Strengthening the Early Care & Education Workforce
CGLR Funder Roundtable

November 13, 2018
Please mute your phone until ready to speak and do not put call on hold.
This meeting will be recorded.
Funder Roundtable Agenda

• Welcome & Introductions

• What is working? What are we learning? What is next?
  ❖ Steffanie Clothier, Gary Community Investments
  ❖ Jacqueline Jones, Foundation for Child Development

• Peer Learning Funder-Driven Conversation

• Wrap Up
  ❖ Accessing the Funder’s Corner
  ❖ Upcoming Funder Roundtables
# Thank You for Joining Us Today

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Justina Acevedo-Cross</td>
<td>Hawaii Community Foundation</td>
</tr>
<tr>
<td>Katherine Baldwin</td>
<td>The Urban Child Institute</td>
</tr>
<tr>
<td>John Bartosek</td>
<td>Children’s Services Council of Palm Beach County</td>
</tr>
<tr>
<td>Fred Bauters</td>
<td>Gary Community Investments</td>
</tr>
<tr>
<td>Shelly Brooks</td>
<td>Lee County Excel by 5</td>
</tr>
<tr>
<td>Steffanie Clothier</td>
<td>Gary Community Investments</td>
</tr>
<tr>
<td>Kim Davenport</td>
<td>Edward Street Child Services</td>
</tr>
<tr>
<td>Glenda Davis-Canteen</td>
<td>Georgia Department of Early Care and Learning</td>
</tr>
<tr>
<td>Angela Duran</td>
<td>Arkansas Campaign for Grade-Level Reading</td>
</tr>
<tr>
<td>Nikki Ferrera</td>
<td>Too Small to Fail</td>
</tr>
<tr>
<td>Mia Fill-Diaz</td>
<td>LENA</td>
</tr>
<tr>
<td>Andrew Ford</td>
<td>The Winthrop Rockefeller Foundation</td>
</tr>
</tbody>
</table>
## Thank You for Joining Us Today

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vanessa</td>
<td>United Way for Greater Austin</td>
</tr>
<tr>
<td>Grace</td>
<td>Campaign for Grade-Level Reading Funder Roundtables</td>
</tr>
<tr>
<td>Kim</td>
<td>Hawaii P-20 Partnerships for Education</td>
</tr>
<tr>
<td>Suzanne</td>
<td>Community Foundation of Northwest Georgia</td>
</tr>
<tr>
<td>Deana</td>
<td>Pikes Peak United Way</td>
</tr>
<tr>
<td>Jacqueline</td>
<td>Foundation for Child Development</td>
</tr>
<tr>
<td>Portia</td>
<td>Buffett Early Childhood Fund</td>
</tr>
<tr>
<td>Liza</td>
<td>Children’s Services Council</td>
</tr>
<tr>
<td>Shelby</td>
<td>Maycomb Capital</td>
</tr>
<tr>
<td>Alex</td>
<td>United Way of the Quad Cities Area</td>
</tr>
<tr>
<td>Debra</td>
<td>United Way of Skagit County</td>
</tr>
<tr>
<td>Alexandra</td>
<td>The Burke Foundation</td>
</tr>
</tbody>
</table>
Thank You for Joining Us Today

<table>
<thead>
<tr>
<th>Name</th>
<th>First</th>
<th>Last</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cathy</td>
<td>McHorse</td>
<td></td>
<td>United Way for Greater Austin</td>
</tr>
<tr>
<td>Jean</td>
<td>McSpadden</td>
<td></td>
<td>Bright by Three</td>
</tr>
<tr>
<td>Kacee</td>
<td>Miller</td>
<td></td>
<td>Early Milestones</td>
</tr>
<tr>
<td>Alisa</td>
<td>Mitchell</td>
<td></td>
<td>The Community Foundation of Sarasota County</td>
</tr>
<tr>
<td>Carol</td>
<td>ODonnell</td>
<td></td>
<td>CT Early Childhood Funder Collaborative</td>
</tr>
<tr>
<td>Jill</td>
<td>O'Meara</td>
<td></td>
<td>Georgia Department of Early Care and Learning</td>
</tr>
<tr>
<td>Candace</td>
<td>Radoski</td>
<td></td>
<td>First Book</td>
</tr>
<tr>
<td>Ariella</td>
<td>Rotenberg</td>
<td></td>
<td>Maycomb Capital</td>
</tr>
<tr>
<td>Angela</td>
<td>Rutherford</td>
<td></td>
<td>University of MS</td>
</tr>
<tr>
<td>Caitlyn</td>
<td>Stafford</td>
<td></td>
<td>LENA</td>
</tr>
</tbody>
</table>
Thank You for Joining Us Today

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cecilia</td>
<td>Stancell Dyson Foundation</td>
</tr>
<tr>
<td>Sarah</td>
<td>Torian Campaign for Grade-Level Reading Funder Roundtables</td>
</tr>
<tr>
<td>Bridgette</td>
<td>Washington Georgia Department of Early Care and Learning</td>
</tr>
<tr>
<td>Tracy</td>
<td>Zimmerman North Carolina Early Childhood Foundation</td>
</tr>
<tr>
<td>Ellen</td>
<td>Zinzeleta United Way Suncoast</td>
</tr>
</tbody>
</table>
Leading Edge Conversation:
Transforming the Early Childhood Workforce in Colorado

Steffanie Clothier
Investment Director, Child Development
Gary Community Investments

gradelevelreading.net / @readingby3rd / #GLReading
Transforming the Early Childhood Workforce in Colorado Initiative

An Innovative, Public-Private Partnership

Fiscal Sponsor: Rose Community Foundation
Project Components

Research
Collecting information on the experience and impact of the early childhood workforce.

Plan
Early Childhood Workforce 2020 Plan
Developing an actionable State plan to support the early childhood workforce.

Explore
Testing innovative strategies to recruit, retain, support, and compensate the early childhood workforce.

Communicate and Sustain
Sharing ideas and supporting sustainable change.
Theory of Change: For a Strong Early Childhood Workforce

**Inputs**
- Research and Planning
- State and Community Engagement
- Public-Private Partnership and Resources

**Levers for Change**
- State System & Policy Opportunities
- Targeted Recruitment
- Career Pathways
- Compensation
- Working Conditions
- Community / Program System & Policy Opportunities

**Short-term Outcomes**
- Job satisfaction
- Professional and personal well-being

**Intermediate Outcomes**
- Recruitment and retention of an effective, qualified, diverse workforce
- Consistent, high-quality care

**Long-term Outcomes**
- Increased Child Outcomes
- Better Family Outcomes: Parent Satisfaction
- Decreased stress
- Workplace productivity

Transforming the Early Childhood Workforce in Colorado
Implementing Solutions

Systems Building

Public-Private Partnership

State

Local

Replicable, Sustainable, Scalable Models
Policy Change
Proof of Concept and Success Stories
Workforce Data

Transforming the Early Childhood Workforce in Colorado

gradelevelreading.net / @readingby3rd / #GLReading
Workforce Innovation Grants
Leading Edge Conversation:
Improving Outcomes for Young Children by Strengthening the Early Care and Education Workforce

Jacqueline Jones, Ph.D
President and CEO
Foundation for Child Development
What We Do

We fill gaps in knowledge.
• Identify under-researched areas and build new fields of knowledge.

We influence policy.
• Help policymakers to make informed decisions about young children.
Early Care and Education Workforce Program Goals

**Strategies:**
- Scholarship
- Policy/Advocacy
- Communications
Early Care and Education Workforce Program Goals

- Professionalize the Field
- Enhance Quality of Practice
- Improve Preparation & Ongoing Development
We fill gaps in knowledge

Current Research Programmatic Area:
• Implementation Research in Early Childhood Education

Problem:
• Insufficient information on what components of ECE programs are working - or not - for specific subgroups of children and under what circumstance.

Theory of Action for Implementation Research:
• Awareness of need for implementation research in ECE and development of an implementation research agenda can lead to higher program quality and stronger outcomes for young children.
Public Policy/Advocacy Implementation Research

NYC Early Childhood Research Network

- Research Practitioner Partnership
- Co-creation of research questions
- 8 studies
- Regularly scheduled meetings between researchers and city agency representatives
- Use of research findings for quality improvement
Early Care and Education Workforce Program Goals

- Professionalize the Field
- Enhance Quality of Practice
- Improve Preparation & On-going Development
We influence policy.

Current Policy Programmatic Areas:
- Professionalize the ECE Workforce
- Improve ECE teacher preparation

Problem:
- Variations in the knowledge, skills and dispositions of ECE teachers across the states
- Uneven quality of ECE programs
- Opportunity and achievement gaps still exist

Theory of Action:
Improving the preparation and compensation of the ECE workforce will enhance the quality of ECE programs and lead to stronger outcomes for young children.
Big Bet Collaboration: Lessons Learned

• Assembling the “right people” takes time.
• A compelling goal brought people together.
• Learning together created a strong foundation for partnership.
• Identifying and supporting champions translated talk into action.
• Collaborating effectively required a serious investment of time and resources.
• Context informed the approach to the solution.
Questions & Discussion:

Steffanie Clothier
Gary Community Investments
sclothier@garycommunity.org

Jacqueline Jones
Foundation for Child Development
jacqueline@fcd-us.org
Continue the Conversation on the Funders Corner
Save the Dates

• Upcoming Funder Roundtables
  Second Tuesday of the Month, 2-3pm ET
  • Trauma-Informed Approaches - December 11, 2018
    Rajni Dronamraju, Genentech
    Suzanne Mineck, Mid-Iowa Health Foundation