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.
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

Ellen Roche
Trust for Learning
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?)
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
The teacher is a guide, nurturing presence, and co-constructor of knowledge. 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. Decision-making reflects a commitment to equity. 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.
Montessori
HighScope
All Our Kin
Friends Center
Educare
Children’s Equity Project

Waldorf
Tools of the Mind
Reggio Emilia
Bank Street
AVANCE
EL Education
Buffett Early Childhood Institute

Ideal Learning Roundtable
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.
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

0 1 2 3 4 5 6 7 8 8+
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

**Free**
- AVANCE
- EL Education
- All Our Kin
- Tools of the Mind
- Educare
- HighScope
- Friends Center

**$70k**
- Bank Street
- T.E.A.C.H
- Federal loans
- District PD $
- Child Care Funds
- Philanthropic funds
- Private Scholarships
- Montessori
- Waldorf
- Reggio Emilia
Other factors

### Ideal Learning Educator Development Approaches At-a-Glance

<table>
<thead>
<tr>
<th>Approach</th>
<th>Model Description</th>
<th>Participants</th>
<th>Geographic Reach</th>
<th>Number of Educators Trained in the U.S.</th>
<th>Duration</th>
<th>Cost Model</th>
<th>Age of Participants Served</th>
<th>Degree of Certificate Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALICE</td>
<td>Parent education and support for low income Latino children and families</td>
<td>parents</td>
<td>regional, TX and CA</td>
<td>1,530 (par 6 annually)</td>
<td>3 months; 90 total hours</td>
<td>no cost to individual participants, funded through public and private grants</td>
<td>primarily 0-3</td>
<td>no degree or credential awarded</td>
</tr>
<tr>
<td>All Our Kin</td>
<td>Coaching and professional learning for home-based child care providers</td>
<td>home-based child care providers</td>
<td>regional, CT and NY</td>
<td>400 (annually)</td>
<td>up to 2 years; 4.5 hours per month</td>
<td>no cost to individual participants, funded primarily through philanthropy</td>
<td>primarily 0-3</td>
<td>no degree or credential awarded</td>
</tr>
<tr>
<td>Educe</td>
<td>Short-term professional development for foster care and other providers</td>
<td>center-based educators</td>
<td>national</td>
<td>3,000 (annually)</td>
<td>30-50 total hours depending on discipline, plus ongoing PD</td>
<td>no cost to Educe staff, non-fiscal organizations pay for PD</td>
<td>0-3</td>
<td>continuing education units (CEUs) are awarded, which are accepted in some states and school districts</td>
</tr>
<tr>
<td>Friends Center for Children</td>
<td>Educator development for student teachers and interns interested in degree programs</td>
<td>center-based educators</td>
<td>local</td>
<td>10 (annually)</td>
<td>10 hours per week for student teachers, full-time for interns</td>
<td>no cost to individual participants, Friends Center pays costs and tuition for higher education courses</td>
<td>0-5</td>
<td>no degree awarded by Friends Center, but student teachers and interns receive credit through their degree programs</td>
</tr>
<tr>
<td>HighScope</td>
<td>Curriculum training and professional learning courses based on HighScope materials</td>
<td>center and center-based educators</td>
<td>international</td>
<td>6,000 (annually)</td>
<td>4 weeks over two summers with intensive classroom practice in between; 120 hours total</td>
<td>services are provided for free by the program or center tuition costs are typically covered by the provider at no cost to the individual</td>
<td>0-5</td>
<td>HighScope certification for teachers and trainee supervisors with CEU certification and CEUs</td>
</tr>
<tr>
<td>Tools of the Mind</td>
<td>Series of workshops and technical assistance for teachers in schools implementing this curriculum</td>
<td>center-based educators</td>
<td>national</td>
<td>5,650 (par 5)</td>
<td>one year of core training with the possibility of two subsequent years of in-service training</td>
<td>no cost to individual participants, fees of the Mind are covered directly with a school or district</td>
<td>5-6</td>
<td>professional development certificate (recognized by some states for required PD hours)</td>
</tr>
<tr>
<td>ILE Education</td>
<td>Site visitors, institution, and searching for schools adopting the learning approach and curriculum</td>
<td>center-based educators</td>
<td>national</td>
<td>4,000 (par 2)</td>
<td>5-6 days with follow-up coaching</td>
<td>no cost to individual teachers; ILE Education contracts directly with a school or district</td>
<td>5-6</td>
<td>no individual degree or credential awarded, schools receive certification</td>
</tr>
<tr>
<td>Washington</td>
<td>Teacher preparation for those teaching or wanting to teach in a Mixed-level setting</td>
<td>center-based educators</td>
<td>national</td>
<td>510 (annually)</td>
<td>2-4 years; 100 days plus field experience</td>
<td>no cost to individual teachers; ILE Education contracts directly with a school or district</td>
<td>5-6</td>
<td>no individual degree or credential awarded, schools receive certification</td>
</tr>
<tr>
<td>Montessori</td>
<td>Teacher preparation for educators based on Montessori philosophy and materials</td>
<td>center-based educators</td>
<td>national</td>
<td>3,210 (annually)</td>
<td>3 months to 2 years; $200-$1,200 of preparation required depending on approach</td>
<td>individual tuition (ranges from $11,000 to $16,000); some scholarships and financial aid available</td>
<td>0-8 and up</td>
<td>no individual degree or credential awarded, schools receive certification</td>
</tr>
<tr>
<td>PoppinEd Inspired</td>
<td>Study groups, workshops, and conferences based on the early childhood approach in PoppinEd</td>
<td>school-based educators</td>
<td>national</td>
<td>3,210 (annually)</td>
<td>3 months to 2 years; $200-$1,200 of preparation required depending on approach</td>
<td>individual tuition (ranges from $11,000 to $16,000); some scholarships and financial aid available</td>
<td>0-8 and up</td>
<td>no individual degree or credential awarded, schools receive certification</td>
</tr>
<tr>
<td>Dark Street</td>
<td>Graduate degree and certificate programs from accredited universities</td>
<td>center-based educators</td>
<td>national</td>
<td>673 (annually)</td>
<td>varies by program; 1-2 years</td>
<td>individual tuition (ranges from $5,260-$5,800); 48 credits required 48 weeks</td>
<td>master’s degree typically recognized for purposes of state licensure</td>
<td>0-8 and up</td>
</tr>
</tbody>
</table>
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

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
• 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