

COLORADO'S Early Childhood Workforce

2020 PLAN



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.

- | | |
|-------------|--|
| OBJECTIVE 1 | Provide early childhood educators with a clear career pathway aligned to professional development and education. |
| OBJECTIVE 2 | Ensure professional development pathways are affordable, accessible, equitable, and portable across settings and sectors. |
| OBJECTIVE 3 | 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. |
| OBJECTIVE 4 | Identify, establish, and sustain high-quality, alternative pathways to competency development, career advancement, and credential attainment. |
| OBJECTIVE 5 | Provide opportunities to engage in continuous professional learning. |
| OBJECTIVE 6 | Identify roles beyond early childhood educators, and determine how best to support their work. |

RECRUITMENT AND RETENTION



GOAL

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

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

COMPENSATION



GOAL

Ensure worthy and livable compensation for early childhood educators.

- | | |
|-------------|--|
| OBJECTIVE 1 | Enhance compensation, including benefits, for early childhood educators. |
| OBJECTIVE 2 | Create compensation parity between early childhood educators across settings, sectors, and age of children served. |

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. |