

# Power to the Profession

There are more than 40 million children birth through age 8 in America. One of the best things our country can do to support and improve outcomes for these children and their families is to make significant, substantial, and sustained investments in high-quality early childhood education. And because positive relationships are at the core of quality, investing specifically in early childhood educators is the best thing we can do to improve early childhood education.

Yet in order to receive the significant and sustained public investments that would allow all children to benefit from high-quality early childhood education, early childhood educators and stakeholders must agree on some clear, foundational elements of the diverse, effective, equitable, and well-compensated profession we all want.

Since January 2017, a broad-based Task Force of leaders from 15 national membership organizations has been working in partnership with the early childhood education field and stakeholders to define the early childhood education profession for children birth through age 8 by establishing a unifying framework for career pathways, knowledge, competencies, qualifications, standards, and compensation across states and settings.

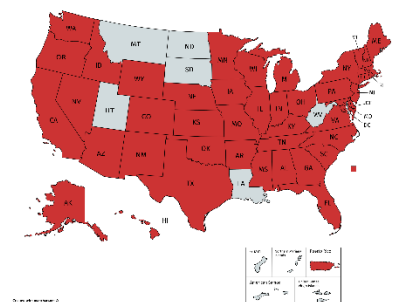
## Where is P2P now?

Building on the tireless efforts of allies and advocates across the decades, the first six Decision Cycles have laid the groundwork for the future early childhood education profession by making recommendations on the name and the responsibilities of the profession (Decision Cycle 1), the competencies of early childhood educators (Decision Cycle 2), professional pathways, and compensation (Decision Cycles 3-6) that form the core of the Framework for a Unified Early Childhood Education Profession. Among other specific recommendations, this Framework elevates early childhood educators at multiple levels (Early Childhood Educator I, Early Childhood Educator II, and Early Childhood Educator III). These levels are intentionally connected to and informed by the agreed-upon competencies, and have been developed so that each and every person in this profession can play a valuable and essential role in the development and education of young children.

The current set of draft recommendations, known as Decision Cycle 7+8 is built on the foundation set by the previous decision cycles and addresses the interrelated and interdependent supports, resources, quality assurances, and infrastructure that must be in place to ensure meaningful and collective accountability to one another, and to children across states and settings.

## Who is engaged in P2P?

Throughout the iterative Power to the Profession Decision Cycle process, the Task Force has heard from and listened to thousands of early childhood educators, administrators, and higher education faculty. Groups in 46 states and territories have hosted P2P events, including information sessions, conference keynotes, focus groups, interviews, workshops, and webinars. In addition, nearly 6,000 individuals have responded to the P2P surveys, nearly 70% of whom identify as current practitioners and 21% of whom identify as educators of color.



As of August 2019

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There has been extensive partner and Affiliate leadership:

- 97% of NAEYC Affiliates have featured P2P at conferences or engagements with their members
- Deep Dive Affiliates (Indiana, Iowa, New Mexico, New York, Wisconsin) have held 500 outreach events and engaged more than 11,000 individuals
- 88% of the P2P Task Force and stakeholder organizations that host national conferences have featured P2P

With a sharpened equity lens:

- More than 21 focus groups designed to intentionally engage educators from rural communities and communities of color
- Conversations in Spanish with Spanish-speaking educators from the following states: California, District of Columbia, Illinois, Maryland, New York, Puerto Rico, Texas, Virginia
- Collaborations and conversations led and organized by organization such as the American Indian College Fund, National Black Child Development Institute, Latino Policy Forum, and Education Trust

And a focus on building political will and public awareness:

- Dozens of meetings with federal and state elected and appointed officials
- 10 media references
- 15 public blogs and policy papers
- 500+ tweets, reaching 57 million accounts

## How can you help advance P2P?

Your voice is critical and powerful. To engage in this initiative, and make your voice heard, you can:

- 1. Read the draft and check out more resources at [www.powertotheprofession.org](http://www.powertotheprofession.org)**
  - Recorded webinars and slides
  - Frequently Asked Questions
  - Recursos en Español (Materials in Spanish)
- 2. Tell us what you think by completing the DC 7+8 survey by September 25, 2019.**
- 3. Share the draft and resources with others.**
  - Host a Power to the Profession discussion group with your colleagues (facilitator guides and supports are available upon request!)
  - Partner with your Affiliate and other ECE partners to host a conversation.
  - Post on social media and encourage your followers to weigh in.
- 4. Prepare for implementation.**
  - Invite the members of key state and Congressional committees to visit high-quality early childhood settings to talk with educators and families.
  - [Uncover the Inner Workings](#) to help further your understanding of who holds power to make or prevent change in your state, and where that power is held.

This is your profession, and there is a place for you here. We invite you to contribute your expertise and passion, and hope you will join us to learn more about how to help build the movement.

Sign up for Virtual Office Hours online or email [p2p@naeyc.org](mailto:p2p@naeyc.org).