Who’s Teaching Our Youngest in Orange County?

January 18, 2006

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Research Shows that College Education is Important for Preschool Teachers

- Education predicts
  - Emotional support
  - Language use
  - Social interaction
  - Interest and individualization
- All education is positive
- Incremental degrees linked to incremental benefits

Limited Information About Workforce

- Available data:
  - United Way Success By Six Salary and Working Conditions Survey (2001)
  - Orange County Association for the Education of Young Children Members
  - Orange County Head Start staff
- Possible additional data sources:
  - Child Development Permit holders
  - State Preschool staff
  - School districts

Center’s Best-Educated Staff

- Chart showing the percentage of centers with different levels of education:
  - Units Only: 37%
  - Associate’s Degree: 20%
  - Bachelor’s Degree: 30%
  - Graduate: 11%

Teachers’ Education

- Pie chart showing the distribution of teachers’ education:
  - Only Units: 64%
  - Associate’s Degree: 15%
  - Bachelor’s Degree: 20%
  - Graduate Units: 1%
### Ratio & Group Size Comparison

<table>
<thead>
<tr>
<th>School Age</th>
<th>Ratio</th>
<th>Group Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infant</td>
<td>1:4</td>
<td>12</td>
</tr>
<tr>
<td>Toddler</td>
<td>1:6</td>
<td>12</td>
</tr>
<tr>
<td>Preschool</td>
<td>1:12</td>
<td>18</td>
</tr>
<tr>
<td>School Age</td>
<td>1:14</td>
<td>28</td>
</tr>
</tbody>
</table>

### Education Comparison

<table>
<thead>
<tr>
<th>Status</th>
<th>Title 22</th>
<th>Title 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aides/Assistant</td>
<td>No Continuing Ed</td>
<td>Continuing Ed Requirement</td>
</tr>
<tr>
<td>Provisional / Associate</td>
<td>18 yrs and enrolled in ECE</td>
<td>6 ECE/CD units</td>
</tr>
<tr>
<td>Teacher</td>
<td>12 ECE units and 6 mo experience</td>
<td>24 ECE/CD units</td>
</tr>
<tr>
<td>Director</td>
<td>• 4 yrs exp. w/ units or • 1 yr exp. w/ BA or • and 3 units admin.</td>
<td>BA including Site Supervisor Requirements</td>
</tr>
</tbody>
</table>

### Expected Head Start Mandates

- 2008: All teachers must
  - Have CDA
  - Be enrolled in college
- 2010: All teachers must have AA
- 2011: 50% of teachers must have BA

- Also requires:
  - Degrees for some administrators
  - Yearly professional development
  - Teachers meet state preschool requirements

### Compensation Retention Initiatives

- **Goals**
  - Improve retention
  - Increase education
  - Reward professional development

- **Strategy:** compensate staff for completing college coursework while stably employed

### CRI

- **AB 212**
  - Funding from Child Development Division of California Department of Education
  - Stipend upon completion of college units
  - Staff at state-funded schools

- **CARES**
  - Funding from First 5 California
  - Private and publicly-funded staff
  - Not available in Orange County
  - Includes:
    - Stipend, books & materials
    - Counseling & support

- **Success By 6 Accreditation Project**
  - Funding from United Way
  - Staff at participating schools
  - Stipend upon completion of college units
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Orange County AB 212 Data

AB 212 Participants’ Education

AB 212 = Education Motivator

Did AB 212 motivate you to continue your education?

1%

NAEYC Accreditation

Center Accreditation

- 2006: 25% of teachers have AA all are working on degrees
- 2010: 50% of teachers have AA 25% of teachers have BA
- 2015: All teachers have AA 50% of teachers have BA
- 2020: 75% of teachers have BA

College Accreditation

- Specifies content for effective teacher preparation
- Emphasizes:
  - Developmentally Appropriate Practice
  - Family/community partnerships
  - Observation and assessment
  - Ongoing professional development

Quality Rating Systems

- Generally based upon
  - Early Childhood Environmental Rating Scale (ECERS)
  - Teacher education
- United Way Quality Rating System
  - Easily used by parents
  - Links teacher education and training to quality
  - Implements the Permit in private centers
  - Requires ongoing progress toward college degrees
Assessment & Accountability

- Goal: evaluate efficacy of early childhood programs
- Process: ongoing child assessments
  - Desired Results Developmental Profile (DRDP)
  - Prekindergarten Standards
  - National Reporting System (NRS)
- Requires:
  - Highly educated staff
  - Specific training on the measure

Accountability Changes

- Good Start, Grow Smart
  - Extension of No Child Left Behind
  - Proposes new accountability guidelines
  - Likely linked to funding
- Changing California Assessments
  - Revision to DRDP
  - Prekindergarten Standards
  - Implications not defined

Preschool for All

- Various models
  - First 5 California Pilot Projects
  - Los Angeles
  - PfA Ballot Initiative
- All teachers have BA & Credential by 2016

PfA Bachelor’s Degree

- Built on the 24 units of child development specified in the Permit
- PfA recognizes existing Permit holders as most highly qualified current workforce
- Facilitate completion of degree within timeframe
- Comply with NAEYC college accreditation guidelines
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Collect Missing Information
- Current data on:
  - Workforce in private centers
  - Staff turnover
  - Incentives for professional development
  - Support for education costs/time
- Proposal: Create workgroup to design county-wide survey
- Hosted by United Way Success By 6
- First meeting: February 2 @ 1:00 PM

Create County-Wide Articulation Plan
- Specify common lower-division core of 15-18 units
- Include existing 6 units
- Meet Permit requirements
- Fulfill county needs
- Accepted by 4-year programs
- Proposal: Create workgroup to create an collaborative environment to define course learning objectives
- Hosted by Child Development Planning Council
- First meeting: February 7 @ 1:00 PM
- Location: B33 at Santa Ana College

Together we can do it!

Availability of Bilingual Classes
Success By Six Survey

- English Only
- Some Bilingual Rooms
- All Bilingual Rooms
- Other Language Only

Availability of Bilingual Classes

OC Head Start Language Proficiency

- English
- Spanish
- Asian
- Middle Eastern
- Other

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