

DEVELOPING EARLY CHILDHOOD EDUCATORS

March 19, 2008



DECE

This project seeks to convene a working group to align all stakeholders to present a **consistent, clearly articulated, well integrated, universal and comprehensive system** for early childhood educators to access, afford and attain an industry recognized credential - and to educate, train and empower candidates in all Early Education and Care professions by providing clarity and creating pathways to overcome obstacles through a broad range of responsive partnerships and active stakeholders crafting solutions to promote systemic change; and by creating a career lattice, training structure and wage enhancing vehicles that elevate the work of the profession from a job to a career at all levels- through multiple points of entry - especially for women, minorities, non-English speaking and economically disadvantaged candidates.

GOALS

Through the creation of a seamless educational system, DECE partners will achieve the following goals:

- Reduced staff turnover, therefore reducing the cost of replacement and retraining of employees.
- Increased number of teachers enrolling in college degree programs, or further advancing toward obtaining degrees and/or receiving other professional development credentials.
- Increased ability to train more staff by grouping employers with common needs.
- Increased ability to meet staff qualifications for Universal Pre-K funding and other initiatives that increase quality and teacher compensation.

To Achieve A Quality Workforce

The overall purpose of this two year project is to help partnerships address the workforce development needs of their business, and to increase staff professionalism by growing the number of teachers with credentialing, and higher education which will result in higher quality instruction in partner programs and ultimately better education for young children.

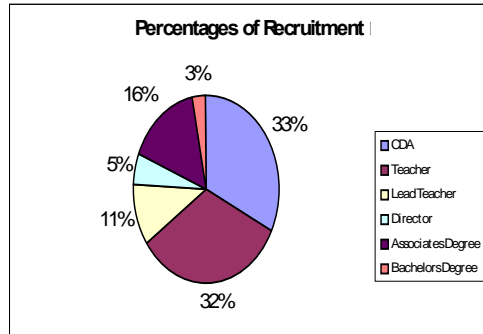


- Career Counseling
- Application Process
- Admissions Curriculum
- Transition to Practice

As science understands more about brain development in children, the time children spend in early education and out of school time has taken on increased importance as have the qualifications of the educators who perform this work.

Participant Demographics

Categories	Enrolled	
CDA	60	25
Teacher	60	55
Lead Teacher	20	17
Director	10	4
Associates Degree	30	1
Bachelors Degree	5	2
Total	185	104



Age Group				Race/Ethnicity			
18-25:	28	46-51:	7	Caucasian:	21	Two or more races:	4
26-31:	18	52-55:	4	Asian:	2	Unresponsive:	9
32-35:	16	56-65:	4	African/American:	29	Latino/Hispanic:	51
36-41:	13	66-71:	1	American Indian	3	Non Latino:	49
42-45:	13			Other:	36		

P.E.T.	Income Levels				
	Cambridge College	Elms	HCC	Springfield College	STCC
25	34	1	22	1	21

Income Levels					
0-21k:	61	35-42k:	5	56-63:	2
21-28k:	18	42-49k:	2	63-70:	0
28-35k:	11	49-56k:	2	70->:	3

Employers	
A Brighter Future	2
Acorn Learning Center	3
Arbors Kids LLC	3
Chicopee Child Development	1
Child Dev. FCC System	1
Children's Corner Day Care	2
Diane Hunter-FCC	1
Early Childhood Centers	19
Giggle Gardens	6
Jewish Community Center	2
Make Way for Ducklings	1
MSPCC	1
New Beginnings	2
New Creations	3
NNCC	5
Square One	33
The Kid's Place	1
Train up- FCC	1
Trinity	1
VOC	10
YMCA	1

DECE Partnership

- Workforce Competitiveness Trust Fund via Commonwealth Corporation
- Regional Employment Board of Hampden County, Inc.
- Preschool Enrichment Team, Inc.
- Irene E. and George A. Davis Foundation

Academic Partners:

- American International College
- Bay Path College
- Cambridge College
- The Elms
- Holyoke Community College
- Springfield College
- Springfield Technical Community College
- Westfield State College

Early Childhood Programs:

- A Brighter Future
- Armory Square Day Care
- Acorn Learning Center
- Arbors Kids LLC
- Chicopee Child Development
- Child Development FCC System
- Children's Corner Day Care
- Early Childhood Centers
- Giggle Gardens
- HCS Head Start
- Jewish Community Center
- Jolly Juniors Child Care Center
- Make Way for Ducklings
- Mass Mutual Children's House
- Miss Diane's Day Care
- MSPCC
- New Beginnings

- New North Citizens Council
- Square One
- The Kid's Place
- Train up a Child -FCC
- Trinity Nursery & Kindergarten
- Valley Opportunity Council
- YMCA Magic Years Day Care

Teaching is the profession that teaches all the other professions.
 ~Author Unknown