

# TRANSFORMING THE WORKFORCE FOR CHILDREN BIRTH THROUGH AGE 8:

NOVEMBER  
2016

Implementation Plan for the State of California



## CALIFORNIA



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# CALIFORNIA CONTEXT

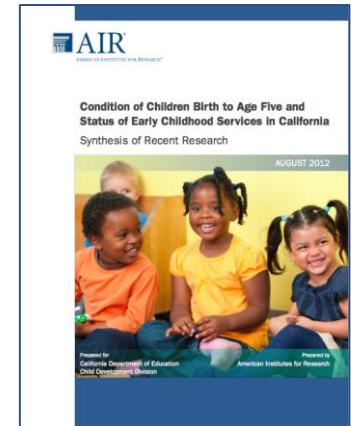
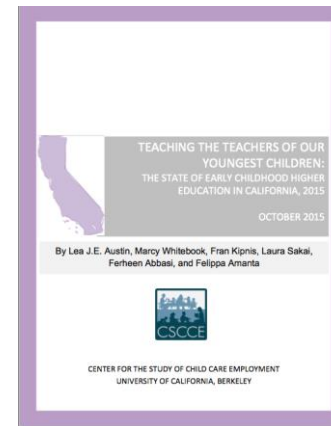
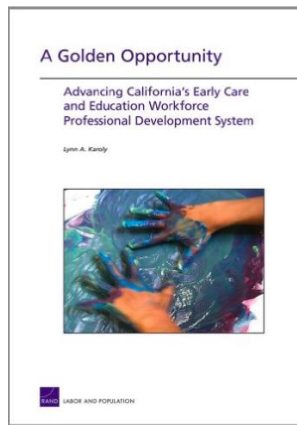
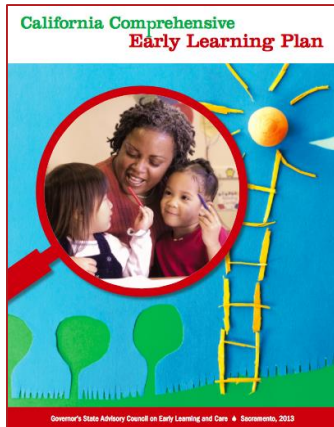


# CALIFORNIA CONTEXT

- 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)

# 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)*



# 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



## **PRIORITY AREA 2: PROFESSIONAL PATHWAYS**

This priority area offers recommendations for:

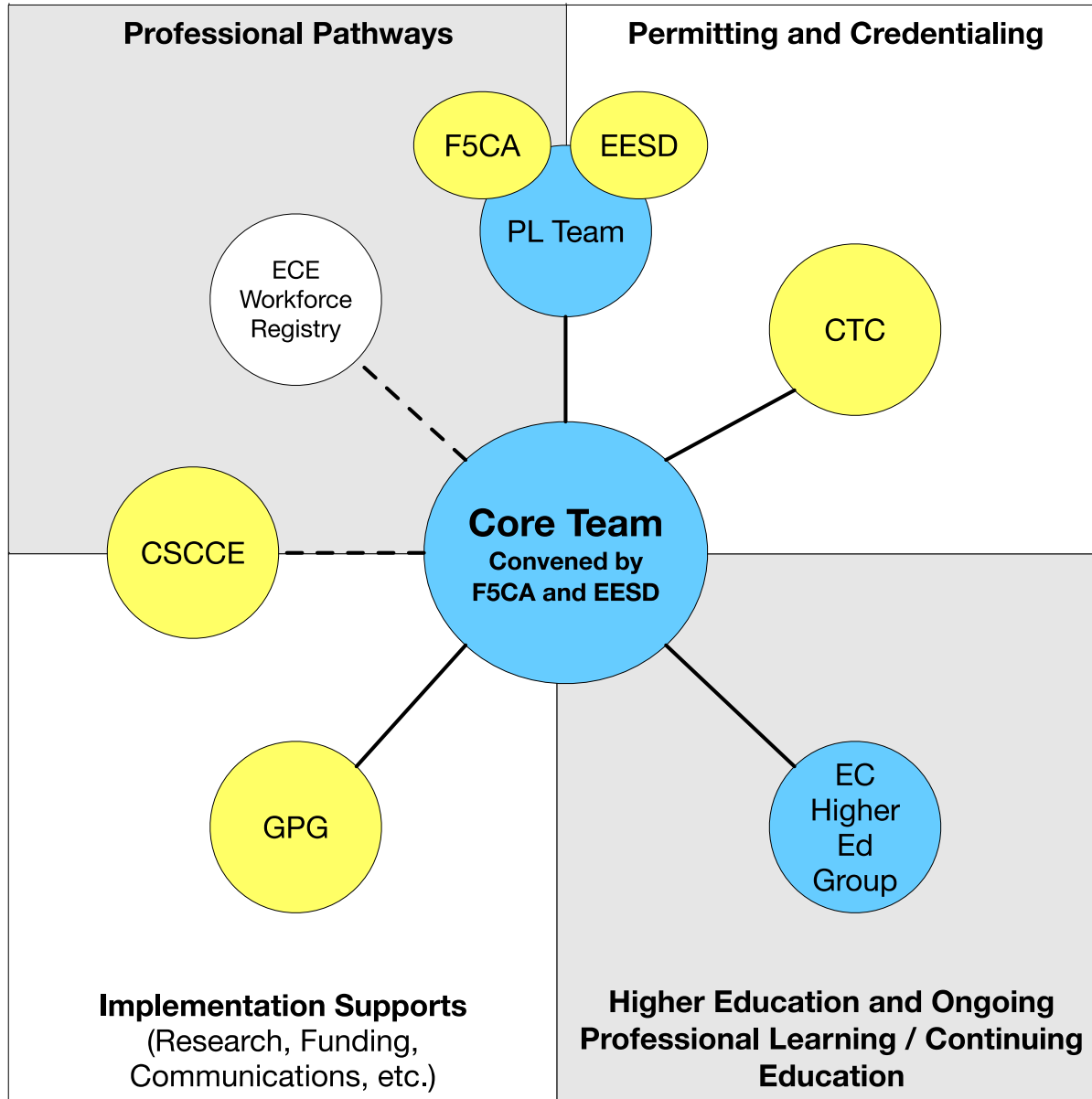
- Developing a career lattice for the early childhood workforce, building on previous efforts
- Identifying challenges to career advancement, and solutions to those challenges
- Increasing use of the California ECE Workforce Registry in order to more effectively track workforce progress & answer key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

## **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

● Multi-organization Team / Collaborative      ● Individual Organization



## IMPLEMENTATION STRUCTURE

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

**THANK  
YOU**

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