

*Testimony for
House Committee on Human Services
on
Advancing ECE as a Recognized Profession*

**Presenter: Susan Titterton, Project Coordinator
4/6/23**

naeyc

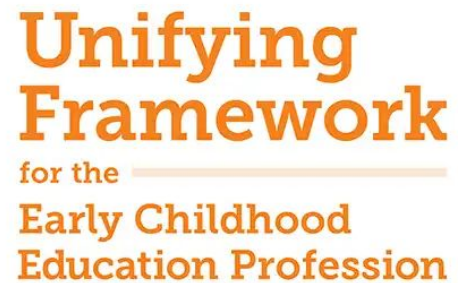
National Association for the
Education of Young Children



vt

taeyc

Vermont Association for the
Education of Young Children

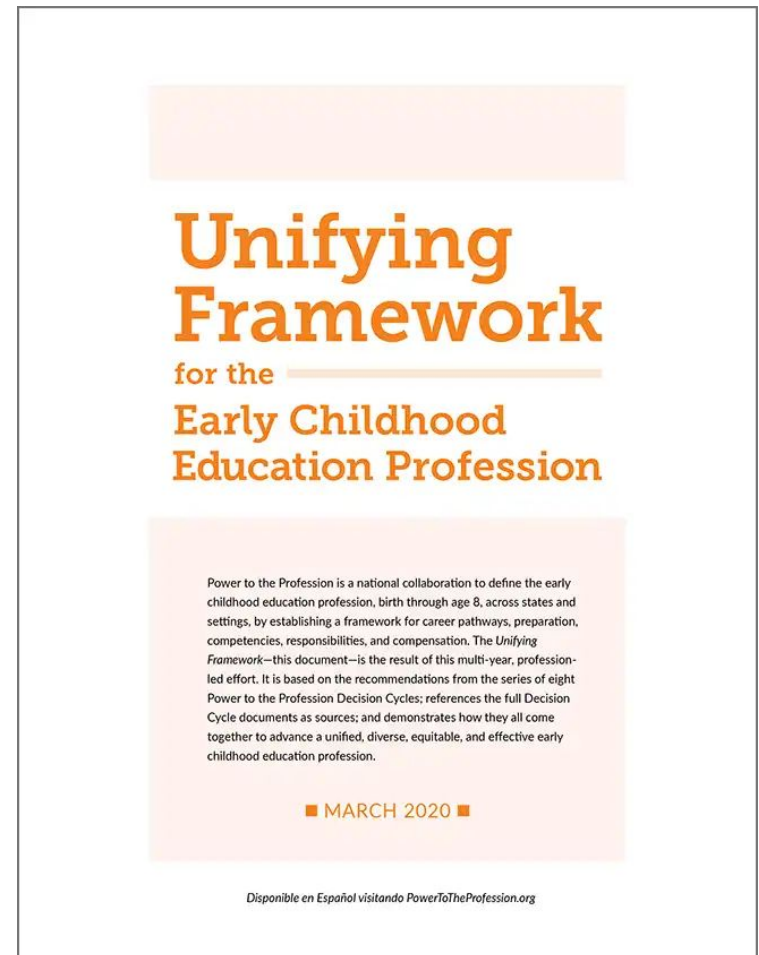
The logo for the National Association for the Education of Young Children (naeyc) is displayed in white lowercase letters on a dark blue background.The text "Power TO THE Profession" is written in a large, bold, dark blue font. The word "TO" is in white, while "Power" and "Profession" are in dark blue. The background is a dark blue triangle pointing to the right.The title "Unifying Framework for the Early Childhood Education Profession" is written in a large, bold, orange font. The words "for the" are in a smaller, lighter orange font. The background is a light orange rectangle.

Power to the Profession is a national collaboration to define the early childhood education profession, birth through age 8, across states and settings, by establishing a framework for career pathways, preparation, competencies, responsibilities, and compensation. The *Unifying Framework*—this document—is the result of this multi-year, profession-led effort. It is based on the recommendations from the series of eight Power to the Profession Decision Cycles; references the full Decision Cycle documents as sources; and demonstrates how they all come together to advance a unified, diverse, equitable, and effective early childhood education profession.

■ MARCH 2020 ■

The Audacious Vision

*Each and every child,
beginning at birth,
has the opportunity to benefit from
high-quality, affordable
early childhood education,
**delivered by an effective,
diverse, well-prepared, and
well-compensated workforce.***



Advancing ECE as a Recognized Profession

Project Timeline



Phase 1 | 2018-2019

Gauging the will of the workforce

Do nothing. Wait and see. (4%)
Make a partial change. (24%)
Do the work to advance as a profession. (72%)



Phase 2 | 2019-2021

Aligning with the Unifying Framework

Consensus to align in these areas,
with key questions + concerns to be addressed:
Professional identity | Three designations | Aligned professional
preparation pathways | Professional compensation | Necessary supports



Phase 3 | 2021-2024...

Working with the ecosystem

What supports, resources, and infrastructure will the ECE
ecosystem put in place? Includes:
Early childhood educators | Professional preparation programs
| Employers and owners | State government + agencies | Federal
government + agencies | Professional governance board

Professional Identity

Oct.2019-Mar.2020

357 participants

167 surveys (40%)

Name

Agree

90%

Professional: Early Childhood Educator

Profession: Early Childhood Education

Distinct Role & Responsibilities

98%

Unique place of the ECE Profession

93%

within the broader Early Childhood Field

One Profession: Three Designations

Birth through Age 8 License

ECE I Designation
\$

ECE II Designation
\$\$

ECE III Designation
\$\$\$

Scope of Practice:
Serve in a support role in birth-age 8 settings.

Education Requirement:
Completion of at least 120 hours of an ECE prep program

Scope of Practice:
Serve as the lead educator in birth through age 5 settings.

Education Requirement:
ECE Associate Degree

Scope of Practice: Serve as lead educator in birth through age 8 settings

Education Requirement:
ECE Bachelor Degree or ECE Initial Master's Degree

Three Designations

Oct. 2020-Feb. 2021 318 participants 203 surveys (63%)

Agree

Three designations

ECE I, ECE II, ECE III

98%

Aligned preparation pathways

Min.120 clock hours, Associate, Bachelor's

91%

Scopes of practice; work as a team

Support, lead, guide

96%

Compensation & responsibilities increase

As expertise increases

96%

Professional Compensation

March-May 2021

409 participants

238 surveys (58%)

Compensation will:

Agree

1. Be comparable for ECEs with comparable qualifications experience & responsibilities, regardless of setting **99%**
2. Include provision of an adequate benefits package **99%**
3. Increase with increased preparation & competency **97%**
4. Not be differentiated on the basis of ages of children **99%**

Professional Licensure

Oct. 2021-Feb. 2022 371 participants 216 surveys (58%)

	Agree
→ Interested in becoming a licensed ECE professional	90%
→ Will lead to better compensation & greater respect	99%
→ Feel included in commitment: <i>All who wish to be part of the profession will have supports & resources to do so</i>	92%
→ “Bridge” - Supports I would value	
(TOP FIVE) Scholarships	64%
Increased compensation early on	62%
Credit for experience & expertise	54%
Assessment-doable, affordable, efficient	49%
Time period for phase-in	44%

Shared Accountability



Advancing ECE as a Recognized Profession

Some next steps:

- *“The Early Childhood Education Professional Recognition Act”*
- Office for Professional Regulation

We are aiming for a recognized early childhood education profession that people will be:

- inspired by & drawn to
- prepared for & continually building their expertise for
- able to survive and thrive in, as a sustainable & rewarding lifelong career

Thank you!

Susan Titterton, Project Coordinator

Advancing Early Childhood Education as a Profession

For more information, please visit:

<https://www.vtaeyc.org/>