

Strong, Powerful Voices for Children

Lauren Hogan, NAEYC



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Nothing For Us Without Us

- Educator voices are necessary.
 - Policy made for educators without educators is worse policy that affects your practice.
- Educator stories are essential.
 - Policy makers need to understand what is happening on the ground.
- Educator expertise is critical.
 - You know best what works, in centers, schools, and family child care homes.



What Gets In The Way?

- Time
- Burnout, turnover, and exhaustion
- Lack of information sharing
- Educators don't feel wanted or welcomed at decision-making tables
- A sense that nothing ever changes so why bother?
- Discomfort in advocating for ourselves and our own pay
- Pay is too low for educators to have time to advocate about the fact that pay is too low



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ECE Field Surveys

More than 35,000 individuals working in child care centers and family child care homes responded to six NAEYC pandemic surveys, shared between March 2020 and January 2022

DISTRICT OF COLUMBIA

Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

102 total respondents, including **58%** child care centers and **21%** family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than **10,000** individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding

- Child care centers and family child care homes are operating at an average enrollment rate of 61% of their licensed capacity, with 33% of enrolled children attending on an average day.
- 43% of respondents inclusive of all settings say their program likely would have closed without help.
 - That includes 38% of all family child care providers and 49% of those who are a minority-owned business.
- 38% of respondents working in child care centers and 13% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
 - Another 55% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 71% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 89% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- 58% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families' well-being.

Staffing and Compensation

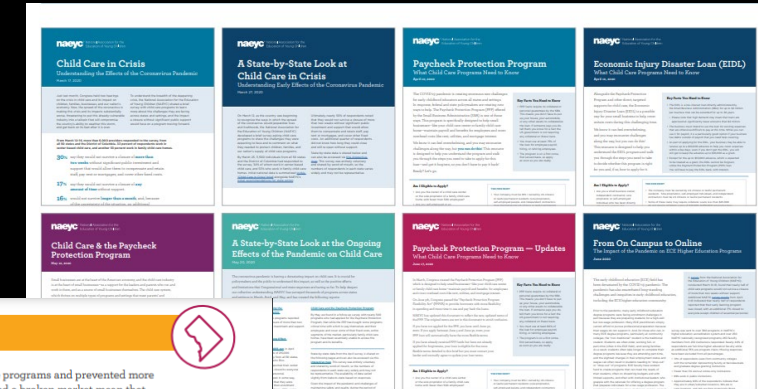
- 84% of child care centers are experiencing a staffing shortage.
 - 36% of programs impacted by staffing shortages are serving fewer children
 - 29% have a longer waitlist
 - 42% are unable to open classrooms
 - 37% have reduced their operating hours.
- 35% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
- 73% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
- On the issue of retention, 59% of respondents say that low wages are the most common reason that educators leave the field, followed by 14% who said lack of benefits. 11% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.
- In reflecting on their own time in the field, 42% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 10% saying maybe they would close.
 - This percentage rises to 61% of minority-owned businesses and a full 54% of those who have been in the field for one year or less.

"Congress investing hundreds of billions of dollars in high-quality child care and mixed-delivery preschool means that families will have choices and access to affordable high-quality early learning experiences for their children. It will also mean that the educators, who are respected and valued professionals doing the crucial work, will be able to earn a livable income and remain in the field."

- Child care program director, Washington, D.C.

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State Survey Data: Child Care at a Time of Progress and Peril | 10/48



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Media Stories

Thousands of national, state, and local media outlets quoted NAEYC national and state survey data, raising awareness about the child care crisis, while centering the stories of early childhood educators and families

H The Hechinger Report

Without immediate action, child care services could collapse ...

Apr 5, 2020



USA TODAY

Coronavirus child care crisis tops concerns as nation pushes to reopen. Parents ask: Who will...

May 17, 2020



Forbes

40% Of U.S. Child Care Centers Say They'll Close Permanently Without Public Assistance

Jul 14, 2020



NPR

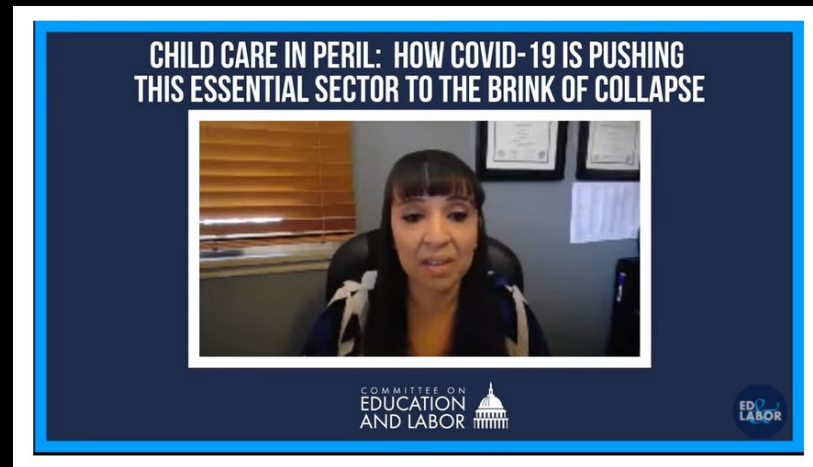
Researchers Warn Nearly Half Of U.S. Child Care Centers Could Be ...

Sep 7, 2020



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Centered Educators' Voices in Policymaking



Maria-Isabel Ballivian
Executive Director, ACCA Child
Development Center



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DCAEYC ECE Advocacy Ambassador Leadership Program: Wielding Your Power for Change

"My advocacy is not just for my students that I teach, but for myself." - Lamont Turner



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#SolveChildCare



NAEYC Brings Voices of Early Childhood Educators to Congress

"The grant money is the ONLY thing that has kept us from having to close our facility."

Heather, South Carolina, works for a faith-based child care program serving approximately 200 families

"It helped me so much to pay debts I had for my program, better the care for children and fix the car so I can drop off and pick up kids from school and home." - Mabis, New York, runs a family child care program serving 6 families

WHY IT'S TIME TO #SOLVECHILDCARE

"Providing high-quality early care and education is not an easy road, but the pandemic has made it **nearly impossible**. With **sustained federal funding**, our program would be able to recruit and retain high-performing early educators to serve our almost **300 children** under the age of 5."

— Child care and afterschool program owner,



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Melissa is a [#childcare](#) director in Oak Hill, WV. She says relief has helped but her program remains fragile & [#BuildBackBetter](#) investments are needed now. [@Sen_JoeManchin](#), your state's ECE workforce, parents & children are counting on you! [#SolveChildCare](#)



youtube.com

A Message from Melissa Colagrosso on [#BuildBackBetter](#)
Melissa Colagrosso is a [#childcare](#) director in Oak Hill, WV, who says relief has helped, but her program remains fragile ...

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Where Are We Going?

Each and every child, beginning at birth, has the opportunity to benefit from high-quality early childhood education, delivered by an effective, equitable, diverse, well-prepared, and well-compensated workforce.



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We Are Not Going Back.

- The impact of the pandemic is devastating...and we have to look ahead.
- We can't go from this crisis back to the crisis that was already defining our child care, early learning, and professional preparation systems.
- Together, we must build an inclusive, equitable future that values, supports, and compensates this essential profession for its skilled and important work. #PowerToTheProfession



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Your Advocacy Matters AND IT WORKS.

D.C. Politics

D.C. government will send \$10,000 checks to the city's day-care workers



Lauren Hogan
@llhogan7

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#ECE educators too often go unheard but today, it felt like their voices, sacrifices & essential roles were finally heard, seen & valued when the Senate passed the #AmericanRescuePlan with \$39B to #SaveChildCare. Here's to a new day, to the next fight & to never going back. 🙌❤️

9:24 PM · Mar 6, 2021 · Twitter for iPhone

30 Retweets 1 Quote Tweet 111 Likes



Vice President Kamala Harris ✓
@VP
United States government official

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In America, childcare should be readily available and affordable for all who need it. Childcare workers should be paid fairly and treated with dignity and respect. And small business owners who run childcare centers must be fully supported.



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There is so much you can do.

Tell your story.

- You are the experts in your own experiences!
- Stories are powerful and policymakers need to hear them.

Go to meetings & invite policymakers to visit your programs.

- Get to know your leaders and partners - and let them get to know you.
- Site visits, city council, school board, briefing, hearing, rally, or town hall - in person or remotely!

Tweet.

It's only 140 characters. You can do it. Follow your elected officials & let them know how you feel about their votes & positions. #SolveChildCare #PowerToTheProfession

Join NAEYC & DCAEYC.

- Community sustains us as we come together with fellow educators and advocates.
- You must choose to mobilize and make our collective voices so powerful that we cannot be ignored.
- Visit www.naeyc.org/membership for more.



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We're going on a bear hunt
We're going to catch a big one,
What a beautiful day.
We're not scared.

Uh-oh! A forest!
A big dark forest.
We can't go over it.
We can't go under it.
Oh no!
We've got to go through it.



- Michael Rosen and Helen Oxenbury



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