



Seattle Preschool Program

voluntary, high-quality, affordable

Welcome!

Teacher Pathways to Certification

December 2, 2014 ▪ 6:00pm – 8:30pm

Tonight's Food



Bananas Grill

4556 Martin Luther King Jr Way S
Seattle, WA 98108

Tel: (206) 420-4839

Website: bananasgrillseattle.com

Agenda

1. Introductions
2. Setting the Context – Rachel Schulkin
3. Pathways to Teacher Certification – Dr. Krissy Kim
4. Short Break
5. Activity and Discussion
6. Next Steps

Meeting Objectives

1. Identify key supports for teacher certification
2. Discuss components of teacher waiver process

Introductions

1. Name
2. Organization
3. Greatest hope for today

eg. “My name is _____. I am from _____ organization.
My greatest hope for today is _____.”



Seattle Preschool Program

voluntary, high-quality, affordable

Setting the Context

Overview

1. Local and national preschool expansion
2. Seattle City Council legislative guidance
3. Our topic today (and why it matters)

Local and National Preschool Expansion

How do we know things are changing?

- Preschool expansion across US
- President Obama announces "Preschool for All" Plan
 - High-quality preschool to all four year olds
 - Well-trained teacher, paid comparably to K-12 staff
 - Rigorous curriculum
- Emerging research on positive effects of high quality preschool



Early Learning Movement Building

	Financial Investments	Policy Changes
National	Race to the Top Funding (Early Achievers)	Obama Preschool Plan
State	ECEAP Expansion	ECEAP Expansion
Local	Property Tax Levy	Seattle Preschool Program

Local Movement Toward Quality

Summer 2011: Early Achievers—quality improvement funding, parent knowledge of ratings



Spring 2013: UW creates low-cost, online BA degree in early childhood



Fall 2013: City of Seattle creates Early Learning Academy



Winter 2014: Washington State Early Start Bill introduced



Summer 2014: Seattle Preschool Program Action Plan



Fall 2014: City of Seattle creates Department of Education and Early Learning



Fall 2014: Seattle Voters approve Seattle Preschool Program

Areas of Focus

Areas of Focus

1. Family Engagement
2. Dual Language Programs
3. Teacher Pathways to Certification
4. Curriculum
5. Teacher Training & Coaching
6. Provider Contracting & Student Enrollment

Teacher Pathways to Certification

Meeting Objectives

- Discuss components of teacher waiver process
- Identify key components for teacher certification

Legislative Guidance

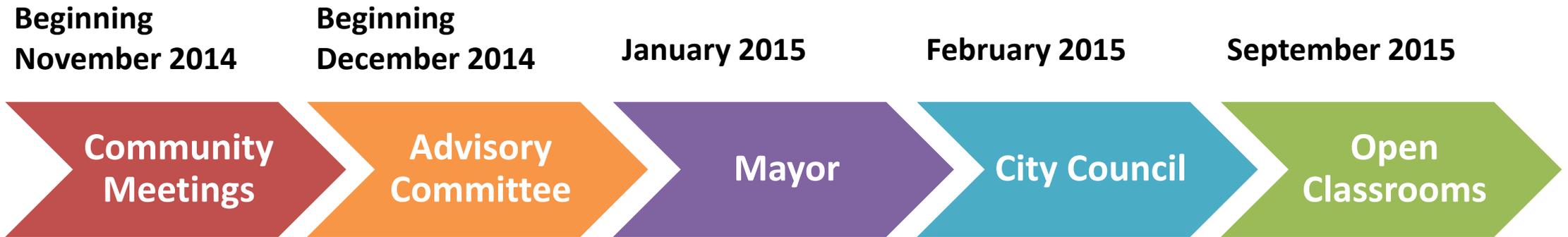
Teacher Pathways to Certification

- **All newly hired staff will be required to meet the following standards:**
 - **Director and/or Program Supervisor:** Bachelor's Degree in Early Childhood Education or a BA with college-level coursework in Early Childhood Education. Expertise or coursework in educational leadership and business management is also required.
 - **Lead Teachers:** Bachelor's Degree in Early Childhood Education or a BA and a State Teaching Credential with a P-3 Endorsement.
 - **Assistant Teachers:** Associate's Degree in Early Childhood Education or two years of coursework in Early Childhood Education meeting Washington State Core Competencies for Early Care and Educational Professionals.
 - **Coaches:** Bachelor's Degree in Early Childhood Education or a BA and a State Teaching Credential with a P-3 Endorsement. "Endorsements" in selected curricula are also required.
- **Current staff will be given 4 years** to meet these requirements.
- **The City will work with local colleges and universities to develop an alternate route program** for teachers with Bachelor's Degrees in fields other than Early Childhood Education.
- **The City will also develop an alternative process** through which experienced, high-quality lead teachers — as defined in the Implementation Plan — may be granted **waivers**. (Seattle Preschool Program Action Plan, 2014)

Why Teacher Pathways Matters

- Early childhood programs that have provided the **strongest evidence of large long-term effects have all employed teachers with at least BA degree** and teacher certification, and corresponding pay.
- **Research links teacher education** and specialized training in early childhood **to quality and the learning of students.**
- **Teacher early childhood education training is necessary** but not sufficient; other supports for preparation and ongoing professional development are needed.

Implementation Planning Process





Teacher Pathways to Certification

Dr. Krissy Kim, Early Childhood Teacher Preparation Council & Pierce College
For the Seattle Preschool Program, City of Seattle's Office for Education
December 2, 2014



Legislative Qualifications

- ▶ *All newly hired staff will be required to meet the following standards:*
 - ▶ *Director and/or Program Supervisor: Bachelor's Degree in Early Childhood Education or a BA with college-level coursework in Early Childhood Education. Expertise or coursework in educational leadership and business management is also required.*
 - ▶ *Lead Teachers: Bachelor's Degree in Early Childhood Education or a BA and a State Teaching Credential with a P-3 Endorsement.*
 - ▶ *Assistant Teachers: Associate's Degree in Early Childhood Education or two years of coursework in Early Childhood Education meeting Washington State Core Competencies for Early Care and Educational Professionals.*
 - ▶ *Coaches: Bachelor's Degree in Early Childhood Education or a BA and a State Teaching Credential with a P-3 Endorsement. "Endorsements" in selected curricula are also required.*
- ▶ *Current staff will be given 4 years to meet these requirements.*



Pathways

ATA/AS

- Upside-down BA degree

AAS-T

- Upside-down BA degree
- BA Interdisciplinary
- BA in ECE (no certification)

AA-DTA

- BA Interdisciplinary
- BA in ECE (no certification)
- BA in ECE (with certification)

Research and Best Practice

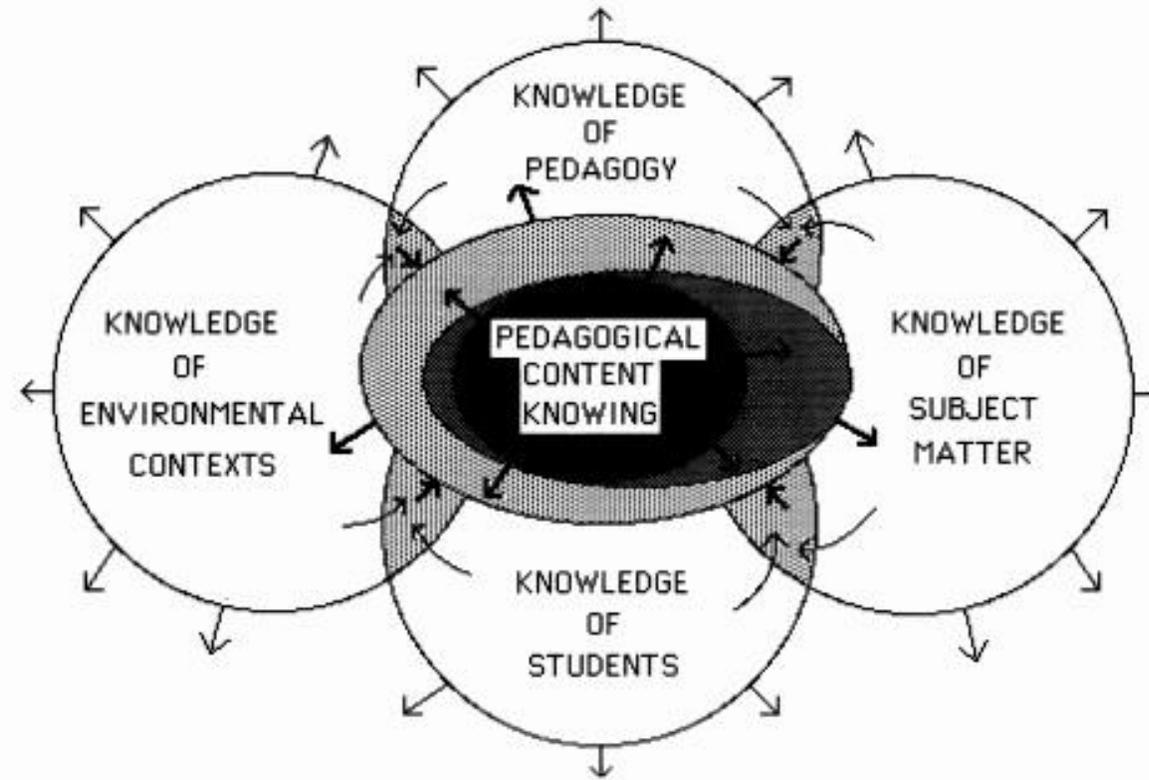


Figure 1. A Developmental Model of Pedagogical Content Knowing (PCKg) as a Framework for Teacher Preparation



Outcomes from Quality Practices Associate Degree Programs (NAEYC)

STANDARD 1. PROMOTING CHILD DEVELOPMENT AND LEARNING

STANDARD 2. BUILDING FAMILY AND COMMUNITY RELATIONSHIPS

STANDARD 3. OBSERVING, DOCUMENTING, AND ASSESSING TO SUPPORT YOUNG CHILDREN AND FAMILIES

STANDARD 4. USING DEVELOPMENTALLY EFFECTIVE APPROACHES

STANDARD 5. USING CONTENT KNOWLEDGE TO BUILD MEANINGFUL CURRICULUM

STANDARD 6. BECOMING A PROFESSIONAL

STANDARD 7. EARLY CHILDHOOD FIELD EXPERIENCES



Outcomes from Quality Practices Baccalaureate Degree Programs (CAEP/NCATE)

Standard 1: Content and Pedagogical Knowledge

Standard 2: Clinical Partnerships and Practice

Standard 3: Candidate Quality, Recruitment, and Selectivity

Standard 4: Program Impact

Standard 5: Provider Quality Assurance and Continuous Improvement



Teacher Education in a Diverse Society



- ▶ Cultural Relevancy
 - ▶ Inclusive Curriculum
 - ▶ Diversity/Multicultural Outcomes
 - ▶ Equity/Social Justice
 - ▶ Critical Mass
 - ▶ Diversity of Professors
- ▶ Options
 - ▶ Face to Face/Online
 - ▶ Full-time/Part-time
 - ▶ Multiple Entry/Exit Points
 - ▶ Certification/Non-Certification
- ▶ Highline Community College
 - ▶ Classes for the State Initial Certificate
 - ▶ Somali Language Learning Community (YWCA White Center)
 - ▶ Spanish Language Learning Community (Highline College Campus)
 - ▶ English Language Learning Community (YWCA White Center)
- ▶ North Seattle Community College
 - ▶ Bachelor of Applied Science-Early Childhood Education

Break

What are WE doing today?

Four Levels of Community Engagement:

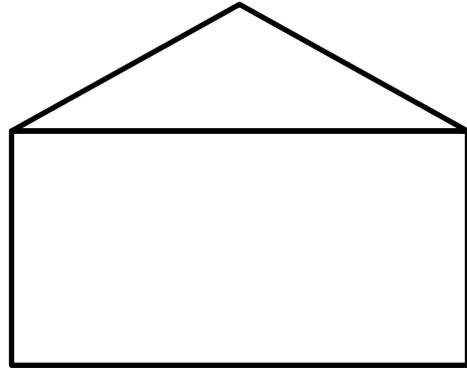
Information Sharing

Feedback

Influence

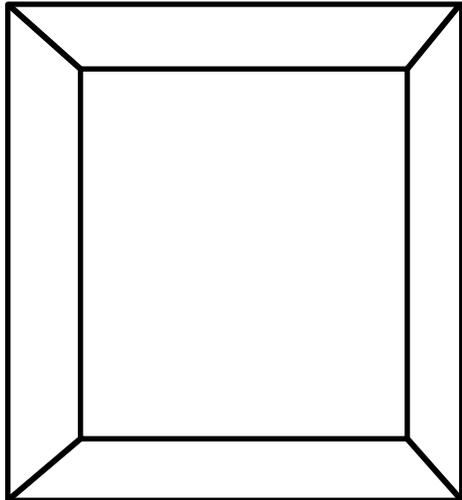
Decision Making

Framing



House frame

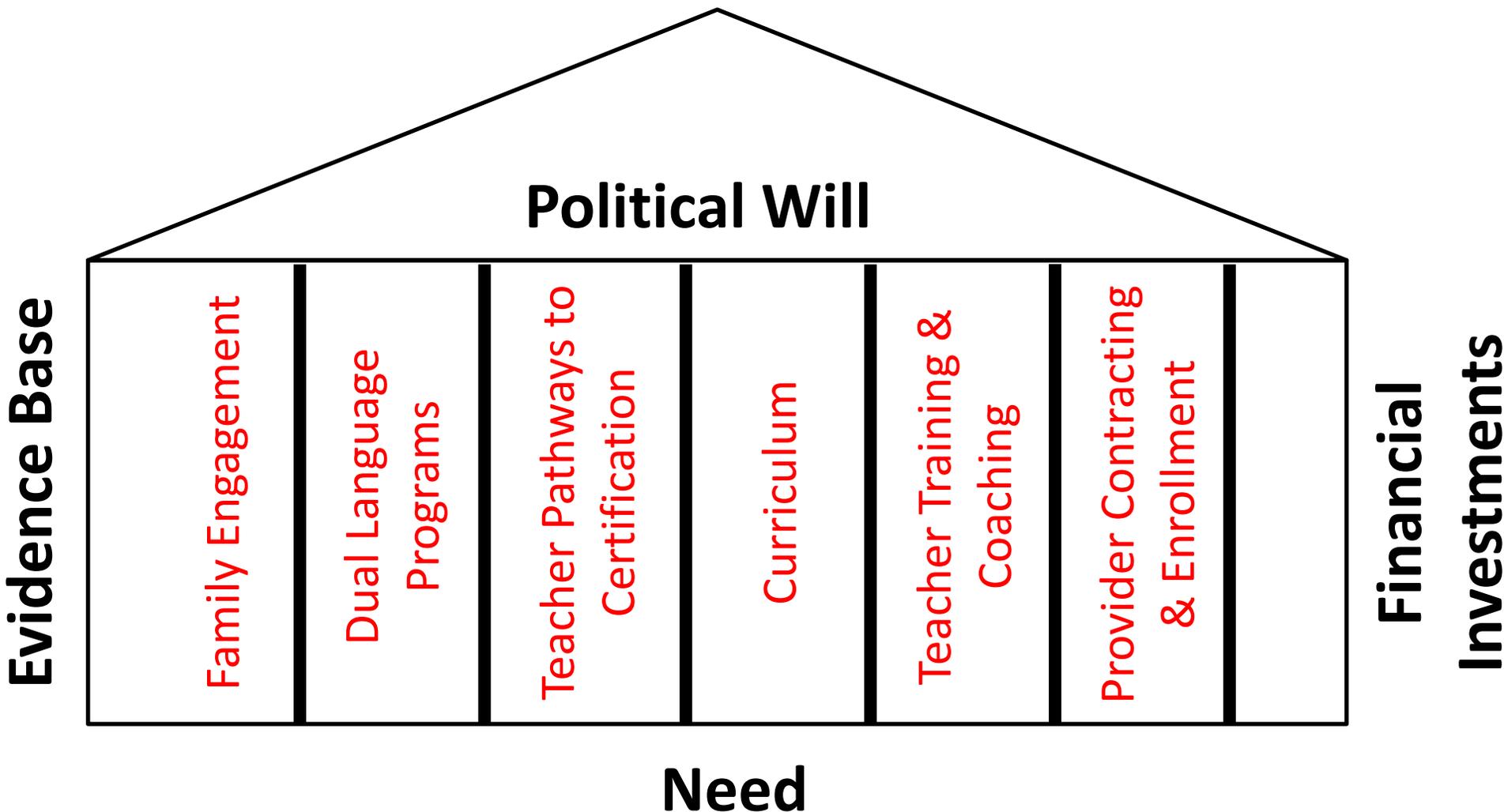
Holds everything up



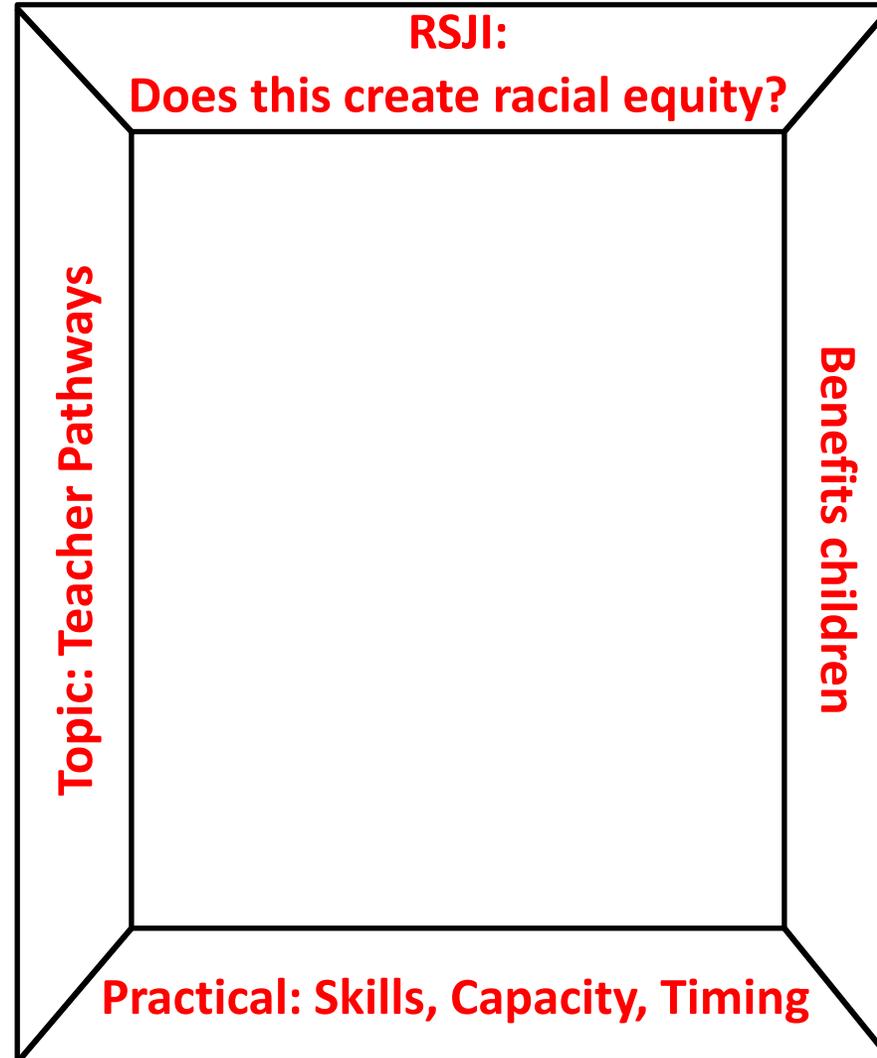
Picture frame

Hold everything in

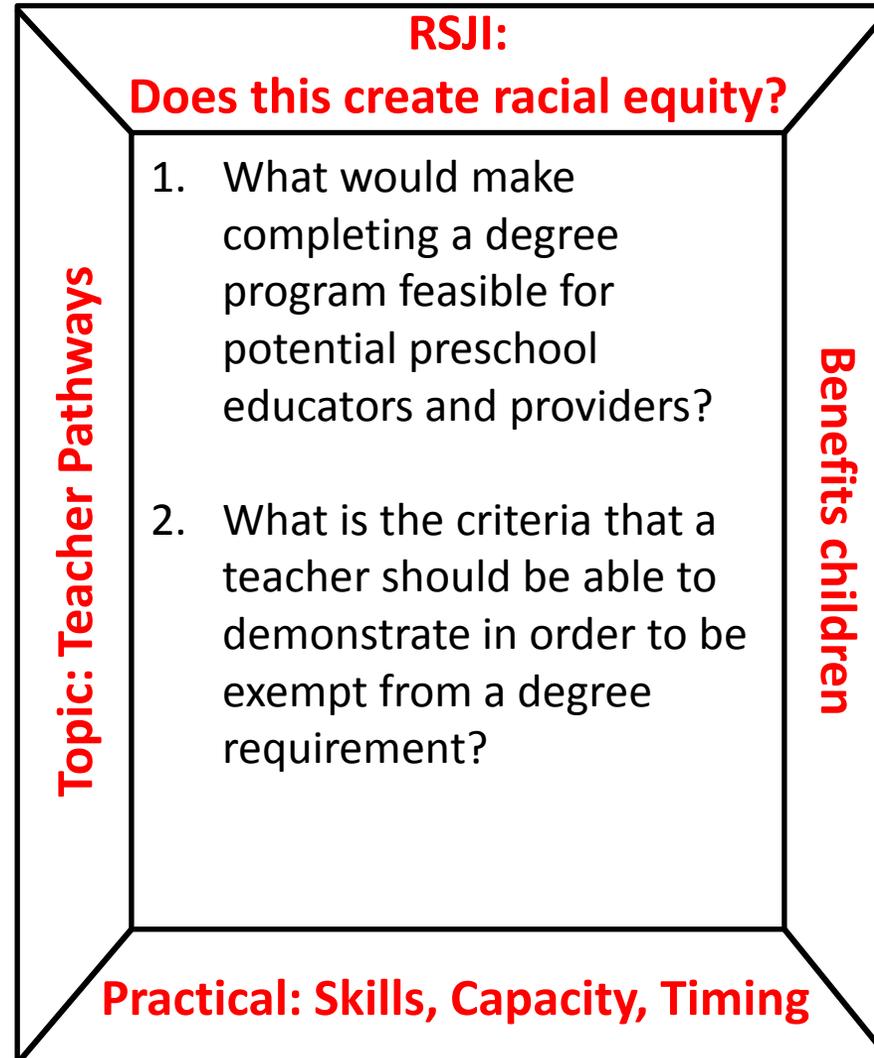
House Frame



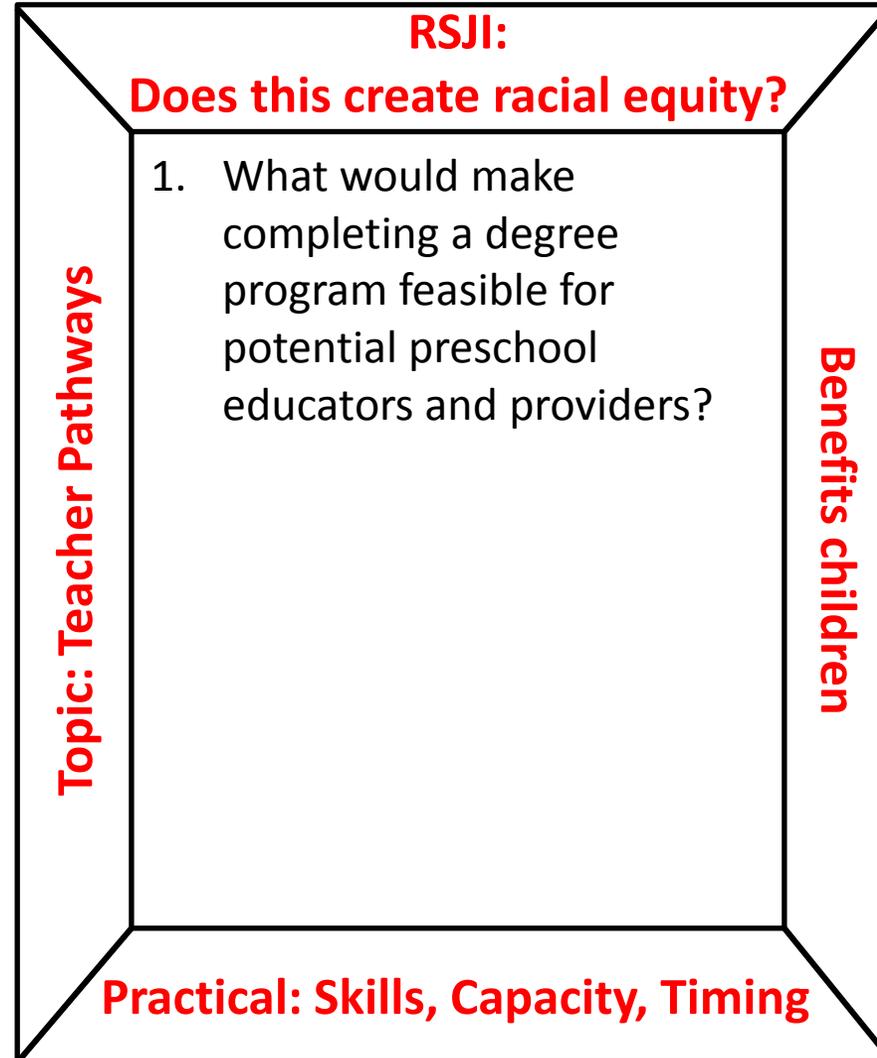
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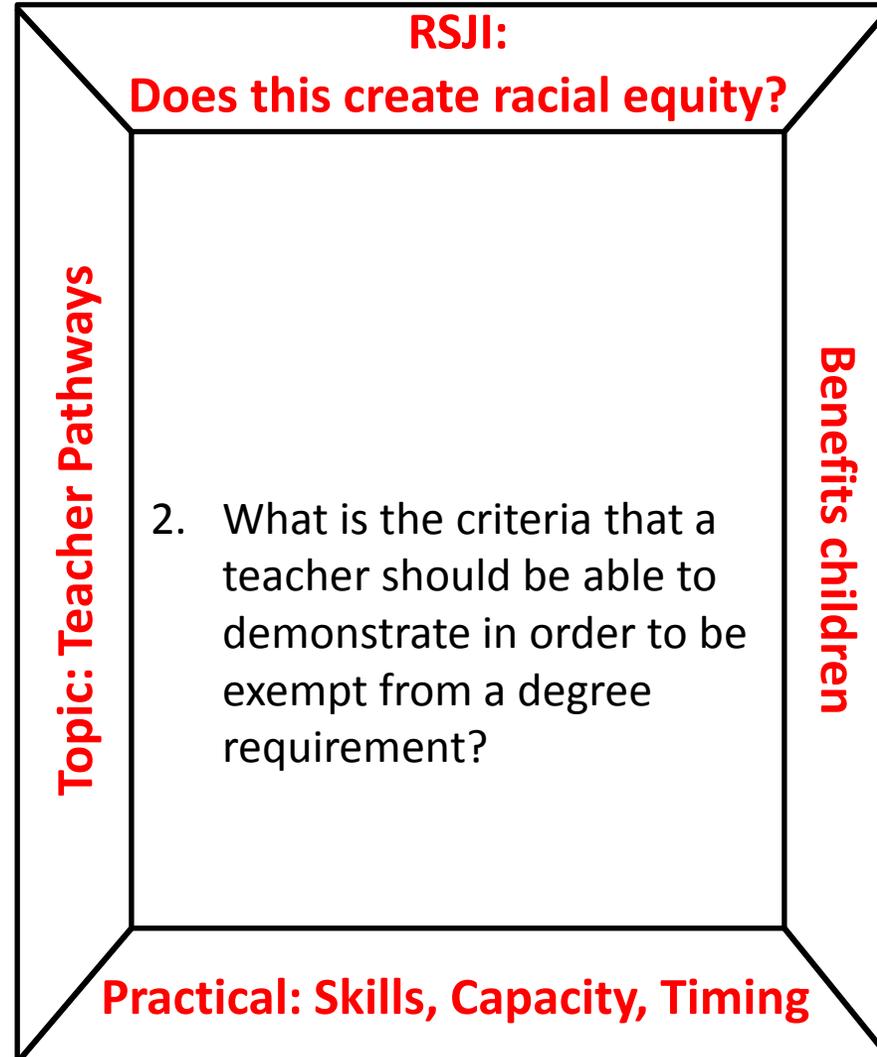
Discussion Questions



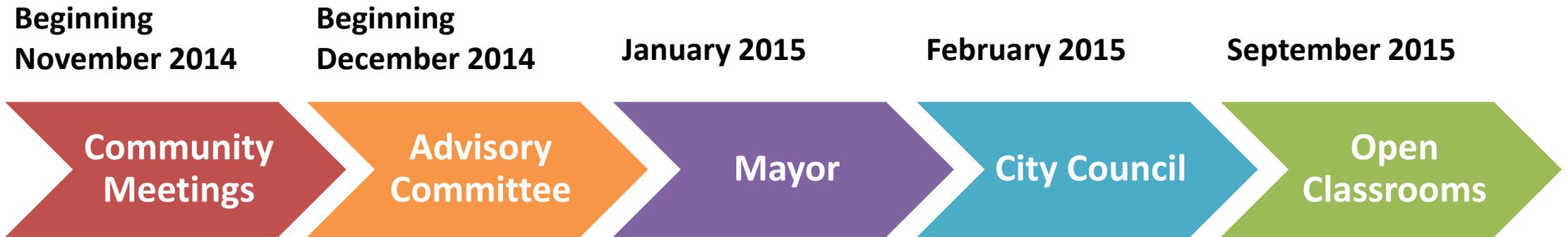
Discussion Q1



Discussion Q2



Implementation Planning Process



Remaining Meetings

	<u>Family Engagement</u> Sat, Nov. 22, 2014 - 10am to 12:30pm Langston Hughes (104 17th Ave S, Seattle)		<u>Curriculum</u> Sat, Dec. 6, 2014 - 10am to 12:30pm Youngstown (4408 Delridge Way SW, Seattle)
	<u>Dual Language Programs</u> Sat, Nov. 22, 2014 - 2pm to 4:30pm Langston Hughes (104 17th Ave S, Seattle)		<u>Teacher Training & Coaching</u> Sat, Dec. 6, 2014 - 2pm to 4:30pm Youngstown (4408 Delridge Way SW, Seattle)
	<u>Teacher Pathways to Certification</u> Tue, Dec. 2, 2014 - 6pm to 8:30pm New Holly (7054 32nd Ave S, Seattle)		<u>Provider Contracting & Enrollment</u> Wed, Dec. 10, 2014 - 3pm to 5:30pm Phinney Center (6532 Phinney Ave N, Seattle)