or endorsements of pre-K teachers. The paper includes recommended actions and strategies, based on research and state suggestions, regarding approaches that states can use to recruit and retain teachers with bachelor's degrees and ECE credentials. (April 2016, Policy Report)
- [Preparing Principals to Support Early Childhood Teachers](#) summarizes what is known about principal licensing requirements and professional development in early childhood pedagogy and best practice, and provides selected state examples of professional development models for principals. (July 2014, Fast Fact)
- In the summer of 2016, CEELO will release a ***Policy Report: Qualifications and Conditions of State-Funded Preschool Workforce*** that will include an analysis of new national data collected by NIEER on workforce supports and compensation policy in state funded preschool programs in the 2014-2015 Preschool Survey.