



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

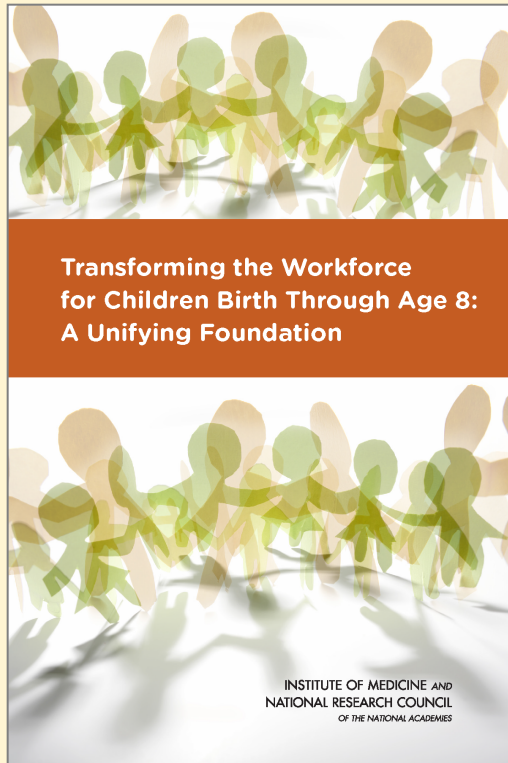
Alliance for Early Success
Partner Summit
Omaha, NE
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INSTITUTE OF MEDICINE *AND*
NATIONAL RESEARCH COUNCIL
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#birthto8



Areas of Recommendation



- **Competency-based qualifications**
- **Degree requirement for lead educators**
- Higher education
- Ongoing professional learning
- Interprofessional practice
- Leadership
- **Strategy for coherent guidance**
- Cross-sector implementation
- Ongoing research

Professional Competencies and Qualifications

Recommendation 1: Strengthen competency-based qualification requirements for all care and education professionals working with children from birth through age 8.

Review standards and policies for workforce qualification requirements to ensure they

- are competency-based;
- are based on up-to-date science of child development and instructional and other practices;
- reflect shared/foundational as well as specific/differentiated knowledge and competencies.

Core Competencies

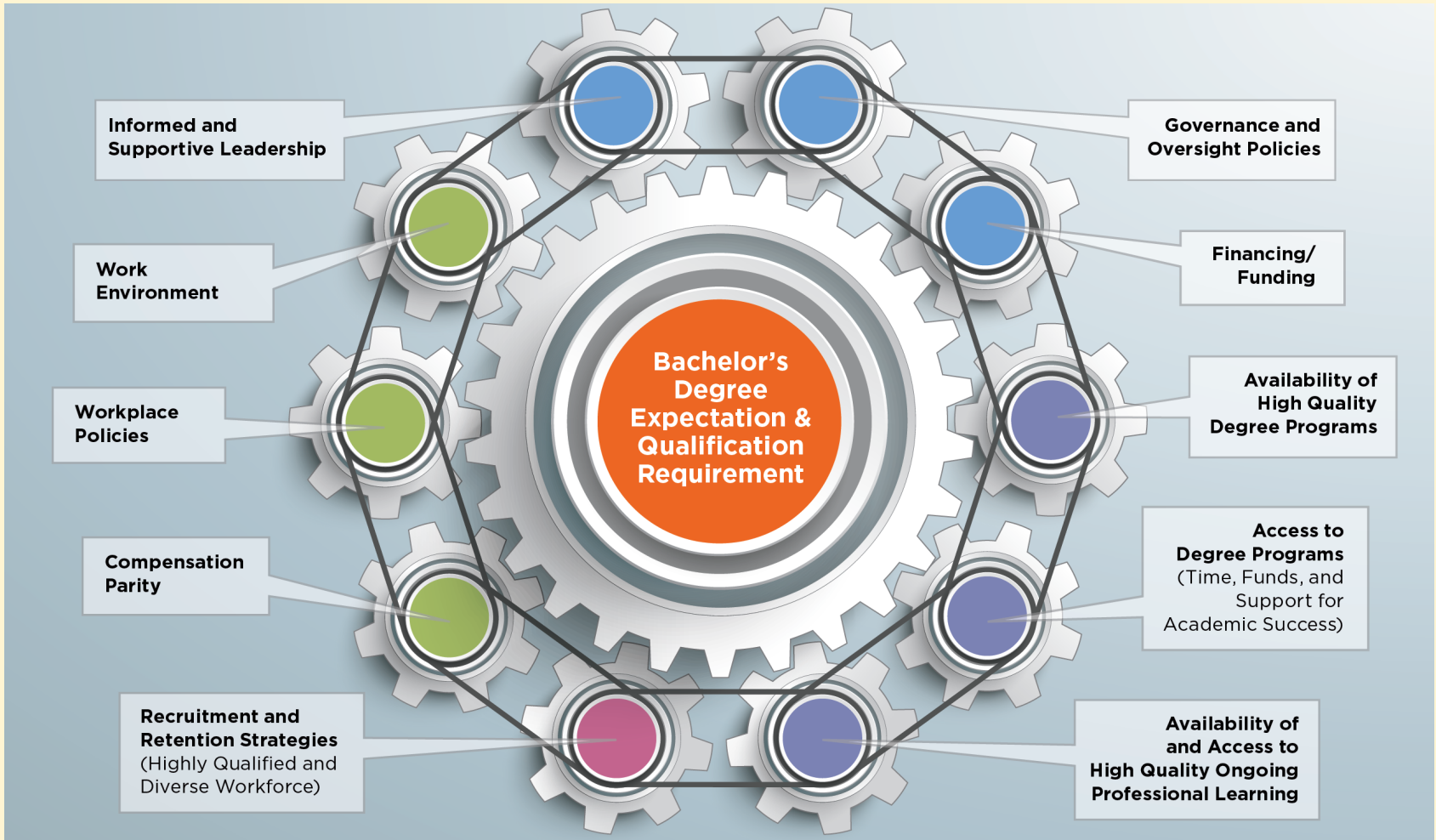
- Commonalities between ECE and K-12 professional competencies
- Areas for improvement
 - Content-specific pedagogy
 - Implications of poverty, stress, trauma on practice
 - Clarity on social-emotional learning, approaches to learning, executive function, etc., etc., etc.
 - Dual language learners – beyond respect
 - Technology – both for professional learning and for instruction
- Areas for alignment between ECE & K-12
 - Assessment
 - Family engagement



Professional Competencies and Qualifications

Recommendation 2: Develop and implement comprehensive pathways and multiyear timelines for transitioning to a minimum bachelor's degree qualification requirement, with specialized knowledge and competencies, for all lead educators working with children from birth through age 8.

Implement in the context of efforts to address other interrelated factors:



A degree requirement that doesn't stand alone

Coherent Guidance

Recommendation 11: Collaboratively develop and periodically update coherent guidance that is foundational across roles and settings for care and education professionals working with children from birth through age 8.

Key Takeaways/Call to Action

- **It's all about the adults.**
- **Elevate the ECE workforce.**
- **Create cognitive dissonance.**
- **Uplift existing workforce *AND* build one for the future.**

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