Colorado’s Early Childhood Workforce 2020 Plan provides an ambitious, three-year roadmap to ensuring a comprehensive professional development system that promotes a high-quality, effective, and diverse early childhood workforce for Colorado. The full plan can be found at http://www.earlychildhoodcolorado.org/ec-workforce-2020-plan.

VISION

Colorado’s professional development system ensures positive outcomes for young children birth through age eight and their families by recruiting, preparing, and supporting highly-effective, caring, and diverse professionals, with a specific focus on race and ethnicity, in a variety of early childhood settings. Colorado’s professional development system is accountable, innovative, accessible, inclusive, aligned, well-financed, and collaborative.

WORKFORCE DEVELOPMENT

GOAL

Cultivate the competencies of a highly-qualified, diverse early childhood workforce.

<table>
<thead>
<tr>
<th>OBJECTIVE</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>OBJECTIVE 1</td>
<td>Provide early childhood educators with a clear career pathway aligned to professional development and education.</td>
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<tr>
<td>OBJECTIVE 2</td>
<td>Ensure professional development pathways are affordable, accessible, equitable, and portable across settings and sectors.</td>
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<tr>
<td>OBJECTIVE 3</td>
<td>Actively prepare a workforce that reflects and is prepared to work with children and families representing diversity of race, ethnicity, culture, language, gender, and ability.</td>
</tr>
<tr>
<td>OBJECTIVE 4</td>
<td>Identify, establish, and sustain high-quality, alternative pathways to competency development, career advancement, and credential attainment.</td>
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<td>OBJECTIVE 5</td>
<td>Provide opportunities to engage in continuous professional learning.</td>
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<td>OBJECTIVE 6</td>
<td>Identify roles beyond early childhood educators, and determine how best to support their work.</td>
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</table>

RECRUITMENT AND RETENTION

GOAL

Recruit and retain effective, qualified, and diverse early childhood educators.

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<tr>
<td>OBJECTIVE 1</td>
<td>Increase recruitment and retention of early childhood educators through strategies to promote the workforce’s professional and personal well-being.</td>
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<tr>
<td>OBJECTIVE 2</td>
<td>Improve early childhood administrators’ ability to serve as effective and supportive leaders.</td>
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<tr>
<td>OBJECTIVE 3</td>
<td>Launch a positive messaging campaign about the critical role of the early childhood workforce.</td>
</tr>
<tr>
<td>OBJECTIVE 4</td>
<td>Actively recruit and retain early childhood educators that reflect diversity of race, ethnicity, culture, language, gender, and ability.</td>
</tr>
</tbody>
</table>
LEADERSHIP

GOAL

Leverage comprehensive, collaborative, and responsive leadership to achieve the vision of the EC Workforce 2020 Plan.

OBJECTIVE 1
Define the leadership and structure for effective implementation of the EC Workforce 2020 Plan.

OBJECTIVE 2
Identify all statutory, rule, regulation, and policy changes necessary to successfully implement the EC Workforce 2020 Plan.

OBJECTIVE 3
Define and launch transparent, timely, and responsive communication and reporting processes.

OBJECTIVE 4
Partner with the Early Childhood Leadership Commission and Program Quality and Alignment Subcommittee on strategies to elevate the early childhood workforce.

FINANCE

GOAL

Finance the professional development system through efficient coordination of funding, innovative financing models, and an informed and engaged public.

OBJECTIVE 1
Examine investments in the early childhood professional development system, and recommend improvements.

OBJECTIVE 2
Ensure access to and availability of funding to support educational and career pathways.

OBJECTIVE 3
Implement innovative financing models to fund the early childhood professional development system.

DATA AND CONTINUOUS QUALITY IMPROVEMENT

GOAL

Continuously improve the effectiveness of the professional development system through the use of data.

OBJECTIVE 1
Strengthen the foundation for the use of data through partnerships and governance structures.

OBJECTIVE 2
Capture the data required to answer key questions about the early childhood workforce and the professional development system that supports them.

OBJECTIVE 3
Link the data required to answer key questions about the early childhood workforce and the professional development system that supports them.

OBJECTIVE 4
Provide answers to key questions about the early childhood workforce and the professional development system that supports them.

OBJECTIVE 5
Assess the strength of the early childhood professional development system, and make needed adjustments to increase its effectiveness.

For more information, please contact Sondra Ranum (Ranum_S@cde.state.co.us) at the Colorado Department of Education or Brian Conly (Brian.Conly@state.co.us) at the Colorado Department of Human Services.