



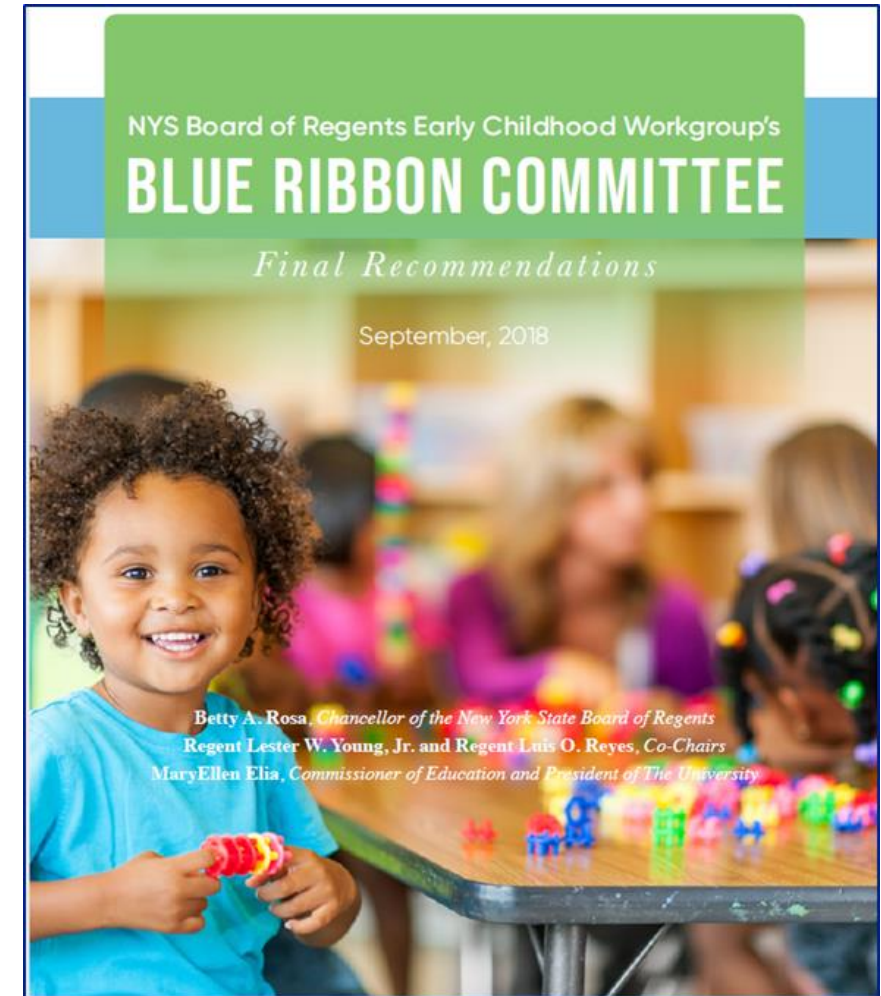
**NEW YORK STATE
BOARD OF REGENTS
EARLY CHILDHOOD WORKGROUP'S
BLUE RIBBON COMMITTEE (ECBRC)**

ECBRC FOCUS GROUP

RECOMMENDED NEXT STEPS:

***STRENGTHENING EARLY CHILDHOOD
BIRTH TO GRADE 3 TEACHERS AND
BIRTH TO GRADE 12 LEADERS***

MARCH 2, 2020





ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS

GREETINGS AND INTRODUCTIONS

❖ John D'Agati

*Senior Deputy Commissioner for
Education Policy*
P-12 and Higher Education
New York State Education Department

❖ Kathleen R. DeCataldo, Esq.

Assistant Commissioner
Office of Student Support Services
New York State Education Department



ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS

AGENDA

- ❖ Greetings and Introductions
- ❖ ECBRC Background
 - September 2018 Board of Regents (BOR) Presentation:
 - ✓ ECBRC's Report of Final Recommendations
 - December 2019 BOR Presentation:
 - ✓ ECBRC Workforce Focus Group
 - ✓ BOR 2020-21 NYS Budget Priorities for Early Childhood -
Teacher and Leader Model Preparation Programs
- ❖ ECBRC Recommended Next Steps
- ❖ Moving Forward
- ❖ Closing Remarks





ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS

ECBRC's 2018 REPORT OF FINAL RECOMMENDATIONS



❖ In September 2018, the Blue Ribbon Committee advanced a total of 18 Birth to Age 8/Grade 3 recommendations in its Final Report and presented to the Board of Regents:

- Eighteen recommendations, each designated a budget proposal, education policy, or requiring legislative action are grouped in categories to strengthen:
 - Comprehensive Services for Children and Families
 - *The Early Childhood Workforce* ← 2019 Focus Group
 - Statewide Supports and Infrastructure.



ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS

GOAL OF THE 2019 ECBRC FOCUS GROUP:

STRENGTHEN NEW YORK STATE'S EARLY CHILDHOOD TEACHERS AND LEADERS

PRIORITY 4

Recruitment, Preparation, and Professional Development of High-Quality, Culturally Responsive, and Linguistically Prepared Teachers and Leaders Across All Programs

Goal: To attract, educate and retain high-quality early childhood workforce which includes teachers and administrators who know their curricular content, have linguistic competence, can demonstrate developmentally appropriate instructional practices, and know the children they teach and how they learn.

All Priority Topic Areas can be found on Pages 10- 12 of the of the Committee's [2018 Final Report](#).



ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS CREDENTIALLED AND CERTIFIED ECE WORKFORCE

OCFS-Licensed and Head Start Early Childhood Settings <u>NOT</u> Collaborating with School Districts or Contracted with NYSED	School Districts and OCFS-Licensed Early Childhood Settings Collaborating with School Districts using NYS Prekindergarten funds
<p>Birth to Age 5 Credentialed Teachers Council for Professional Recognition Child Development Associate (CDA) Credential</p>	<p>Birth to Grade 2 / Age 8 (Current) NYS-Certified Teachers New York State Education Department</p>
<p>Birth to Age 5 Credentialed Leaders New York State Association for the Education of Young Children Children's Program Administrator Credential (CPAC)</p>	<p>Birth to Grade 12 / Age 21 NYS-Certified Leaders New York State Education Department</p>
<p><i>OCFS-Licensed and Head Start Early Childhood Teachers must be on a five-year study plan to become New York State Certified Teachers if they are instructing NYS-funded prekindergarten students.</i></p>	



ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS

FOCUS GROUP RECOMMENDATIONS - JUSTIFICATION

❖ **New York State's diverse learners have the right to an education that:**

- ✓ **Is based on the most current child development brain science and research, including from Birth to Age 3,**
- ✓ **Supports the comprehensive well-being of children and families, and**
- ✓ **Is provided by exceptionally prepared high-quality teachers and leaders who reflect the communities, cultures, and languages of the children and families they serve.**



- **As the Educator Diversity presentation to the Board of Regents on November 5, 2019 conveyed, the diversity of New York State's students continues to be significantly disproportionate to that of their teachers and leaders.**

New York State Education Department Presentation to the Board of Regents.(November 5, 2019) [NYSED Educator Diversity Briefing on Draft Report.](#)



2020-21 NEW YORK STATE BUDGET REQUEST

- ❖ ***\$2.5 million in new state funding to establish research-based, innovative, high quality:***
 - **Birth to Grade 3 teacher preparation model programs**
 - ✓ **\$1.2 million each year for four years**
 - **Birth to Grade 12 leader preparation model programs**
 - ✓ **\$1.2 million each year for two years**
 - **Staff costs to implement these initiatives**
 - ✓ **\$100,000 each year**

ECBRC'S RECOMMENDED NEXT STEPS



❖ ***To continue transforming New York State's early care and education system:***

- **The Board of Regents will consider the ECBRC's remaining recommendations that are not contingent upon the New York State budget process.**
- ✓ **Department staff will advise on implementation implications.**



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

BIRTH TO GRADE 3



1

- ❖ ***Consider expanding Early Childhood Education certification to include Grade 3 to align with Board of Regents policy.***





ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

PRESERVICE TEACHER AND LEADER PREPARATION

Work with Institutions of Higher Education (IHE), the New York State Office of Children and Family Services, the New York Association for the Education of Young Children and programs offering the Child Development Associate Certificate to encourage IHEs to:

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- Individually evaluate and award credit for experience and demonstrated expertise in Office of Children and Family Services-licensed and School District early childhood education settings;
- Evaluate the coursework and field experiences leading to obtaining the following ECE credentials:
 - ✓ Teacher: [Child Development Associate Certificate in NYS \(CDA\)](#);
 - ✓ Leader: [New York Association for the Education of Young Children's Program Administrator Credential](#).



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

PRESERVICE TEACHER AND LEADER PREPARATION

- ❖ ***Consider strengthening NYSED's IHE registration qualifications for Birth to Grade 3 Teacher Preparation and Birth to Grade 12 Leader Preparation programs to provide evidence that IHE coursework and field experiences are:***
- 3**
- **Aligned with the National Association for the Education of Young Children (NAEYC) Standards;**
 - **Competency-based and evenly distributed among / inclusive of all grade and age levels of NYS certification:**
 - ✓ **Teacher (Birth to Age 8 / Grade 3)**
 - ✓ **Leader (Birth to Age 21 / Grade 12);**



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS **PRESERVICE TEACHER AND LEADER PREPARATION**

❖ ***IHE Coursework and Field Experiences, Cont'd:***

- **Research-based in early literacy and child development from play-based Birth to Age 8 / Grade 3 and Birth to Age 21 / Grade 12, while keeping pace with current Birth to Age 3 brain science and overall advances in child development;**
- **Dedicated to the development of multilingual children's home languages, as well as English;**
- **Grounded in whole child well-being, including trauma-informed instructions and practices;**
- **Engaging to diverse families and communities with community-based organization collaborations;**

3

Cont'd



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

PRESERVICE TEACHER AND LEADER PREPARATION

❖ IHE Coursework and Field Experiences, Concl'd:

- Culturally, linguistically, socially, emotionally, and developmentally responsive and sustaining;
- Staffed by professors and field supervisors whose qualifications, skills, experiences, and expertise reflect all of the above, and explicitly, Birth to Age 3;
- Comprised of high quality field experiences, teaching experiences and observations with Birth to Age 3 practitioners in settings where infants and toddlers are served, the dedicated hours of which would be predetermined within the 50 total hours of required field experience.

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Concl'd



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

TEACHER CERTIFICATION

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- ❖ ***Within current Early Childhood Education preparation Programs encourage IHEs to consider allowing for specializations or concentrations such as Infants and Toddlers, or Prekindergarten.***

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- ❖ ***Consider promoting / incentivizing combined certifications in Early Childhood and Special Education with English to Speakers of Other Languages' Certification and/or Bilingual Education Extension;***
 - ✓ ***Via [NYSED's Individual Evaluation Pathway to obtain a NYS Bilingual Education Extension](#), allow the credit-bearing courses in the [CDA Bilingual Specialization](#) count toward certification.***



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

TEACHING ASSISTANT CERTIFICATION

- ❖ Consider allowing credit-bearing Child Development Associate Certificate (CDA) to satisfy the college coursework requirements for obtaining the NYS Teaching Assistant Certificate;

6





ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

INSERVICE PROFESSIONAL LEARNING

- ❖ ***Consider revising Continuing Teacher and Leader Education (CTLE) requirements for early childhood education teachers and school building leaders who hold Professional Certificates to mandate a set number of hours in each five-year registration period specific to NYSED-developed Birth to Age 8 / Grade 3 CTLE topics and materials, including, but not limited to:***

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- **Brain Development Research; Whole Child Approach;**
- **Infant / Toddler Development; Birth to Age 3 Critical Window;**
- **Developmentally Appropriate Practice, including Play-based Learning;**
- **Special Education and Education for Emergent Multilingual Learners;**
- **Holistic and Developmentally Appropriate Early Literacy Instruction;**
- **Culturally and Linguistically Relevant Pedagogy, including responsive practices that sustain culture and home language development.**



ECBRC FOCUS GROUP: RECOMMENDED NEXT STEPS

INSERVICE PROFESSIONAL LEARNING

- ❖ ***Consider retaining and sustaining the early childhood workforce by extending professional learning experiences beyond degree and certification requirements.***

8

- **Develop alternate professional learning models, including mentorship opportunities.**





MOVING FORWARD

❖ *April 1, 2020*

- **Anticipated Adoption of New York State's 2020-21 Budget**
 - ✓ **If proposed teacher and leader preparation model programs are funded, begin RFP development.**

❖ *Summer / Fall 2020*

- **Reconvene Early Childhood Blue Ribbon Committee Focus Group: Strengthening Teachers and Leaders.**



ECBRC FOCUS GROUP: STRENGTHENING NYS EARLY CHILDHOOD TEACHERS AND LEADERS

CLOSING REMARKS

