Appropriate Preparation and Certification for Early Care and Education Teachers

January 10, 2014
Introductions:

If you are watching remotely, please email your name and affiliation to webinar@ctc.ca.gov
Recommendation:

That the Commission establish a task group to collect and analyze comprehensive information on national trends in early childhood education and preparation as well as on other states’ approaches to early childhood licensing and credentialing and report to the Commission on its findings at the February 2014 meeting.
3 ECE Stakeholder Meetings

- **October 2013**: 18 participants from 11 organizations
- **November 2013**: 37 participants from 18 organizations
- **January 2014**: ?? participants from ?? organizations
The major topics discussed at these meetings were:

1. How does Pre-K certification differ from K-12?
2. What is appropriate preparation for ECE teachers?
3. What are potential obstacles to offering an ECE credential?
4. What are potential benefits?
5. What information is needed for the Commission agenda item?
Current Commission Responsibilities for the Child Development Permit
Commission and ECE

- History—previous ECE credential
- Current ECE specialist credential
- Permit—since 1961, last revised 1994
- CAW—review applications, etc.
- Reading Specialist standards require ECE knowledge
- Transitional Kindergarten
BA vs Credential

- Need to remember the big difference between CA and other states—we have no degree in education so a BA does not provide the same kind of preparation in California as it does in other states.
Early Care and Education in California
ECE in CA

- Title 22/Title 5
- ECE Faculty and PD providers
- Child Development Permit Levels
  - Assistant
  - Teacher (3 levels)
  - Site Supervisor/Program Director
- No standards—3-unit courses at regionally accredited IHEs
- Most coursework at community colleges
ECE in California:

- Foundations/Frameworks
- DRDP
- Dual Language Learners Guidelines
- Competencies (4 levels)
- Alignment with CCSS
- QRIS
- RTT-ELC
## Competency Contexts for Early Care and Education Professionals

<table>
<thead>
<tr>
<th>Supporting Early Learning and Development (Assistants)</th>
<th>Planning and Guiding Early Learning and Development (Teachers)</th>
<th>Creating and Maintaining Program Policies and Practices (Program Directors)</th>
<th>Advancing the Early Childhood Profession (Higher Education Faculty/Researchers)</th>
</tr>
</thead>
<tbody>
<tr>
<td>An early childhood educator who:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>supports early learning and development experiences,</td>
<td>plans and guides early learning and development experiences,</td>
<td>creates and maintains program policies and practices, possesses and applies</td>
<td>advances the early childhood profession, models data-informed decision making that</td>
</tr>
<tr>
<td>possesses and applies fundamental knowledge, usually</td>
<td>possesses and applies broad knowledge, usually in the immediate</td>
<td>deep knowledge, usually in the broad context of a program or site, and</td>
<td>often has an impact on policy and practice across programs or in the early care</td>
</tr>
<tr>
<td>in the immediate context of the group or classroom.</td>
<td>context of the group or classroom.</td>
<td>supervises program staff.</td>
<td>and education field.</td>
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</table>
ECE in California:

- 1st 5s
- VOC
- Faculty Initiative Project
- CAP
- BPECE
- EPEC

- Workforce Registry
- QRIS
- PFA in LA and SF and, soon, Fresno
- 2 Educare facilities
- CPIN
ECE in California—Children:

- 2,904,918 children under 6 in California = 13% of all such children in the U.S.
  - 52% Hispanic
  - 27% White
  - 11% Asian
  - 6% African American
  - 4% Other

- 47% (1.3 million) live in poverty
- 14% in Pre-K (147,000)
ECE in California—Workforce:

- 188,545 employed in child care
  - 118,268 daycare providers
  - 70,277 preschool teachers/directors
- ¼ have BAs
- Make less than a school bus driver—considered part of working poor
ECE in California—Programs:

- Title 22: Ranked 46th/46 states
- Title 5: CA meets 4/10 NIEER benchmarks (only 8 states have 4 or fewer)
- Teacher can have just HS diploma + 12 college units
- ECE stakeholders not satisfied with MS credential—inadequate preparation for early years and all ECE settings
Lower Division 8 for ECE

- Child Growth and Development
- Child, Family and Community
- Introduction to Curriculum
- Principles and Practices of Teaching Young Children
- Observation and Assessment
- Health, Safety and Nutrition
- Teaching in a Diverse Society
- Practicum
<table>
<thead>
<tr>
<th>Course Work</th>
<th>Program Content</th>
<th>Multiple Subject</th>
<th>Single Subject</th>
<th>Education Specialist</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Child Growth and Development</td>
<td>Content knowledge (math, science, social science, English)</td>
<td>CSET Examination</td>
<td>Commission-approved subject matter program or CSET Examination</td>
<td>Commission-approved subject matter program or CSET Examination</td>
</tr>
<tr>
<td>2. Child, Family and Community</td>
<td>Knowledge of child development and specific-age students</td>
<td>Developmentally Appropriate Teaching Strategies (TPE 6)</td>
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</tr>
<tr>
<td>3. Introduction to Curriculum</td>
<td>Pedagogical knowledge/student assessment</td>
<td>Content Specific Pedagogy and Teaching Performance Assessment (Standard 8A)</td>
<td>Content Specific Pedagogy and Teaching Performance Assessment (Standard 8B)</td>
<td>Specialty Content Pedagogy</td>
</tr>
<tr>
<td>4. Principles and Practices of Teaching Young Children</td>
<td>Teaching reading/language</td>
<td>Reading course, fieldwork and RICA Examination (Standard 7A)</td>
<td>Reading course and fieldwork (Standard 7B)</td>
<td>Reading course, fieldwork and RICA Examination (Standard 9)</td>
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<tr>
<td>5. Observation and Assessment</td>
<td>Teaching Numeracy</td>
<td>Pedagogical course and fieldwork (Standard 8A)</td>
<td>Pedagogical course and fieldwork (Standard 8B)</td>
<td>Program Standards-course and fieldwork</td>
</tr>
<tr>
<td>6. Health, Safety and Nutrition</td>
<td>Candidate Assessment</td>
<td>Take and pass a Commission-approved performance assessment</td>
<td></td>
<td>Assessed by Commission-approved programs</td>
</tr>
<tr>
<td>7. Teaching in a Diverse Society</td>
<td>Classroom Management</td>
<td>Commission-approved program addresses this in coursework and fieldwork</td>
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<tr>
<td>8. Practicum</td>
<td>Family Engagement</td>
<td>Not included</td>
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<td></td>
<td>Health/Safety</td>
<td>Not included</td>
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<td></td>
<td>Developmentally Appropriate Practice</td>
<td>Not included</td>
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<tr>
<td></td>
<td>Other</td>
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ECE in California—Post-Secondary Preparation:

- 136 institutions of higher education are engaged in preparing teachers to work with young children.
  - 2 out of 10 UC campuses
  - 19 out of 23 CSUs
  - 97 out of 109 community colleges
  - 12 out of 104 WASC-accredited private 4-year institutions

- 4-year IHEs offering 4 year ECE degrees
  - BA – 1 of the UCs, 15 CSUs, 7 privates
  - MA – 1 UC, 11 CSUs, 5 privates
  - PhD – 1 private
Adult Ed Credential

Admin Credential: Supervise Programs/Evaluate Teachers

Multiple Subject Credential

Stay in ECE--Remain in Poverty
ECE in California

TK for All-
SB 837
Early Care and Education in the United States
A Comparison:

- Head Start teachers with BAs—license to teach in most states
- CA—1 of 3 states with no breakdown in elementary grade span
- 28 states require a BA for public preschool teachers
- Many states have pay parity with equal preparation
COMPARATIVE DATA FROM 5 STATES

- ILLINOIS
- MASSACHUSETTS
- NEW JERSEY
- NEW YORK
- OKLAHOMA
Multiple Sources Discussing Benefits of ECE and Strong ECE Teacher Preparation

- CCSSO
- NCATE/CAEP/NAEYC
- National Board Certification
- Rand Corporation
- Tulsa and New York City PFA
- Obama’s PFA—Strong Start for America’s Children
Things to Consider
Moving Forward with
Appropriate
Preparation and
Licensing for ECE Teachers
To Consider:

◆ Teacher competencies for ECE already developed but independent of licensing system
◆ Program standards and course work would need to be developed for new teachers
◆ Implementation
Stakeholder Recommendations and Position Statements
Others?

- EPEC
- Water Cooler
- HEC
- CSCCE
- Early Edge

- CDE
- WestEd
- CCCE
- BPECE
- Water Cooler
Lunch Break!

Back at ????
What the Commission Can and Cannot Do

**Can:**
- Revise CD Permit to raise requirements
- BA that includes more teacher prep as well as CD
- Require reading methodology for all levels above assistant
- Add CD content knowledge to MS credential
- Add CD content to administrator credential

**Cannot:**
- Add an ECE credential without legislation
- Require pay parity
- Change Title 5 or Title 22 regs (but can begin process with legislation)
Small Group Work

If you are online, please email webinar@ctc.ca.gov your ideas about:

- Agenda Item—What’s missing?
- Benefits to developing an ECE credential?
- Challenges to developing an ECE credential?
- Other thoughts?
Discussion of Small Group Work
Next Steps
Next Steps(?)

- February 13 or 14-Agenda item presented to Commission
- SB 873: Steinberg Bill
- Special Ed Task Force
Anything else you would like to discuss or ask?
Thank You All!


- Early Care and Education web page: http://www.ctc.ca.gov/educator-prep/early-care.html