

Ideal Pathways

How Ideal Learning Approaches Prepare and Support
Early Childhood Educators

August 13, 2020



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Learning

Warm-up - share in chat

Think back to a time when you observed an effective early educator working with a child, children, or a family...

Describe his or her core strengths, skills and abilities in 3 words or less.

Panelists



Liz Beaven

*Alliance for Public
Waldorf Education*

*California Institute
of Integral Studies*



Eric Buchanan

*Buffett Early
Childhood Institute*



Brenda Fyfe

*North American
Reggio Emilia
Alliance*

Webster University



Iheoma Iruka

*HighScope
Educational
Research Foundation*

*Brady Education
Foundation*



Ellen Roche

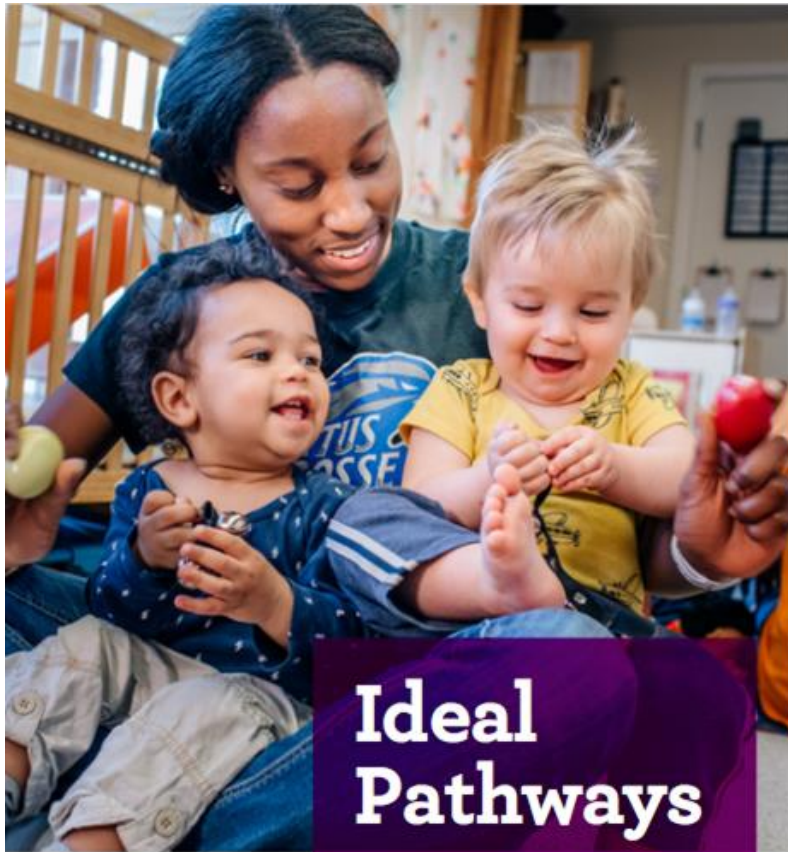
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Our essential questions:

How do high-quality early childhood approaches support educator development?

How can funders support equitable expansion of these pathways?

(especially during COVID-19?)



Ideal Pathways

Goals & Agenda

- Share & explore report findings
- Learn how to align with SEED fund
 - **20 min** - warm-up, goals & context
 - **15 min** - key findings & recommendations
 - **20 min** - findings for funders
 - **20 min** - SEED fund overview
 - **15 min** - Q&A

**Please send questions in the chat
as we go.**

Context

Decision-making reflects a commitment to **equity**

Instruction is **personalized**
to acknowledge each child's unique
development

Play is an essential element
of young children's learning

**Children construct
knowledge** from diverse
experiences to make meaning of the world.

The **teacher is a guide**, nurturing presence, and
co-creator of knowledge

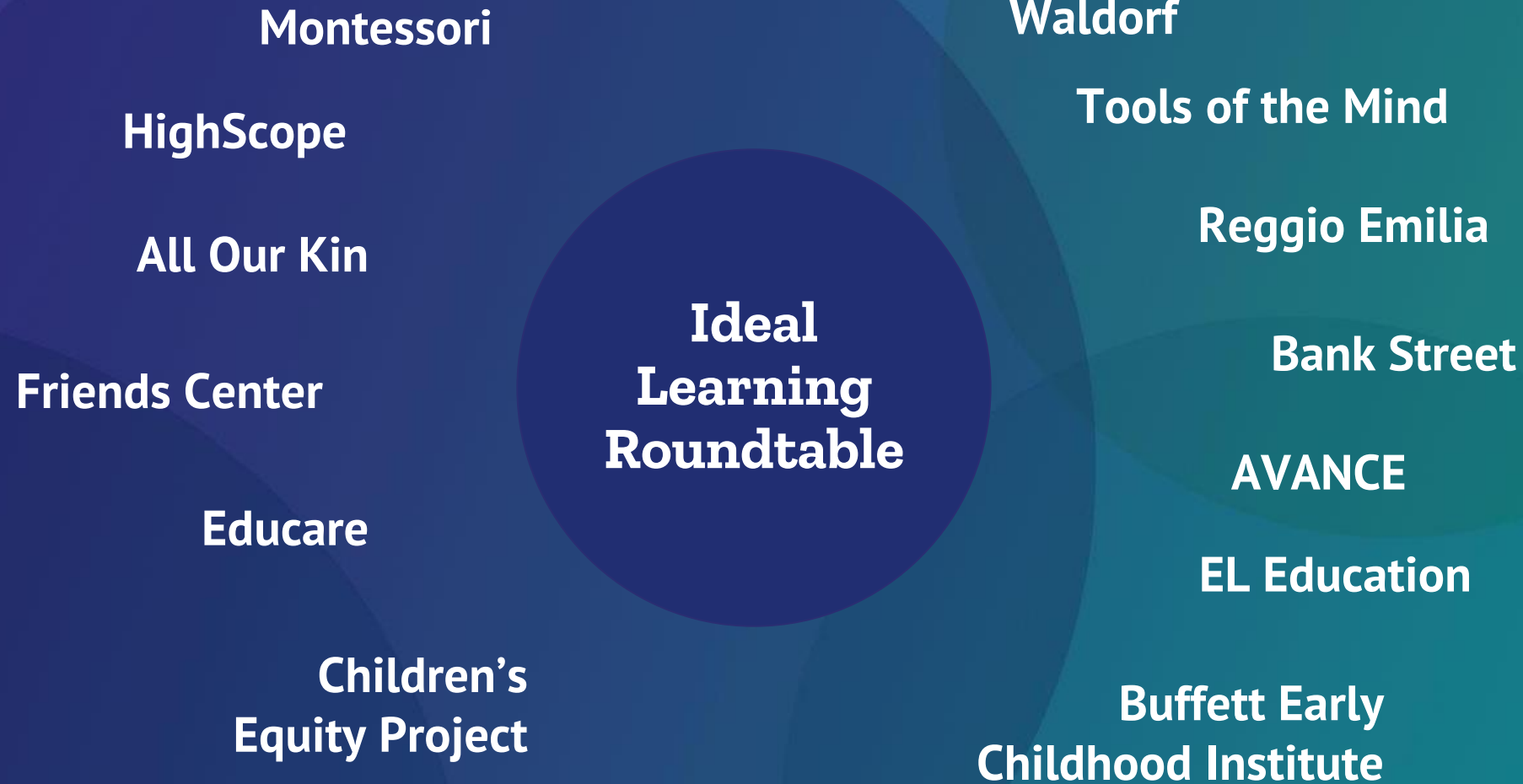


Young children and adults learn through
relationships

The **environment** is
intentionally designed to facilitate
children's independence,
exploration, and interaction

Continuous learning environments
support **adult
development**

The time of **childhood is valued**





Goals of the report:

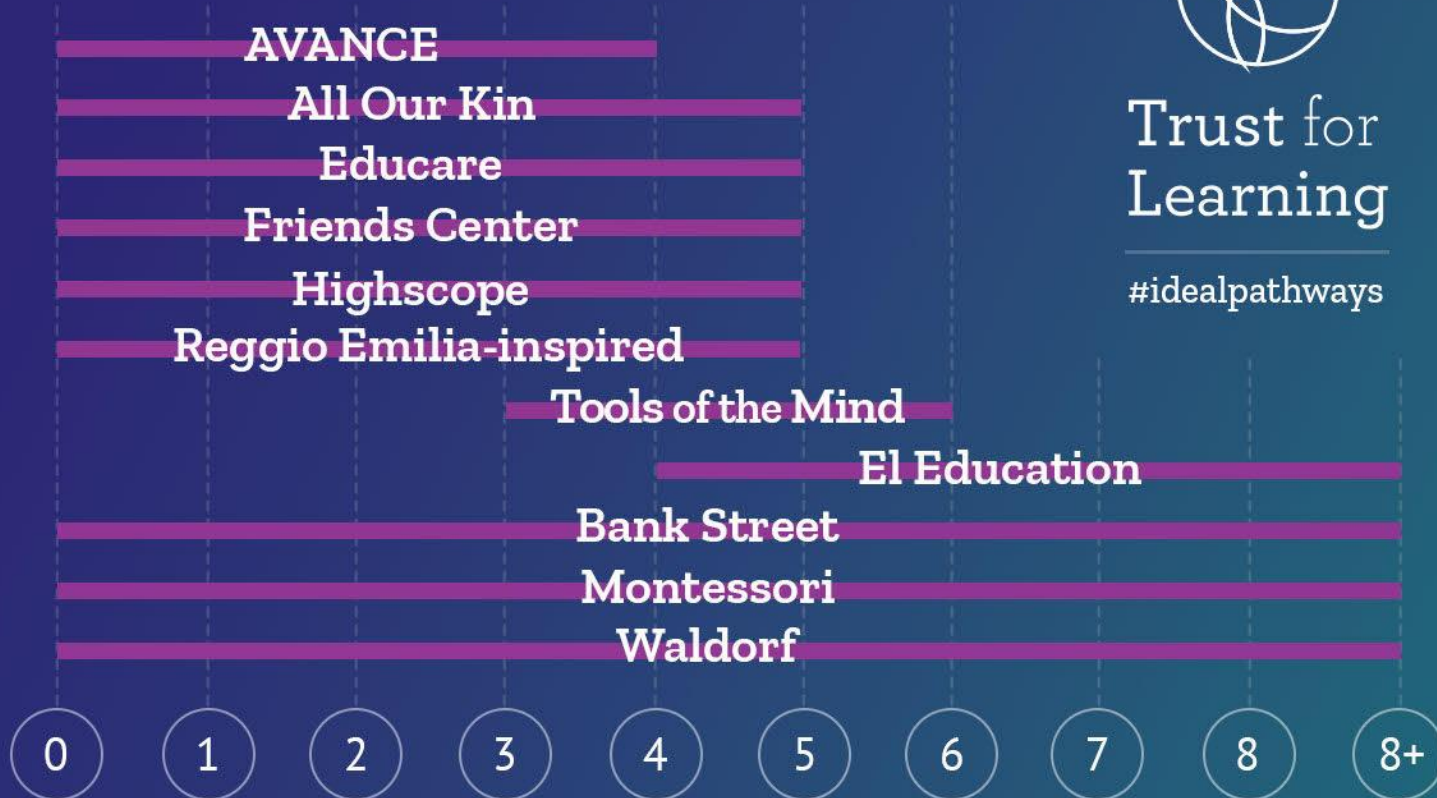
- **Document baseline data** about educator development models of members of the ideal learning roundtable - cost, format, geography, demographics, etc
- **Identify barriers and opportunities** to diversify and expand pipelines of early educators trained in ideal learning-aligned programs

Ages of children served



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Snapshots

- Number of educators served
- Demographic information
- Duration of training
- Format
- Costs
- Geographic reach
- Recruitment practices
- Degree, credential, etc.

FOUNDED: 1999

EDUCATORS SERVED
in-home care providers

NUMBER OF EDUCATORS TRAINED
approximately 900 annually

GEOGRAPHIC REACH Regional - sites
in New Haven, Bridgeport, Stamford,
Norwalk, and the Bronx



AGES OF CHILDREN SERVED



How much do you think a high-quality ECE educator training program should cost?

(or, how much do you think an ECE educator can reasonably afford to pay?)

Costs models



Other factors

Ideal Learning Educator Development Approaches At-a-Glance

	Approach	Model	Participants	Geographic reach	Number of educators trained in the U.S.	Duration	Cost model	Ages of children served	Degree, credential earned
Parent and home child care support	AWANCE	parent education and support for low-income Latinx children and families	parents	regional: TX and CA	1,350 (bi-annually)	9 months; 81 total hours	no cost to individual participants; funded through public and private dollars	0-4	no degree or credential awarded
	All Our Kin	coaching and professional learning for home-based child care providers	home-based child care providers	regional: CT and NY	900 (annually)	up to 2 years; 4.5 hours per month	no cost to individual participants; funded primarily through philanthropy	primarily 0-5	no degree or credential awarded
Connected, independent centers	Educare	cohort-based professional learning for Educare staff and other providers	center-based educators	national	3,000 (annually)	50-68 total hours depending on modules; plus ongoing PD	no cost to Educare staff; non-Educare organizations pay per module	0-5	continuing education units (CEUs) are awarded, which are accepted in some states and school districts
	Friends Center for Children	educator development for student teachers and interns enrolled in degree programs	center-based educators	local	10 (annually)	10 hours per week for student teachers; full-time for interns	no cost to individual participants; Friends Center pays costs and tuition for higher education courses	0-5	no degree awarded by Friends center, but student teachers and interns receive credit through their degree programs
In-service, curriculum-aligned programs	HighScope	curriculum training and professional learning courses based on HighScope materials	center- and school-based educators	international	6,000 (annually)	4 weeks over two summers with extensive classroom practice in between; 120 hours total	services are contracted for directly by the program or center; tuition costs are typically supported by the provider at no cost to the individual	0-5	HighScope certification for teachers and trainers; aligns with CDA certification and CEUs
	Tools of the Mind	series of workshops and technical assistance for teachers in schools implementing the curriculum	school-based educators	national	5,600 (total)	one year of core training with the possibility of two subsequent years of in-service training	no cost to individual participants; Tools of the Mind contracts directly with a school or district	3-6	professional development certificate (recognized by some states for required PD hours)
	EL Education	site seminars, institutes, and coaching for schools adopting its learning approach and curriculum	school-based educators	national	4,000 (total)	1-5 days with follow-up coaching	no cost to individual teachers; EL Education contracts directly with a school or district	4-8 and up	no individual degree or credential awarded; schools receive certification
International pedagogical movements	Waldorf	teacher preparation for those teaching in or wishing to teach in a Waldorf-oriented school	school-based educators	international	150 (annually)	2-4 years; 400 hours plus field experience	individual tuition (ranges from \$11,500 to \$28,800); some scholarships available	0-8 and up	Waldorf early childhood education certificate; a few programs have articulation agreements with universities where individuals receive degree credit
	Montessori	teacher preparation for educators based on Montessori philosophy and materials	school-based educators	international	3,250 (annually)	9 months to 2 years; 600-1,200 hours of preparation depending on age group	individual tuition (average cost \$13,000 to \$15,000); some scholarships and financial aid available	0-8 and up	Montessori credential; a few programs are articulated with colleges or universities where individuals receive degree credit
	Reggio Emilia-Inspired	study groups, workshops, and conferences based on the early childhood approach in Reggio Emilia, Italy	pre-service candidates and existing educators	international	unknown (thousands)	varies; study group visits are approximately 1 week, workshops and conferences 1-4 days	individual costs vary based on offering and school or center policies	0-5	no individual degree or credential awarded; some universities offer credit options for coursework or study visits to Reggio Emilia
Institution of higher education	Bank Street	graduate degree and certificate programs from accredited university	pre-service candidates and existing educators	local	673 (annually)	varies by program: 1-2 years	individual tuition (unit cost ranges from \$1,565-\$1,612); ECE degree requires 45 units	0-8 and up	master's degree, typically recognized for purposes of state licensure

The collage features four program cards:

- Tools of the Mind:** Focuses on professional learning for teachers in schools implementing the curriculum. It includes a map of the U.S. and a photo of a teacher with a child.
- Friends Center for Children:** Provides educator development for student teachers and interns. It includes a map of the U.S. and a photo of a teacher with a child.
- HighScope:** Offers curriculum training and professional learning courses. It includes a map of the U.S. and a photo of a teacher with a child.
- AWANCE:** Provides parent education and support for low-income Latinx children and families. It includes a map of the U.S. and a photo of a teacher with a child.



Key takeaways

- Range of entry points but few coherent pathways
- Lack of articulation across models/systems/states
- Continuous tension between fidelity and scale
- Lifelong human development - adults as learners
- Educator presence & self-regulation
- Child-adult program coherence
- Lack of racial and other data on educators
- Compensation is critical

Reflection

Liz, please provide a provocative
prompt



Funder Recommendations

- Support DEI efforts at all levels
- Innovative partnerships between IHEs, providers & local communities
- National field network for student teaching
- Freely introductory coursework for credit
- Help models fully leverage public funding
- Support models to reduce barriers
- Support approaches to document alignment with standards & certification requirements

Two current philanthropic investments

Educare

- Sustained commitment from Buffett Early Childhood Fund
- Support Educare schools across the country at all levels
- Educator development support:
 - Free, continuous training in high-quality practice
 - Educators can choose ongoing PD opportunities

Montessori Institute of North Texas

- Public Montessori funders
- Funding:
 - Capacity-building
 - Place-based public partnerships
- Converting in-person to blended format
- In pilot cohort, nearly 50% educators of color, nearly 50% public educators

Q&A

What questions are you wrestling with?

How can our philanthropic strategies evolve?



"I have great belief in the fact that whenever there is chaos, it creates wonderful thinking. I consider chaos a gift."

-- Septima Clark

SEED Fund

Supporting Equitable Educator Development

Overview: Near-term support of innovative projects that **accelerate equitable educator pathways** in the context of COVID-19 and racial justice uprisings.

- Catalyze near-term innovation in the context of COVID-19 & racial justice momentum
- Rapid, streamlined funding in a collective impact model



On our radar - fundable projects

- Howard University & Washington Montessori Institute, UVA Montessori credential
- New Haven ChILD - cohort-based pilot with community college & ideal learning course
- Children's Equity Project / Ideal Learning Roundtable national virtual racial equity or ideal learning curricula during COVID

What else is on your radar?

Objective

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- 1) reduce barriers to participation for low-income educators and educators of color** in high-quality models of educator development?
- 2) create on-ramps to degree and credential pathways** by strengthening articulation between educator development experiences and institutions of higher education
- 3) integrate anti-bias, anti-racist training** into educator training curricula and materials
- 4) influence policy or regulatory mechanisms** to better align high-quality educator models with state licensure or credentialing requirements

Equitable Grantmaking Considerations

- **Short timeline** - fund projects quickly
- Prioritizing projects that measurably create more **equitable outcomes**
- **Inclusive review panels** (ideally at least 50% people of color and community reviewers alongside funders)
- **Leadership of people of color** - at least 50% of projects
- **Transparent rubric** - aligned directly with simple LOI
- **Streamlined paperwork** - brief LOI submission; once selected, due diligence paperwork; streamlined reports

Grant

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- Seed grants of ~ \$50k to multiple projects (depending on total fund size)
- 1-year grant awards, dispersed by December 2020
- Trust for Learning will manage LOI process (each contributing funder invites up to three potential grantees)
- Projects would be selected based on peer review and in accordance with equity guidelines
- Due diligence and reporting handled by the Trust in conjunction with NVF

Trust for Learning is contributing the first \$200,000 to this effort

Feedback

Objectives?

Equity considerations?

Ease of joining?

Please learn along with us!

- **Please read and share the report**

trustforlearning.org/resources/idealpathways

- **SEED FUND:**

- **Contribute** - verbal commitments due Aug 31st
- **Align** - Review high-scoring proposals once submitted (national or local)
- **Learn** - join upcoming webinars and read updates and final grant reports over the next year

ellen@trustforlearning.org