



National
Early Care & Education
WORKFORCE CENTER

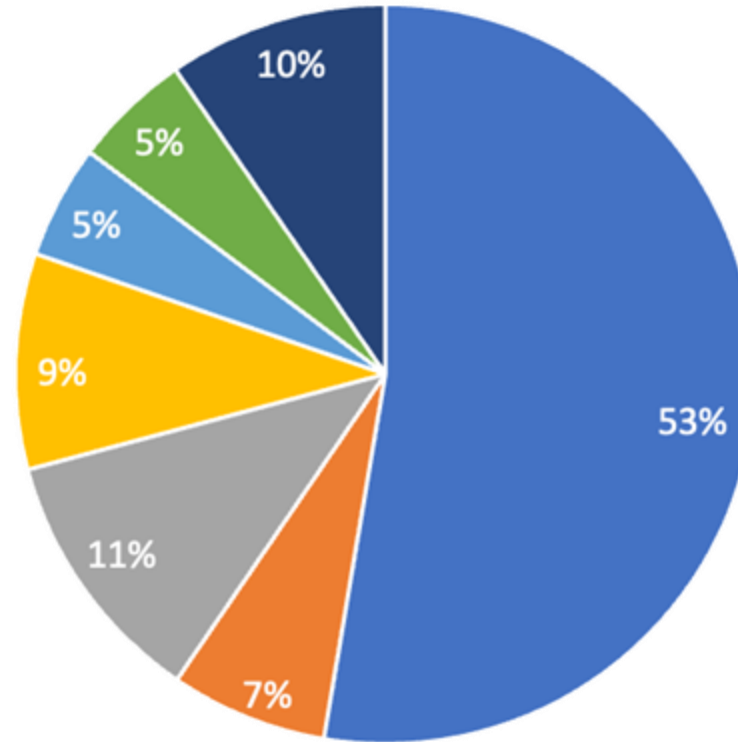
Educator Voices on Grow Your Own: Community-Driven Recruitment and Retention Strategies

National ECE Workforce Center Funders

This work is funded by ACF through a financial assistance award (Award Number 90TA000004-01-00) totaling \$30 million over five years (2022-2027) with 100 percent funded by ACF. Resources and products developed by the National ECE Workforce Center do not necessarily represent the official views of, nor an endorsement by, ACF, the U.S. Department of Health and Human Services (HHS), or the U.S. Government. For more information, please visit the ACF website, Administrative and National Policy Requirements.

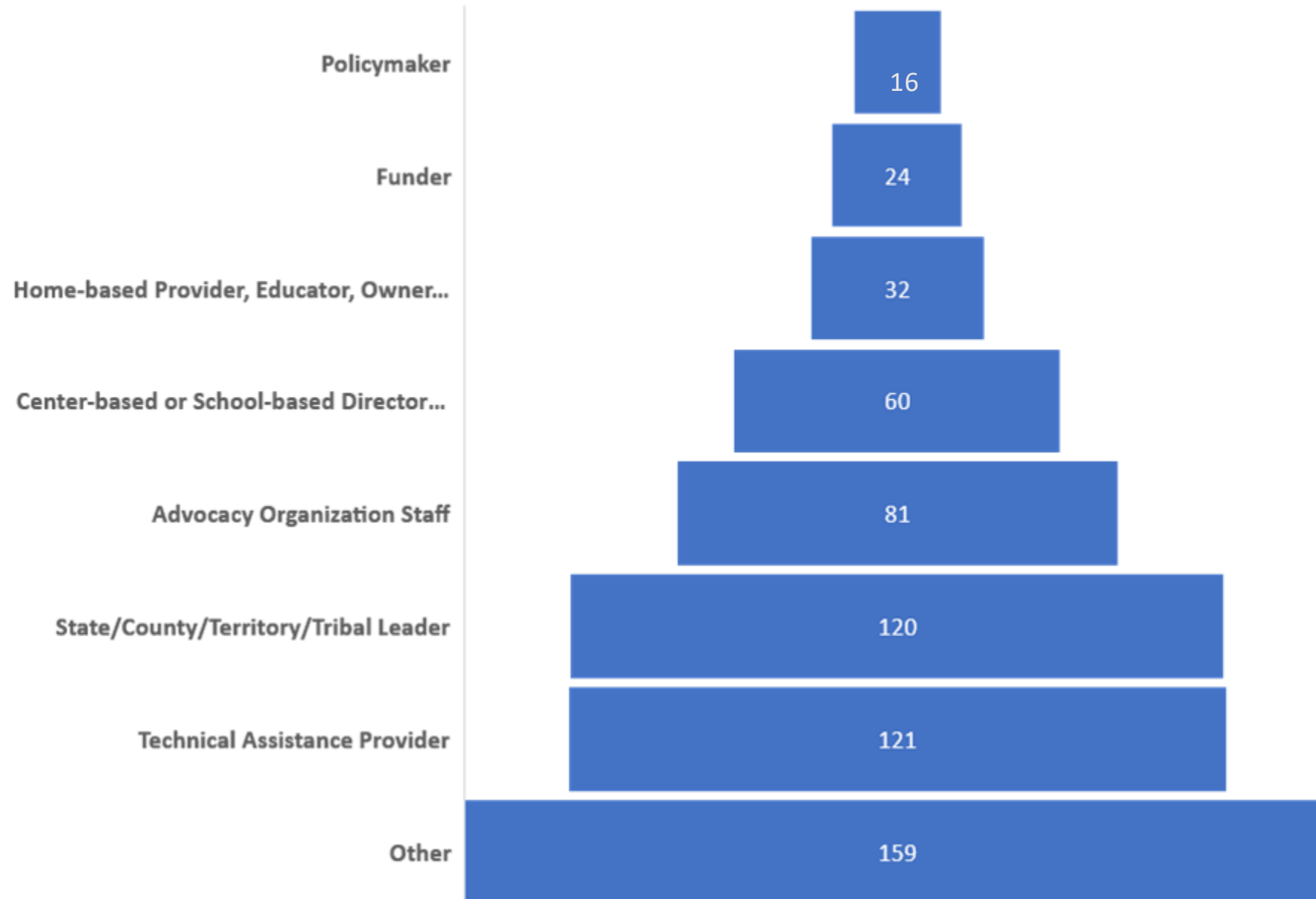
Welcome!
Participants

National ECE Workforce Center Activities You've Participated in Before Today



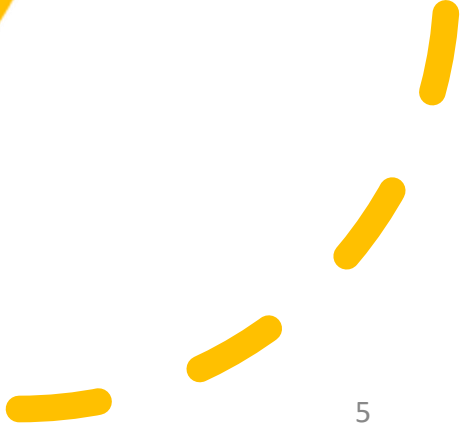
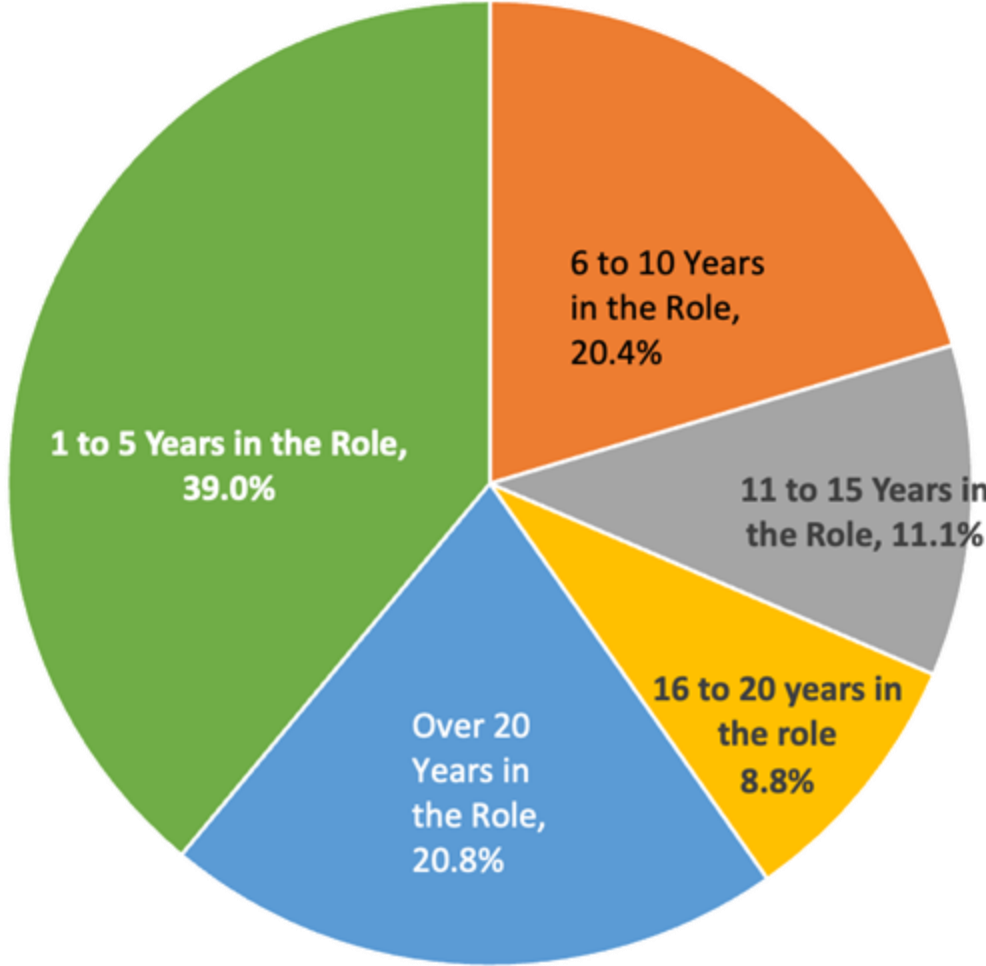
- This is my 1st
- CoP only
- Foundational TA Series only
- Workforce Wed Webinar only
- CoP & Foundational TA Series
- All 3
- Something else

The Primary Roles You Play

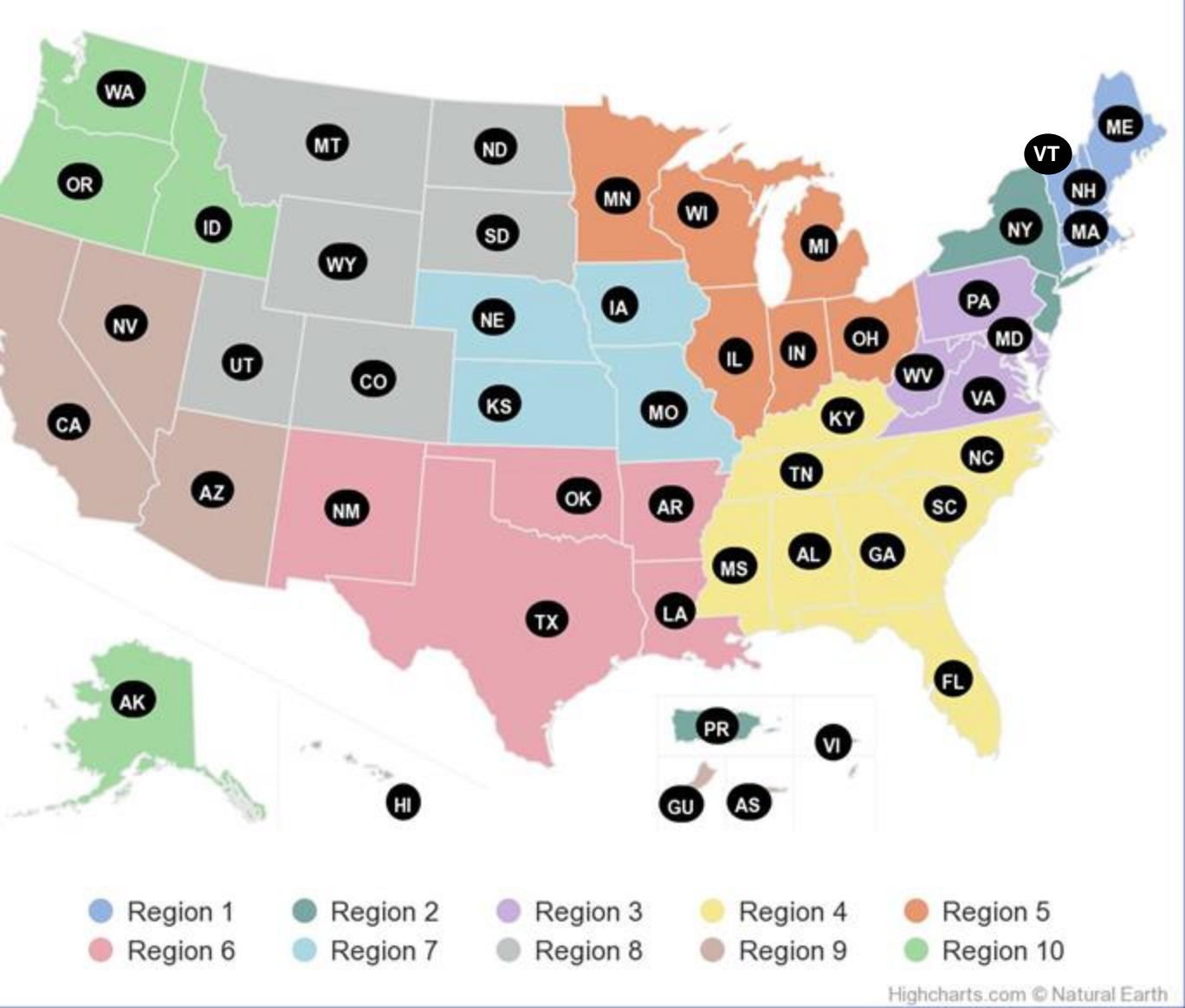


Webinar Participants

Years in Role



Where are you joining us from today?



POLL 1:
From where
are you joining
us today?



Agenda

- 1 **Welcome + Introduction**
- 2 **Overview of Grow Your Own**
- 3 **Expert Panel Discussion**
- 4 **Campaign First Look**
- 5 **Closing**



Presenters

Welcome + Overview



Elizabeth Pufall Jones

Director of Preparation and
Work Environment Programs

Center for the Study of Child
Care Employment, UC
Berkeley

Discussion Moderator



Erica Phillips

Executive Director
National Association for Family
Child Care

Expert Panelists



Damaris Alvarado-Rodriguez

CEO

Children's Playhouse



Joana Herrera

Provider and Training
Support Coordinator

Training and Support
Coordinator, SEIU Education
and Support Fund



Jada Vargas

Aspiring Early Childhood
Educator

Millionth recipient of the CDA

Objectives



Raise Awareness

Provide an understanding of Grow Your Own approaches in the context of early childhood education (ECE).



Elevate Educator Voice

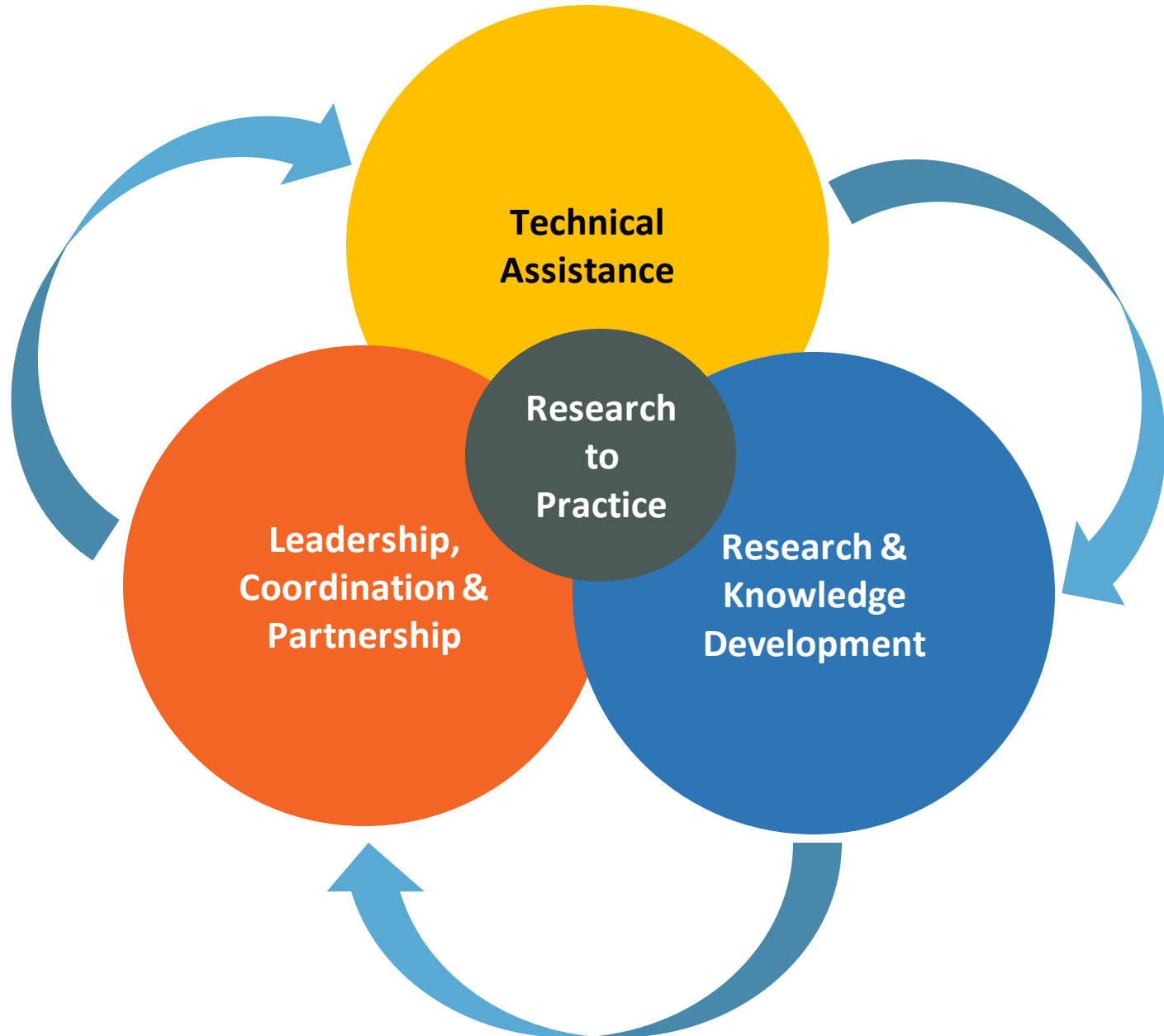
Learn from committed individuals who have participated in and led Grow Your Own efforts about the importance of local approaches to workforce development.



Inspire + Invite

Inspire YOU to engage with Grow Your Own. Share your success stories. Participate in the Grow Your Own Campaign launching in April.

Research to Practice



Communities are facing a shortage of early childhood educators

Young children deserve to be cared for and taught by passionate educators who understand their unique needs.

Early educators deserve recognition and compensation for their passion and expertise, and improved work environments and support to pursue career advancement.



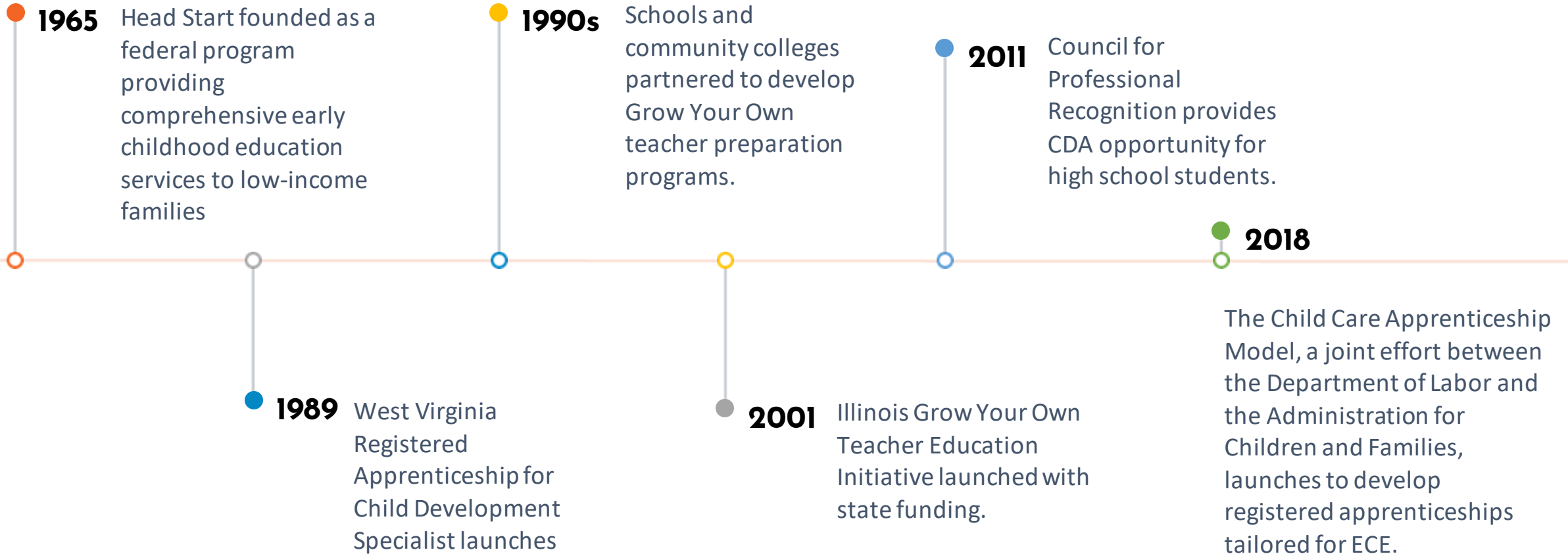
Grow Your Own

Drawing from within communities to support a diverse, qualified, and well-compensated ECE workforce.

Grow Your Own is an umbrella term that describes the many and dynamic, equity-centered, **community-driven**, and holistic approaches designed to help communities support, strengthen, and sustain a strong, well-qualified, experienced, and diverse early educator workforce by nurturing the talents that already exist from within it, and by removing barriers to entering and staying in the field.



Grow Your Own Milestones



Grow Your Own brings research to practice

- Educators from the community are more likely to share cultural experiences and speak the same languages as the children. Children learn better with culturally relevant curriculum
- Grow Your Own approaches cultivate talent locally.
- Over the course of 8 years, a grow your own initiative for special education educators found that the Teaching Capacity Index in rural areas significantly increased. (Sutton, Bausmith, O'Connor, Pae & Payne, 2014)



National Association for Family Child Care

Erica Phillips, Executive Director



1. Promotes high-quality, home-based child care

The only national professional association dedicated solely to promoting high-quality early care and education in home-based settings

2. Amplifies FCC voices

Amplifying the genuine perspective of FCC across the country to inform federal policy while building the collective power of FCC at state and local levels

3. Partners to support the ECE workforce

Leveraging expertise and networks to foster great collaboration, share information, and best practices related to family child care and workforce development.

Essential Elements

Design Infrastructure



**Representative and
Inclusive Leadership**



**Institutions of Higher
Education**



Start Up Funding



Equity –Centered Shared Vision

**Infrastructure
for Design**



ECE Programs



**Grow Your Own
Participants**



**Strong Community
Partnership**



Essential Elements

Program Delivery



**Community-Based
Recruitment**



**Structured and Culturally-
Responsive Pathways**



Paid Work Experience



Equity –Centered Shared Vision

**Program
Delivery**



Wraparound Supports



Financial Incentives



Career Advancement

Essential Elements

Sustainability Infrastructure



**Policy &
Advocacy**



**Data
Collection**



**Ongoing
Feedback**



Equity –Centered Shared Vision



Evaluation



**Longstanding
Community**

**Infrastructure
for
Sustainability**



Poll #2

Latinos Educandos Juntos + Exceptional Bilingual Leadership Fellowships



Damaris Alvarado-Rodriguez, Founder and Owner of Children's Playhouse

1. Builds leadership from within

Launched the Exceptional Bilingual Leadership Fellowship to support the growth and professional development of aspiring leaders

2. Engages communities to recruit new educators

Creates opportunities to hire and support community members as they earn their credentials

3. Worthy wages and benefits

Created compatible salary scale for teachers with certifications and comprehensive benefits

SEIU's Educator-Led Communities of Care



Joana Herrera , Leader of the ELCC and former family child care home provider

1. Advocates for child care workers

Advocates for fair wages and working conditions for child care workers across all settings.

2. Provides culturally-responsive training

Developed Juntos Podemos a peer mentoring and leadership development course for Spanish-speaking family child care home providers, and Educator-Led Communities of Care professional development initiative led by peers.

3. Creates sustainable pathways

Through the SEIU Early Childhood Education Apprenticeship 20 providers have completed Bachelors Degrees and eight have completed Associates Degrees in two years.

Council for Professional Recognition

Jada Vargas, Millionth Recipient of the CDA, Early Childhood Educator,
and Co-President of White Mountain Apache Tribal Youth Council



1. Pathways to credentials

Provides multiple opportunities for individuals to earn the Child Development Associate credential, including pathways for high school students.

2. Hands-on experience

Requires a combination of coursework and experience working with children in an early childhood education setting

3. Quality improvement

Focuses on promoting improved performance and recognition within early childhood education.



Panel Discussion



Poll #3

First Look: Grow Your Own Campaign

#GrowYourOwnECE





In the Chat:

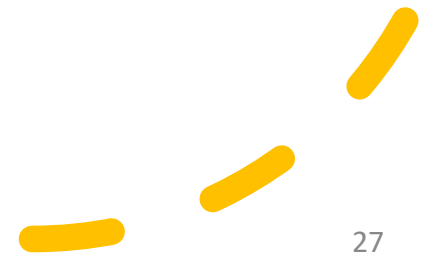
What does Grow Your Own ECE mean to you?

Join us for
upcoming
**Grow Your Own
Campaign
Webinars**

Wednesday, April 10, 2024 (12-1:30 ET)
Grow Your Own ECE: Catalyst for Recruitment

Wednesday, April 17, 2024 (12-1:30 ET)
Grow Your Own ECE: Partnerships and Pathways

Wednesday, April 24, 2024 (12-1:30 ET)
Grow Your Own ECE: Nurturing and Supporting Talent



Further Reading

The following include resources referenced in the presentation and shared in the chat by attendees during the live webinar on 3/13.

- [*Valuing Student Experiences: An Introduction to Culturally Responsive Education \(CRE\)*](#), published by SRI International in 2021, describes the positive impact on students of color when they are taught by educators who share the cultural background of their students.
- [*Call Me MISTER®*](#) (acronym for Mentors Instructing Students Toward Effective Role Models) is an initiative that began at Clemson University to support Black men in becoming elementary school teachers in South Carolina's lowest performing schools.
- [*What's the Difference Between Grow Your Own, Teacher Residency, and Teacher Registered Apprenticeship?*](#), published on the New America blog, provides helpful comparison and breakdown of the similarities and differences between these three strategies.
- [*Grow Your Own Educators: A Toolkit for Program Design and Development*](#), published by New America, provides a collection of user-friendly resources. Although this is mostly geared for K-12, this is a helpful resource to learn more about Grow Your Own.

Further Reading (continued)

The following include resources referenced in the presentation and shared in the chat by attendees during the live webinar on 3/13.

- Visit the [Council for Professional Recognition](#) to learn more about pathways to earning the Child Development Associate® (CDA) credential and read more about Jada Vargas' journey [here](#) and [here](#).
- Learn more about [Latinos Educandos Juntos](#), the program that Damaris Alvarado-Rodriguez founded to support leadership development for the LatinX/Hispanic community in Pennsylvania.
- [Explore the SEIU Education & Support Fund](#) and the [Child Care Providers United Training Fund](#) to learn about their efforts to support the early care and education workforce, including the [Educator-Led Communities of Care \(ELCC\)](#) Program Joana Herrera described.
- This [Indigenous First Steps Project at Portland State University](#) was shared in the chat as a fully online, cohort-based professional development program for early childhood professionals that integrates Native language, culture, histories, and oral stories for recovering and sustaining culture.
- [Clackamas Community College's La Educación Infantil Y Los Estudios Familiares](#) was highlighted in the chat as an example of a two-year, National Association for the Education of Young Children accredited, Associate of Applied Science degree offered entirely in Spanish. This program is partially funded through the Oregon Department of Education's Grow Your Own/Teacher Partnership Pathway fund.



Thank you!



National
Early Care & Education
WORKFORCE CENTER



Email: WorkforceCenter@ChildTrends.org

Website:
www.nationaleceworkforcecenter.org