CHILD CARE PLANNING COMMITTEE

COUNTY OF LOS ANGELES
OFFICE FOR THE ADVANCEMENT OF EARLY CARE AND EDUCATION

POLICY ROUNDTABLE FOR CHILD CARE AND DEVELOPMENT

Unified Early Care and Education Retreat
Tuesday, January 21, 2020 ▪ 8:30 a.m. – 4:00 p.m.
Los Angeles County Office of Education, Head Start and Early Learning Division Conference Center
10100 Pioneer Boulevard, Conference Rooms 109-111
Santa Fe Springs, California 90670

AGENDA

Theme: Growing a Stronger Early Care and Education System

Retreat Objectives:

- Establish a shared awareness of the current early care and education landscape.
- Build a common understanding of equity in early care and education.
- Develop and prioritize activities for each strategy within the priority areas of access, quality, workforce, and community and family engagement.

1.	Breakfast and Networking	
2.	Welcome, Introductions and Objectives for the Day	Jackie Majors, Chair, PRCCD and Julie Taren, Chair, CCPC
3.	Nurturing a Unified Early Care and Education Vision	Debra Colman, OAECE
4.	Planting the Seeds of Information: Early Care and Education Landscape Overview	Katie Fallin Kenyon, Kenyon Consulting
	Break	
5.	Strengthening the Roots of the System: Equity in the Early Care and Education System	Debra Colman, OAECE Ernesto Saldaña, Vice Chair, CCPC
	Lunch	
6.	Nurturing the Garden of Policy and System's Change: Introduction to Breakout Group Assignments	Katie Fallin Kenyon, Kenyon Consulting
7.	Cultivating Ideas and Blooming Activities: Implementation Planning Breakout Workgroups	All Participants
	Break and Gallery Walk	

COUNTY OF LOS ANGELES Public Health

8.	Gathering the Harvest: Workgroup Reports and Discussion	Michele Sartell, OAECE
9.	Next Steps and Closing	Debra Colman, OAECE

Vision

Children are healthy, thriving and have equitable opportunities to achieve optimal development and succeed in life.

Mission

Lead, build, and strengthen an affordable, high-quality early care and education system for the children and families in Los Angeles County.

County of Los Angeles Public Health

Unified Early Care and Education Retreat 2020

Growing a Stronger Early Care and Education System

January 21, 2020

- **Welcome**

- **Retreat Theme**

  Growing a Stronger Early Care and Education System

Introductions

At your table, please share your:

- Name
- Organization
- If you are a member of the Child Care Planning Committee, Policy Roundtable, or OAECE.

Objectives of the Day

- Establish a shared awareness of the current early care and education landscape.
- Build a common understanding of equity in early care and education.
- Develop and prioritize activities for each strategy within the priority areas of access, quality, workforce, and community and family engagement.

Setting Group Norms

- What do you need to make this day productive?

In Gratitude

A moment of gratitude for all of you!

- Months of hard work
- Tireless commitment and dedication
- Holding the vision for young children and their families

Nurturing a Unified ECE Vision

County of Los Angeles Public Health

Our Vision

Children are healthy, thriving and have equitable opportunities to achieve optimal development and succeed in life.

Our Mission

Lead, build, and strengthen an affordable and high-quality early care and education system for the children and families in Los Angeles.

Role of OAECE

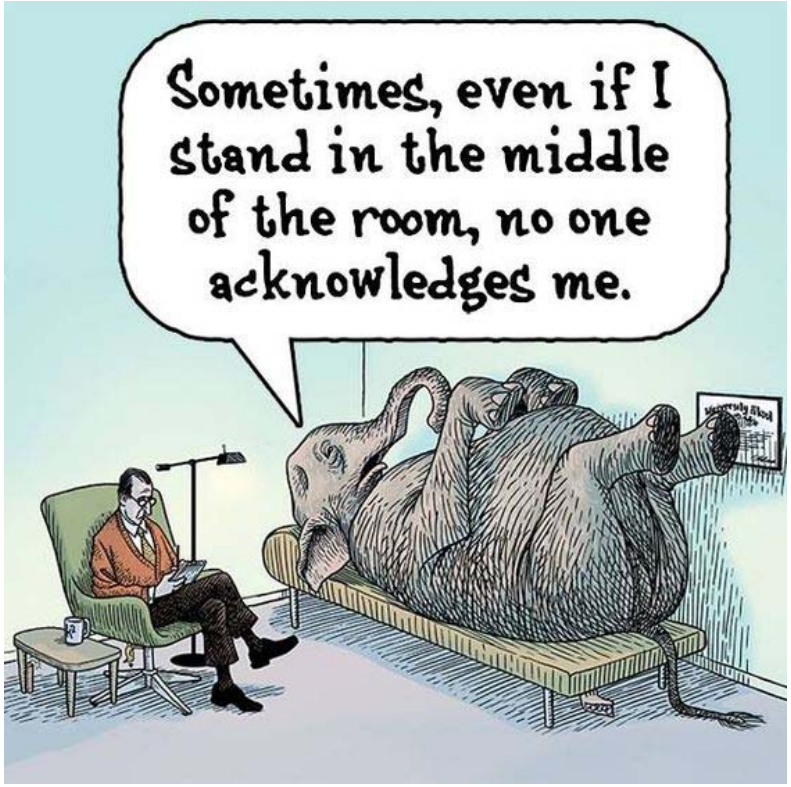
COUNTY OF LOS ANGELES
OFFICE FOR THE ADVANCEMENT OF EARLY CARE AND EDUCATION

- Educator
- Convener
- Data Manager
- Strategist
- Advocate

County of Los Angeles Public Health

What are the roles of the Planning Committee and the Policy Roundtable?

- Exploring roles over next few months
- Activities help set direction
- Form follows function



Goal 1: Increase access to early care and education services for children birth to five years of age and out of school care for children up to age twelve.

Strategies

- 1.1: Reduce barriers and maximize resources to expand early care and education services to centers and family child care homes, prioritizing infants and toddlers, high-need families, and under resourced communities.
- 1.2: Advocate for funding to build or upgrade early care and education centers and family child care homes.
- 1.3: Lead the analysis of data on the needs of Los Angeles County families for early care and education services and share with stakeholders to inform local planning and increased early learning investments.

Goal 2: Strengthen the quality of early care and education services, especially for children and families most in need.

Strategies

- 2.1: Partner with local quality improvement efforts to provide input, inform and influence quality improvement efforts.
- 2.2: Advocate for increased quality improvement investments for all providers including centers, family child care, and family, friends, and neighbor care.
- 2.3: Leverage data from local quality improvement efforts to publicly promote the importance of quality care.
- 2.4: Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems.

Goal 3: Improve the compensation and qualifications of the early care and education workforce.

Strategies

- 3.1: Advocate for increased compensation for the early care and education workforce.
- 3.2: Advocate for an efficient, comprehensive statewide data system to track information on the workforce and provide a portal for early educators to access professional development opportunities and build their career profiles.
- 3.3: Reduce barriers to professional development opportunities.

Goal 4: Increase engagement of parents, caregivers and communities on early care and education issues.

Strategies

- 4.1: Assure parent and caregiver access to research findings on early care and education issues.
- 4.2: Empower and mobilize families as advocates for early care and education resources.
- 4.3: Engage parents, families and community members as thought partners on early care and education issues through events and committees.

Planting the Seeds of Information

Early Care and Education Landscape

Purpose

- Ground the day in the current landscape
- Highlight some of the “big ideas” from recent reports and recommendations
- Articulate assumptions about the factors that affect access, quality, workforce and families and communities

Access Challenges

- There are racial disparities in access to publicly funded spaces
- Babies and toddlers experience the largest disparities and gaps in access
- Need equitable access for all families while prioritizing those furthest from opportunity
- Mixed delivery system is a strength and must be maintained in order to ensure families have access to settings that meet their needs

Access Opportunities

- Invest in facilities infrastructure in order to increase access
- Improve the efficiency and coordination of current funding streams at both the local and state levels
- Explore ways to ensure funding is being fully utilized and going to areas of greatest need
- Strengthen support and partnerships to draw down additional funding

Quality Challenges

- Every child should have the opportunity to access high quality ECE that supports their learning, growth and development, regardless of where he or she lives
- Quality varies widely and is not sufficiently funded
- Access to quality supports depends upon the funding stream a provider receives, rather than their need
- FFN providers have minimal access to quality supports and existing quality supports for them are insufficiently funded

Quality Opportunities

- Asses the existing reach of quality supports and work with others to develop a more comprehensive and coordinated quality support system in LA County

- Support Quality Start LA and partners in broadening the continuum of quality supports beyond QRIS to include supports for all types of providers

- Expand existing, successful quality supports for FFN providers and explore new models

Workforce Challenges

- The most important driver of quality in ECE programs is the relationship between the early educator and the child
- Yet the workforce, many of whom are women of color, is essentially "financing the system" through their low wages and lack of basic benefits
- LA County is facing a workforce crisis with an aging workforce who are retiring, providers leaving the workforce for better job options, and an insufficient supply of new people entering the field

Workforce Opportunities

- Advocate for increased compensation for all publicly funded providers and settings
- Increase access to more high-quality professional learning and support, leveraging supports across the broader birth to five service sectors
- Broaden partnerships and planning bodies to include local workforce development leaders and funders
- Expand apprenticeship programs, partnerships and models
- Explore professional pathway models with higher education institutions and professional development providers

Families and Communities Challenges

- As the "consumers" of ECE services and as their child's first teachers, family voices should be central to efforts to strengthen the ECE system

- Families experience multiple barriers to engagement including the need to work multiple jobs, working non-traditional work schedules and language and cultural barriers

- Families often do not know how to advocate for changes and need to be supported in getting their voices heard

Families and Communities Opportunities

- Parents who are currently, formerly or are waiting to receive subsidized child care services should be represented on governing and advisory bodies
- Family engagement best practices should be an essential part of professional development and quality supports
- Strengthen partnerships with existing community-based organizations, social justice organizations, family resource centers and other family-focused organizations to increase parent engagement

Small Group Discussion

- What additional assumptions should we be considering as we develop the implementation plan?

- What additional aspects of the current landscape need to be elevated and considered?

(Record on Flip Charts)

Strengthening the Roots of the System

Equity in the Early Care and Education System

Equity Position Statement

Recommendations for various aspects of ECE

- Early educators
- Administrators
- Educator Preparation
- Policy Makers

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#EquityinECE

Advancing Equity in Early Childhood Education

Read the Position Statement
NAEYC.org/equity

NAEYC Policy Recommendations 1 - 4

1) Use an **equity lens** to consider policy impacts on all children and on the bonds between them and their families

2) **Increase financing** for high-quality early learning services.

3) **Revise early learning standards** to ensure that they reflect the culturally diverse settings in which educators practice

4) Make sure policies promote the use of a**uthentic assessments that are developmentally, culturally, and linguistically appropriate** for the children being assessed and use valid and reliable tools designed for a purpose consistent with the intent of the assessment.

Elevating the Voices of Children:
The State of Early Care and Education in Los Angeles County

Los Angeles County Child Care Planning Committee 2017 Needs Assessment Findings and Recommendations

Access to Early Care and Education

1) **There are not enough early care and education services for families with infants and toddlers.**
   - Recommendation – Conduct a deeper analysis of the barriers to increasing the supply of infant and toddler care.
   - Recommendation – Increase investments to expand access for infant and toddler care.

2) **The County continues to lose licensed family child care spaces for all age groups while licensed center capacity has grown.**
   - Recommendation – Support family child care providers to provide quality care for infants and toddlers.
   - Recommendation – Conduct a study of family child care providers who have left the system.

3) **Preschool age children are participating more and more in transitional kindergarten.**
   - Recommendation – Establish a mixed delivery systems early care and education taskforce.

4) **Early care and education is a costly expense for many families.**
   - Recommendation – Support increasing the income eligibility cap for subsidized early care and education for low-income families.

Quality in Early Care and Education

1) **While the number of QRIS (Quality Rating and Improvement System) rated sites has increased, only a limited percentage of Los Angeles County providers have been QRIS rated.**
   - Recommendation – Increase on-going QRIS funding.

2) **To date, QRIS has been primarily focused on state-funded and center-based care.**
   - Recommendation – Promote flexibility in the use of QRIS funds to best meet the needs of local communities.
   - Recommendation – Continue building a single QRIS model in Los Angeles County through the QRIS Architects.

The Early Care and Education Workforce

1) The early care and education workforce earn low wages.

- Recommendation – Raise the Regional Market Rate for early care and education providers.
- Recommendation – Maintain the Standard Reimbursement Rate for early care and education providers.
- Adopt a single reimbursement rate for all California early care and education providers.

2) Early care and education staff have limited education.

- Recommendation – Expand pathways and supports for the early care and education workforce to pursue higher education.
- Recommendation – Establish a formal teaching credential in California that prepares educators to work with children 0-8 years old.

3) Cost is a barrier to early care and education providers accessing professional development.

- Recommendation – Expand free and low-cost professional development opportunities.
- Recommendation – Improve information systems to support professional development through the California Early Care and Education Workforce Registry.

ADDITIONAL INFORMATION

For more information about *The State of Early Care and Education in Los Angeles County: Los Angeles County Child Care Planning Committee 2017 Needs Assessment,* contact Michele Sartell at msartell@ph.lacounty.gov. The full report may be downloaded at childcare.lacounty.gov.

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Position Statement

Adopted by the NAEYC National Governing Board April 2019

Advancing Equity in Early Childhood Education

National Association for the Education of Young Children

All children have the right to equitable learning opportunities that help them achieve their full potential as engaged learners and valued members of society. Thus, all early childhood educators have a professional obligation to advance equity. They can do this best when they are effectively supported by the early learning settings in which they work and when they and their wider communities embrace diversity and full inclusion as strengths, uphold fundamental principles of fairness and justice, and work to eliminate structural inequities that limit equitable learning opportunities.

#EquityinECE

Disponible en Español: NAEYC.org/equidad

Advancing Equity in Early Childhood Education

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7 Recommendations for Early Childhood Educators

Create a Caring, Equitable Community of Engaged Learners
Establish Reciprocal Relationships with Families
Observe, Document, and Assess Children's Learning and Development
Advocate on Behalf of Young Children, Families, and the Early Childhood Profession

9 Recommendations for Administrators of Schools, Centers, Family Child Care Homes, and Other Early Childhood Education Settings

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National Association for the Education of Young Children

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NAEYC Position Statement

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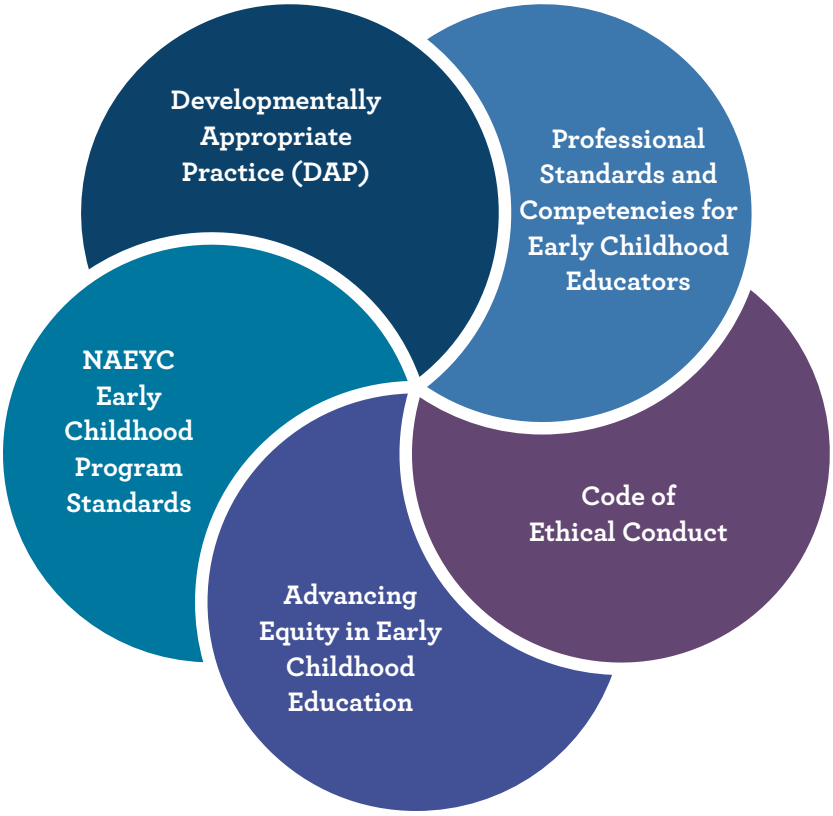
Purpose

This position statement is one of five foundational documents NAEYC has developed in collaboration with the early childhood profession. With its specific focus on advancing equity in early childhood education, this statement complements and supports the other foundational documents that (1) define developmentally appropriate practice, (2) set professional standards and competencies for early childhood educators, (3) define the profession's code of ethics, and (4) outline standards for early learning programs.

These foundational statements are grounded in NAEYC's core values that emphasize diversity and inclusion and that respect the dignity and worth of each individual. The statements are built upon a growing body of research and professional knowledge that underscores the complex and critical ways in which early childhood educators promote early learning through their relationships—with children, families, and colleagues—that are embedded in a broader societal context of inequities in which implicit and explicit bias are pervasive.

NAEYC's Foundational Documents



Purpose CONTINUED

Advancing equity in early childhood education requires understanding this broader societal context, these biases, and the ways in which historical and current inequities have shaped the profession, as they have shaped our nation. The biases we refer to here are based on race, class, culture, gender, sexual orientation, ability and disability, language, national origin, indigenous heritage, religion, and other identities. They are rooted in our nation's social, political, economic, and educational structures. Precisely because these biases are both individual and institutional, addressing structural inequities requires attention to both *interpersonal* dynamics—the day-to-day relationships and interactions at the core of early childhood education practice—and *systemic* influences—the uneven distribution of power and privilege inherent in public and private systems nationwide, including in early childhood education.

No single individual, leader, or organization has all the answers related to equity. NAEYC presents this statement after significant reflection and with humility and awareness of our own history and limitations, in keeping with our core belief in continuous quality improvement. In this statement, we share our commitment to becoming a more diverse, high-performing, and inclusive organization serving a more diverse, high-performing, and inclusive profession. Our goal is to nurture a more diverse and inclusive generation of young children who thrive through their experiences of equitable learning opportunities in early learning programs. We commit—both individually and collectively—to continuous learning based on personally reflecting on how our beliefs and actions have been shaped by our experiences of the systems of privilege and oppression in which we operate and based on respectfully listening to others' perspectives. Although this statement may be useful to an international audience, we caution that it is based on the context of early childhood education within the United States. In the spirit of learning we have included a list of definitions of terms, many of which are referenced in the document, as well as others that are often used in equity discussions. These definitions begin on page 17.

This position statement outlines steps needed to

1. provide high-quality early learning programs that build on each child's unique individual and family strengths, cultural background, language(s), abilities, and experiences and
2. eliminate differences in educational outcomes as a result of who children are, where they live, and what resources their families have.

The document begins with the statement of NAEYC's position regarding the importance of equity in early childhood education. It then provides recommendations for advancing equity, beginning with recommendations for self-reflection that apply to everyone. Specific recommendations are also provided for early childhood educators; administrators of schools, centers, family child care homes, and other early childhood education settings; facilitators of educator preparation and professional development in higher education and other spheres; and public policymakers. The recommendations are followed by a synthesis of current early childhood education research through the lenses of equity and NAEYC core values; this discussion of evidence identifies principles of child development and learning and how they are impacted by social-cultural contexts.

Position

All children have the right to **equitable learning opportunities** that enable them to achieve their full potential as engaged learners and valued members of society.

Advancing the right to equitable learning opportunities requires recognizing and dismantling the systems of bias that accord privilege to some and are unjust to others. Advancing the full inclusion of all individuals across all social identities will take sustained efforts far beyond those of early childhood educators alone. Early childhood educators, however, have a unique opportunity and obligation to advance equity. With the support of the early education system as a whole, they can create early learning environments that equitably distribute learning opportunities by helping **all** children experience responsive interactions that nurture their full range of social, emotional, cognitive, physical, and linguistic abilities; that reflect and model fundamental principles of fairness and justice; and that help them accomplish the goals of anti-bias education. Each child will

- demonstrate self-awareness, confidence, family pride, and positive social identities;
- express comfort and joy with human diversity, use accurate language for human differences, and form deep, caring human connections across diverse backgrounds;
- increasingly recognize and have language to describe unfairness (injustice) and understand that unfairness hurts;
- have the will and the skills to act, with others or alone, against prejudice and/or discriminatory actions.[1]

Early childhood education settings—including centers, family child care homes, and schools—are often among children's first communities beyond their families. These settings offer important contexts for children's learning. They should be environments in which children learn that they are valued by others, learn how to treat others with fairness and respect, and learn how to embrace human differences rather than ignore or fear them.

When early childhood educators use inclusive teaching approaches, they demonstrate that they respect diversity and value all children's strengths. Early childhood educators can model humility and a willingness to learn by being accountable for any negative impacts of their own biases on their interactions with children and their families. They can work to ensure that all children have equitable access to the learning environment, the materials, and the adult–child and child–child interactions that help children thrive. Early childhood educators can recognize and support each child's unique strengths, seeking through personal and collective reflection to avoid biases—explicit or implicit—that may affect their decision making related to children.

To effectively advance equity and embrace diversity and full inclusion, early childhood educators need work settings that also embrace these goals—not only for the children and families served but also for the educators themselves. Early childhood educators should be well prepared in their professional knowledge, skills, and dispositions to teach in diverse, inclusive settings. They also need to be supported by, and to advocate for, equity- and diversity-focused public policies. Each of these areas is addressed more fully in the recommendations below. Although the primary focus of this statement is on equitable learning opportunities for young children, we stress that such opportunities depend on equitable treatment of early childhood educators as well. We make these recommendations understanding the critical importance of building a recognized early childhood profession and a system with sufficient funding to ensure that all its members receive equitable compensation and professional recognition that reflect the importance of their work.

Recognizing that both institutional and interpersonal systems must change, our recommendations begin with a focus on individual reflection. Across all roles and settings, advancing equity requires a dedication to self-reflection, a willingness to respectfully listen to others' perspectives without interruption or defensiveness, and a commitment to continuous learning to improve practice. Members of groups that have historically enjoyed advantages must be willing to recognize the often-unintended consequences of ignorance, action, and inaction and how they may contribute to perpetuating existing systems of privilege. It is also important to recognize the many reactions associated with marginalization that begin in early childhood and range from internalization to resistance.[2]

The following general recommendations apply to everyone involved in any aspect of early childhood education.

Recommendations for Everyone

1. **Build awareness and understanding of your culture, personal beliefs, values, and biases.** Recognize that everyone holds some types of bias based on their personal background and experiences. Even if you think of yourself as unbiased, reflect on the impacts of racism, sexism, classism, ableism, heterosexism, xenophobia, and other systems of oppression affecting you and the people around you. Identify where your varied social identities have provided strengths and understandings based on your experiences of both injustice and privilege.
2. **Recognize the power and benefits of diversity and inclusivity.** Carefully observe and listen to others (children, families, colleagues). Expand your knowledge by considering diverse experiences and perspectives without generalizing or stereotyping.
3. **Take responsibility for biased actions, even if unintended, and actively work to repair the harm.** When you commit a biased action, be ready and willing to be held accountable. Resist the urge to become defensive, especially as a member of a privileged group. Before making judgments, take responsibility for recognizing what you don't know or understand and use the opportunity to learn and reflect. Be willing to constructively share feedback and discuss alternative approaches when observing potentially biased actions by others.
4. **Acknowledge and seek to understand structural inequities and their impact over time.** Take action when outcomes vary significantly by social identities (e.g., lopsided achievement test scores, number and frequency of suspensions or expulsions that disproportionately target African American and Latino boys, or engagement with certain materials and activities by gender). Look deeper at how your expectations, practices, curriculum, and/or policies may contribute (perhaps unwittingly) to inequitable outcomes for children and take steps to change them.
5. **View your commitment to cultural responsiveness as an ongoing process.** It is not a one-time matter of mastering knowledge of customs and practices, but an enduring responsibility to learn and reflect based on direct experiences with children, their families, and others.
6. **Recognize that the professional knowledge base is changing.** There is growing awareness of the limitations of child development theories and research based primarily on a normative perspective of White, middle-class children without disabilities educated in predominantly English-language schools.[3, 4] Keep up to date professionally as more strengths-based approaches to research and practice are articulated and as narrowly defined normative approaches to child development and learning are questioned. Be willing to challenge the use of outdated or narrowly defined approaches—for example, in curriculum, assessment policies and practices, or early learning standards. Seek information from families and communities about their social and cultural beliefs and practices to supplement your knowledge.

Recommendations for Early Childhood Educators[5]

Create a Caring, Equitable Community of Engaged Learners

1. **Uphold the unique value and dignity of each child and family.** Ensure that all children see themselves and their daily experiences, as well as the daily lives of others within and beyond their community, positively reflected in the design and implementation of pedagogy, curriculum, learning environment, interactions, and materials. Celebrate diversity by acknowledging similarities and differences and provide perspectives that recognize beauty and value across differences.
2. **Recognize each child's unique strengths and support the full inclusion of all children—given differences in culture, family structure, language, racial identity, gender, abilities and disabilities, religious beliefs, or economic class.** Help children get to know, recognize, and support one another as valued members of the community. Take care that no one feels bullied, invisible, or unnoticed.
3. **Develop trusting relationships with children and nurture relationships among them while building on their knowledge and skills.** Embrace children's cultural experiences and the languages and customs that shape their learning. Treat each child with respect. Eliminate language or behavior that is stereotypical, demeaning, exclusionary, or judgmental.
4. **Consider the developmental, cultural, and linguistic appropriateness of the learning environment and your teaching practices for each child.** Offer meaningful, relevant, and appropriately challenging activities across all interests and abilities. Children of all genders, with and without disabilities, should see themselves and their families, languages, and cultures regularly and meaningfully reflected in the environment and learning materials. Counter common stereotypes and misinformation. Remember that the learning environment and its materials reflect what you do and do not value by what is present and what is omitted.
5. **Involve children, families, and the community in the design and implementation of learning activities.** Doing this builds on the funds of knowledge that children and families bring as members of their cultures and communities while also sparking children's interest and engagement. Recognizing the community as a context for learning can model citizen engagement.
6. **Actively promote children's agency.** Provide each child with opportunities for rich, engaging play and opportunities to make choices in planning and carrying out activities. Use open-ended activities that encourage children to work together and solve problems to support learning across all areas of development and curriculum.
7. **Scaffold children's learning to achieve meaningful goals.** Set challenging but achievable goals for each child. Build on children's strengths and interests to affirm their identities and help them gain new skills, understanding, and vocabulary. Provide supports as needed while you communicate—both verbally and nonverbally—your authentic confidence in each child's ability to achieve these goals.
8. **Design and implement learning activities using language(s) that the children understand.** Support the development of children's first languages while simultaneously promoting proficiency in English. Similarly, recognize and support dialectal differences as children gain proficiency in the Standard Academic English they are expected to use in school.[6]
9. **Recognize and be prepared to provide different levels of support to different children depending on what they need.** For example, some children may need more attention at certain times or more support for learning particular concepts or skills. Differentiating support in a strengths-based way is the most equitable approach because it helps to meet each child's needs.
10. **Consider how your own biases (implicit and explicit) may be contributing to your interactions and the messages you are sending children.** Also reflect on whether biases may contribute to your understanding of a situation. How might they be affecting your judgment of a child's behavior, especially a behavior you find negative or challenging? What messages do children take from your verbal and nonverbal cues about themselves and other children? Recognize that all relationships are reciprocal, and thus that your behavior impacts that of children.
11. **Use multi-tiered systems of support.** Collaborate with early childhood special educators and other allied education and health professionals as needed. Facilitate each professional establishing a relationship with each child to foster success and maximize potential.

Establish Reciprocal Relationships with Families

1. **Embrace the primary role of families in children's development and learning.** Recognize and acknowledge family members based on how families define their members and their roles. Seek to learn about and honor each family's child-rearing values, languages (including dialects), and culture. Gather information about the hopes and expectations families have for their children's behavior, learning, and development so that you can support their goals.
2. **Uphold every family's right to make decisions for and with their children.** If a family's desire appears to conflict with your professional knowledge or presents an ethical dilemma, work with the family to learn more, identify common goals, and strive to establish mutually acceptable strategies.
3. **Be curious, making time to learn about the families with whom you work.** This includes learning about their languages, customs, activities, values, and beliefs so you can provide a culturally and linguistically responsive and sustaining learning environment. It requires intentionally reaching out to families who, for a range of reasons, may not initiate or respond to traditional approaches (e.g., paper and pencil/electronic surveys, invitations to open houses, parent–teacher conferences) to interact with educators.
4. **Maintain consistently high expectations for family involvement, being open to multiple and varied forms of engagement and providing intentional and responsive supports.** Ask families how they would like to be involved and what supports may be helpful. Families may face challenges (e.g., fear due to immigration status, less flexibility during the workday, child care or transportation issues) that may require a variety of approaches to building engagement. Recognize that it is your responsibility as an educator to connect with families successfully so that you can provide the most culturally and linguistically sustaining learning environment for each child.
5. **Communicate the value of multilingualism to all families.** All children benefit from the social and cognitive advantages of multilingualism and multiliteracy. Make sure families of emergent bilinguals understand the academic benefits and the significance of supporting their child's home language as English is introduced through the early childhood program, to ensure their children develop into fully bilingual and biliterate adults.

Observe, Document, and Assess Children's Learning and Development

1. **Recognize the potential of your own culture and background affecting your judgment when observing, documenting, and assessing children's behavior, learning, or development.** Approach a child's confusing or challenging behavior as an opportunity for inquiry. Consider whether these may be behaviors that work well for the child's own home or community context but differ or conflict with your family culture and/or the culture of your setting. How can you adapt your own expectations and learning environment to incorporate each child's cultural way of being? Also, consider the societal and structural perspectives: How might poverty, trauma, inequities, and other adverse conditions affect how children negotiate and respond to their world? How can you help each child build resilience?
2. **Use authentic assessments that seek to identify children's strengths and provide a well-rounded picture of development.** For children whose first language is not English, conduct assessments in as many of the children's home languages as possible. If you are required to use an assessment tool that has not been established as reliable or valid for the characteristics of a given child, recognize the limitations of the findings and strive to make sure they are not used as a key factor in high-stakes decisions.
3. **Focus on strengths.** Develop the skill to observe a child's environment from the child's perspective. Seek to change what you can about your own behaviors to support that child instead of expecting the child to change first. Recognize that it is often easier to focus on what a child *isn't* doing compared with peers than it is to see what that child *can* do in a given context (or could do with support).

Advocate on Behalf of Young Children, Families, and the Early Childhood Profession

1. **Speak out against unfair policies or practices and challenge biased perspectives.** Work to embed fair and equitable approaches in all aspects of early childhood program delivery, including standards, assessments, curriculum, and personnel practices.
2. **Look for ways to work collectively with others who are committed to equity.** Consider it a professional responsibility to help challenge and change policies, laws, systems, and institutional practices that keep social inequities in place.

Recommendations for Administrators of Schools, Centers, Family Child Care Homes, and Other Early Childhood Education Settings

1. **Provide high-quality early learning services that demonstrate a commitment to equitable outcomes for all children.** Arrange budgets to equitably meet the needs of children and staff. Recognize that high-quality programs will look different in different settings because they reflect the values, beliefs, and practices of specific children, families, and communities.
2. **Take proactive steps with measurable goals to recruit and retain educators and leaders who reflect the diversity of children and families served and who meet professional expectations.** All children benefit from a diverse teaching and leadership staff, but it is especially important for children whose social identities have historically been marginalized to see people like them as teachers and leaders.
3. **Employ staff who speak the languages of the children and families served.** When many languages are spoken by the families served, establish relationships with agencies or organizations that can assist with translation and interpretation services. Avoid using the children themselves as translators as much as possible. Families may also be able to identify someone they are comfortable including in conversations.
4. **Ensure that any formal assessment tools are designed and validated for use with the children being assessed.** Key characteristics to consider include age, culture, language, social and economic status, and ability and disability. Assessors should also be proficient in the language and culture in which the assessment is conducted. If appropriate assessment tools are not available for all children, interpret the results considering these limitations.
5. **Recognize the value of serving a diverse group of children and strive to increase the range of diversity among those served.** Race, ethnicity, language, and social and economic status are some dimensions by which early childhood education settings have historically been segregated.
6. **Provide regular time and space to foster a learning community among administrators and staff regarding equity issues.** Include opportunities for all individuals to reflect about their own cultural attitudes and behaviors as well as to uncover and change actions that reflect implicit bias and microaggressions toward children, families, school staff, and administrators.
7. **Establish collaborative relationships with other social service agencies and providers within the community.** Support and give voice to diverse perspectives to strengthen the network of resources available to all children and families.
8. **Establish clear protocols for dealing with children's challenging behaviors and provide teaching staff with consultation and support to address them effectively and equitably.** To consider potential effects of implicit bias, regularly collect and assess data regarding whether certain policies and procedures, including curriculum and instructional practices, have differential impacts on different groups of children. Set a goal of immediately limiting and ultimately eliminating suspensions and expulsions by ensuring appropriate supports for teachers, children, and families.
9. **Create meaningful, ongoing opportunities for multiple voices with diverse perspectives to engage in leadership and decision making.** Recognize that implicit biases have often resulted in limited opportunities for members of marginalized groups. Consider and address factors that create barriers to diversified participation (e.g., time of meetings, location of meetings, languages in which meetings are conducted).

Recommendations for those Facilitating Educator Preparation and Professional Development

1. **Prepare current and prospective early childhood educators to provide equitable learning opportunities for all children.** Ensure that prospective educators understand the historical and systemic issues that have created structural inequities in society, including in early childhood education. Ensure that their preparation and field experiences provide opportunities to work effectively with diverse populations.
2. **Prepare prospective early childhood educators to meet the Professional Standards and Competencies for Early Childhood Educators** (formerly NAEYC's Professional Preparation Standards). Ensure that curriculum and field experiences reflect a focus on diversity, full inclusion, and equity within each of the competencies to cultivate culturally and linguistically responsive practices.
3. **Work with students, community leaders, and public officials to address barriers to educational attainment in the specific community you serve.** Pay special attention to assumptions about academic skill attainment in communities with inadequate public schools, transportation barriers (e.g., limited public transit), financial constraints (e.g., student loans, tuition balances, outstanding bookstore bills), course scheduling during the working day, lack of child care, and the like. Design educational programs that put students' needs first and take identified barriers into account while also working to remove those barriers (e.g., loan forgiveness programs, evening and weekend courses, extended bus or train service, child care services aligned with course and professional development offerings).
4. **Implement transfer and articulation policies that recognize and award credits for students' previous early childhood courses and degrees as well as demonstrated competency through prior work experience.** This will support a wide range of students in advancing their postsecondary credentials.
5. **Work actively to foster a sense of belonging, community, and support among first-generation college students.** Cohorts and facilitated support from first-generation graduates can be especially useful.
6. **Set and achieve measurable goals to recruit and retain a representative faculty across multiple dimensions.** Consider establishing goals related to race, ethnicity, age, language, ability and disability, gender, and sexual orientation, among others.
7. **Provide regular time and space to foster a learning community among administrators, faculty, and staff.** Create opportunities for reflection and learning about cultural respect and responsiveness, including potential instances of implicit bias and microaggressions toward both children and adults.
8. **Ensure that all professional standards, career pathways, articulation, advisory structures, data collection, and financing systems in state professional development systems are subjected to review.** Assess whether each of the system's policies supports workforce diversity by reflecting the children and families served and offering equitable access to professional development. Determine whether these systems serve to increase compensation parity across early childhood education settings and sectors, birth through age 8.

Recommendations for Public Policymakers

1. **Use an equity lens to consider policy impacts on all children and on the bonds between them and their families.** Work to change any policy that either directly or through unintended negative consequences undermines children's physical and emotional well-being or weakens the bonds between children and their families.
2. **Increase financing for high-quality early learning services.** Ensure that there are sufficient resources to make high-quality early childhood education universally accessible. Every setting should have the resources it requires to meet the needs of its children and families. This includes ensuring equitable access to high-quality higher education and compensation for a qualified workforce. See the NASEM report *Transforming the Financing of Early Care and Education* for more details.[7]
3. **Revise early learning standards to ensure that they reflect the culturally diverse settings in which educators practice.** Provide ongoing, in-depth staff development on how to use standards in diverse classrooms. Quality rating and improvement systems should further the principles of equity across all aspects of education, including curriculum, instruction, full inclusion, family engagement, program design, and delivery.
4. **Make sure policies promote the use of authentic assessments that are developmentally, culturally, and linguistically appropriate for the children being assessed and use valid and reliable tools designed for a purpose consistent with the intent of the assessment.** Assessments should be tied to children's daily activities, supported by professional development, and inclusive of families; they should be purposefully used to make sound decisions about teaching and learning, to identify significant concerns that may require focused intervention for individual children, and to help programs improve their educational and developmental interventions.
5. **Increase opportunities for families to choose early childhood programs that serve diverse populations of children.** Incentivize these choices and seek to provide supports such as transportation. These supports will help to reduce the segregation of programs (primarily by race, language, ability, and class), which reflects segregated housing patterns and fuels persistent discrimination and inequities.
6. **Include community-based programs and family child care homes in state funding systems for early childhood education.** Ensure that these systems equitably support community-based programs and engage community members and families in activist and leadership roles. Support the educators who work in community-based programs so they can meet high-quality standards while allowing families to choose the best setting for their needs.
7. **Ensure sufficient funding for, access to, and supports for children, teachers, and administrators to respond to children's behaviors that others find challenging.** Mental health supports and prevention-oriented interventions can help meet each child's needs, including mental health challenges, without stigmatization, and eliminate the use of suspensions and expulsions across all early childhood settings.
8. **Establish comparable compensation (including benefits) across settings for early childhood educators with comparable qualifications, experience, and responsibilities.** Focusing only on comparable compensation for those working in pre-K settings will deepen disparities felt by educators working with infants and toddlers, who are disproportionately women of color. Including educators working with infants and toddlers in compensation policies is a fundamental matter of equity.
9. **Incorporate the science of toxic stress and adverse childhood experiences (ACEs) into federal and state policies and programs.** Trauma-informed care and healing-centered approaches can support resilience and help mitigate the effects of toxic stress and ACEs, which affect children of all social groups but disproportionately affect children of marginalized groups.
10. **Promote national, state, and local policies that promote and support multilingualism for all children.** This can include funding for early learning dual-language immersion programs, early childhood educator professional development for teaching and supporting emergent bilinguals, and the inclusion of multi/dual language promotion in quality rating and improvement systems.
11. **Set a goal of reducing the US child poverty rate by half within a decade.** A 2019 National Academies of Sciences report provides a consensus approach to achieving this goal through specific policies such as supporting families' financial well-being and stability, ensuring universal child health insurance, and providing universal access to early care and education.[8]

The Evidence for this Position Statement

The recommendations are based on a set of principles that synthesize current early childhood education research through the lenses of equity and NAEYC's core values.[9]

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Principles of Child Development and Learning

1. **Early childhood (birth through age 8) is a uniquely valuable and vulnerable time in the human life cycle.** The early childhood years lay the foundation and create trajectories for all later learning and development.[10, 11, 12]

2. **Each individual—child, family member, and early educator—is unique.** Each has dignity and value and is equally worthy of respect. Embracing and including multiple perspectives as a result of diverse lived experiences is valuable and enriching for all.

3. **Each individual belongs to multiple social and cultural groups.**[13] This creates richly varied and complex social identities (related to race, gender, culture, language, ability and disability, and indigenous heritage identities, among others). Children learn the socially constructed meanings of these identities early in life, in part by recognizing how they and others who share or do not share them are treated.[14, 15, 16, 17, 18, 19] Early childhood educators and early childhood programs in centers, homes, and schools play a critical role in fostering children's development of positive social identities.[20, 21, 22]

4. **Learning is a social process profoundly shaped by culture, social interactions, and language.**[23, 24] From early infancy, children are hardwired to seek human interaction.[25] They construct knowledge through their interactions with people and their environment, and they make meaning of their experiences through a cultural lens.[26, 27]

5. **Language and communication are essential to the learning process.** Young children who are exposed to multiple linguistic contexts can learn multiple languages, which carries many cognitive, cultural, economic, and social advantages.[28] This process is facilitated when children's first language is recognized as an asset and supported by competent speakers through rich, frequent, child-directed language as the second language is introduced.[29, 30, 31]

6. **Families are the primary context for children's development and learning.**[32] Family relationships precede and endure long after children's relationships with early childhood educators have ended. Early childhood educators are responsible for partnering with families to ensure consistent relationships between school and home. This includes recognizing families as experts about their children and respecting their languages.[33] It means learning as much as possible about families' cultures in order to incorporate their funds of knowledge into the curriculum, teaching practices, and learning environment.[34] It also means actively working to support and sustain family languages and cultures.[35] Finally, it means recognizing and addressing the ways in which early childhood educators' own biases can affect their work with families, to ensure that all families receive the same acknowledgment, support, and respect.[36]

7. **Learning, emotions, and memory are inextricably interconnected in brain processing networks.**[37] Positive emotions and a sense of security promote memory and learning. Learning is also facilitated when the learner perceives the content and skills as useful because of their connection to personal motivations and interests. Connections to life experiences and sense of mastery and belonging are especially important for young children.

8. **Toxic stress and anxiety can undermine learning.**[38] They activate the "fight or flight" regions of the brain instead of the prefrontal cortex associated with higher order thinking. Poverty and other adverse childhood experiences are major sources of toxic stress and can have a negative impact on all aspects of learning and development.[39, 40] Protective factors that promote resilience in the face of adversity include supportive adult–child relationships, a sense of self-efficacy and perceived control, opportunities to strengthen adaptive skills and self-regulatory capacity, cultural traditions, and sources of faith and hope.[41]

9. **Children's learning is facilitated when teaching practices, curricula, and learning environments build on children's strengths and are developmentally, culturally, and linguistically appropriate for each child.**[42, 43, 44, 45, 46, 47] That is, teaching practices, curricula, and learning environments are meaningful and engaging for every child and lead to challenging and achievable goals.

10. **Reflective practice is required to achieve equitable learning opportunities.** Self-awareness, humility, respect, and a willingness to learn are key to becoming a teacher who equitably and effectively supports all children and families.[48]

The Social-Cultural Context of Child Development and Learning

It is essential to understand that child development and learning occur within a social-cultural, political, and historical context.[49] Within that context, each person's experiences may vary based on their social identities and the intersection of these identities. Social identities bring with them socially constructed meanings that reflect biases targeted to marginalized groups, resulting in differential experiences of privilege and injustice.[50] These systems can change over time, although many have remained stubbornly rooted in our national ethos.

Traditionally, the dominant narrative in the United States—in our history, scientific research, education, and other social policy and media—has reflected the ways in which society has granted or denied privilege to people based on certain aspects of their identity. Whiteness, for example, confers privilege, as does being male. Other aspects of identity that society tends to favor with easier access to power structures include being able-bodied, US born, Christian, heterosexual, cisgender, thin, educated, and economically advantaged.[51] Conversely, other aspects of identity tend to be associated with societal oppression, experienced, for example, by those who are members of indigenous societies and those who do not speak fluent, standard English. By naming such privilege and acknowledging the intersection of privilege and oppression, the intent is not to blame those who have benefited, but to acknowledge that privilege exists and that the benefits are unfairly distributed in ways that must be addressed.

Dominant social biases are rooted in the social, political, and economic structures of the United States. Powerful messages—conveyed through the media, symbols, attitudes, and actions—continue to reflect and promote both explicit and implicit bias. These biases, with effects across generations, stem from a national history too often ignored or denied—including trauma inflicted through slavery, genocide, sexual exploitation, segregation, incarceration, exclusion, and forced relocation. Deeply embedded biases maintain systems of privilege and result in structural inequities that grant greater access, opportunity, and power to some at the expense of others.[52]

Few men enter the field of early childhood education, reflecting the historic marginalization of women's social and economic roles—which has had a particularly strong impact on women of color. Comprising primarily women, the early childhood workforce is typically characterized by low wages.[53] It is also stratified, with fewer women of color and immigrant women having access to higher education opportunities that lead to the educational qualifications required for higher-paying roles.[54] Systemic barriers limit upward mobility, even when degrees and qualifications are obtained.[55] As a result, children are typically taught by White, middle-class women, with women of color assisting rather than leading. Some evidence, especially with elementary-grade children, suggests that a racial and gender match between teachers and children can be particularly beneficial for children of color without being detrimental to other children.[56, 57, 58, 59]

The professional research and knowledge base is largely grounded in a dominant Western scientific-cultural model that is but "one perspective on reality and carries with it its own biases and assumptions."[60] These shortcomings of the knowledge base reflect the historical issues of access to higher levels of scholarship for individuals of color and the need to expand the pipeline of researchers who bring different lived experiences across multiple social identities. It is important to consider these biases and their impact[61] on all aspects of system delivery, including professional development, curriculum, assessment, early learning standards,[62] and accountability systems.

The research base regarding the impact of implicit bias in early childhood settings is growing.[63] Teachers of young children—like all people—are not immune to such bias. Even among teachers who do not believe they hold any explicit biases, implicit biases are associated with differential judgments about and treatment of children by race, gender, ability and disability, body type, physical appearance, and social, economic, and language status—all of which limit children's opportunities to reach their potential. Implicit biases also result in differential judgments of children's play, aggressiveness, compliance, initiative, and abilities. These biases are associated with lower rates of achievement and assignment to "gifted" services and disproportionately higher rates of suspension and expulsion, beginning in preschool, for African American children, especially boys. Studies of multiple racial and ethnic subgroups in different contexts point to the complexity of the implicit bias phenomenon, with different levels and types of bias received by different subgroups.[64] Children's expression of implicit bias has also been found to vary across countries, although some preference for Whites was found even in nations with few White or Black residents.[65]

By recognizing and addressing these patterns of inequity, society will benefit from tapping the potential of children whose families and communities have been systematically marginalized and oppressed. Early childhood educators, early learning settings, higher education and professional development systems, and public policy all have important roles in forging a new path for the future. By eliminating systemic biases and the structures that sustain them, advancing equity, and embracing diversity and inclusivity, we can strengthen our democracy as we realize the full potential of all young children—and, therefore, of the next generation of leaders and activists.

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Conclusion

A large and well-established body of knowledge demonstrates that high-quality early childhood programs promote children's opportunities for lifelong success and that public investments in such programs generate savings that benefit the economy.[66] As a result, in the United States and around the world, leaders across all political persuasions are making greater investments in early childhood services with broad public support. But more remains to be done.

We must build on these investments and work to advance equity in early childhood education by ensuring equitable learning opportunities for all young children. This position statement outlines steps needed to (1) provide high-quality early learning programs that build on each child's unique set of individual and family strengths, cultural background, language(s), abilities, and experiences and (2) eliminate differences in educational outcomes as a result of who children are, where they live, and what resources their families have. All children deserve the opportunity to reach their full potential.

Join NAEYC to work with others committed to advancing equity in early childhood education; learn more at

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Definitions of Key Terms

ability—The means or skills to do something. In this position statement, we use the term "ability" more broadly than the traditional focus on cognition or psychometric properties to apply across all domains of development. We focus and build on each child's abilities, strengths, and interests, acknowledging disabilities and developmental delays while avoiding ableism (see also *ableism* and *disability* below).

ableism—A systemic form of oppression deeply embedded in society that devalues disabilities through structures based on implicit assumptions about standards of physical, intellectual, and emotional normalcy.[67, 68]

agency—A person's ability to make choices and influence events. In this position statement, we emphasize each child's agency, especially a child's ability to make choices and influence events in the context of learning activities, also referred to as autonomy or child-directed learning.[69, 70]

bias—Attitudes or stereotypes that favor one group over another. **Explicit biases** are *conscious* beliefs and stereotypes that affect one's understanding, actions, and decisions; **implicit biases** also affect one's understanding, actions, and decisions but in an unconscious manner. Implicit biases reflect an individual's socialization and experiences within broader systemic structures that work to perpetuate existing systems of privilege and oppression. An **anti-bias** approach to education explicitly works to end all forms of bias and discrimination.[71]

classism—A systemic form of oppression deeply embedded in society that tends to assign greater value to middle and upper socioeconomic status and devalue the "working" class.

culture—The patterns of beliefs, practices, and traditions associated with a group of people. Culture is increasingly understood as inseparable from development.[72, 73] Individuals both learn from and contribute to the culture of the groups to which they belong. Cultures evolve over time, reflecting the lived experiences of their members in particular times and places.

disability and developmental delay—Legally defined for young children under the Individuals with Disabilities Education Act (IDEA), disabilities include intellectual disability; hearing, speech or language, visual, and/or orthopedic impairment; autism; and traumatic brain injury. Under IDEA, states define developmental delays to include delays in physical, cognitive, communication, social or emotional, or adaptive development. These legal definitions are important for determining access to early intervention and early childhood special education services. The consequences of the definition can vary based on the degree to which they are seen as variations in children's assets or the degree to which they are seen as deficits.[74] (See also *ableism* and *ability*, above.)

diversity—Variation among individuals, as well as within and across groups of individuals, in terms of their backgrounds and lived experiences. These experiences are related to social identities, including race, ethnicity, language, sexual orientation, gender identity and expression, social and economic status, religion, ability status, and country of origin. The terms *diverse* and *diversity* are sometimes used as euphemisms for *non-White*. NAEYC specifically rejects this usage, which implies that Whiteness is the norm against which diversity is defined.

equity—The state that would be achieved if individuals fared the same way in society regardless of race, gender, class, language, disability, or any other social or cultural characteristic. In practice, equity means all children and families receive necessary supports in a timely fashion so they can develop their full intellectual, social, and physical potential.

Equity is not the same as *equality*. Equal treatment given to individuals at unequal starting points is inequitable. Instead of equal treatment, NAEYC aims for equal opportunity. This requires considering individuals' and groups' starting points, then distributing resources equitably (not equally) to meet needs. Attempting to achieve equality of opportunity without considering historic and present inequities is ineffective, unjust, and unfair.[75]

equitable learning opportunities—Learning opportunities that not only help each child thrive by building on each one's unique set of individual and family strengths—including cultural background, language(s), abilities and disabilities, and experiences—but also are designed to eliminate differences in outcomes that are a result of past and present inequities in society.

funds of knowledge—Essential cultural practices and bodies of knowledge embedded in the daily practices and routines of families.[76]

gender identity—A social concept that reflects how individuals identify themselves. Traditionally viewed as a binary category of male/female linked to an individual's sex, gender identity is viewed by current science as fluid and expansive. **Cisgender** individuals develop a gender identity that matches their legal designation. **Transgender** individuals are those whose gender identity and/or expression differs from cultural expectations based on their legal designation at birth.[77]

historical trauma—"The cumulative emotional and psychological wounding over the lifespan and across generations, emanating from massive group trauma experiences."[78] Examples of historical trauma include the multigenerational effects of white supremacy reflected in colonization, genocide, slavery, sexual exploitation, forced relocation, and incarceration based on race or ethnicity.

inclusion—Embodied by the values, policies, and practices that support the right of every infant and young child and their family, regardless of ability, to participate in a broad range of activities and contexts as full members of families, communities, and society. The desired results of inclusive experiences for children with and without disabilities and their families include a sense of belonging and membership, positive social relationships and friendships, and development and learning to help them reach their full potential.[79] Although the traditional focus of inclusion has been on addressing the exclusion of children with disabilities, full inclusion seeks to promote justice by ensuring equitable participation of all historically marginalized children.[80]

intersectionality—The overlapping and interdependent systems of oppression across, for example, race, gender, ability, and social status. Intersectionality encourages us to embrace and celebrate individuals' multiple social identities. It also highlights the complex and cumulative effects of different forms of structural inequity that can arise for members of multiple marginalized groups.

LGBTQIA+—An acronym for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more, reflecting the expansive and fluid concepts of sexual orientation, gender identity, and gender expression.

marginalization—The process by which specific social groups are pushed to the edges or margins of society. Marginalized groups are treated as less important or inferior through policies or practices that reduce their members' economic, social, and political power.

microaggressions—Everyday verbal, nonverbal, or environmental messages that implicitly contain a negative stereotype or are in some way dehumanizing or othering. These hidden messages serve to invalidate the recipients' group identity, to question their experience, to threaten them, or to demean them on a personal or group level. Microaggressions may result from implicit or explicit biases. People who commit microaggressions may view their remarks as casual observations or even compliments and may not recognize the harm they can cause.[81]

norm, normative—The definition of certain actions, identities, and outcomes as the standard ("the norm" or "normal"), with everything else as outside the norm. For example, the terms *White normativity* or *heteronormative* refer to instances in which Whiteness and heterosexuality are considered normal or preferred. Such norms wrongly suggest that all other races and sexual orientations are outside the norm or are less preferable. Art activities focused on filling out a family tree, with designated spaces for "mommy," "daddy," "grandma," and "grandpa," for example, may assume a two-parent, heterosexual household as the normative family structure. (While some research-based norms provide guidance regarding healthy child development and appropriate educational activities and expectations, these norms have too often been derived through research that has only or primarily included nonrepresentative samples of children or has been conducted primarily by nonrepresentative researchers. Additional research, by a more representative selection of researchers and theorists, is needed to develop new norms that will support equitably educating all children.)

oppression—The systematic and prolonged mistreatment of a group of people.

privilege—Unearned advantages that result from being a member of a socially preferred or dominant social identity group. Because it is deeply embedded, privilege is often invisible to those who experience it without ongoing self-reflection. Privilege is the opposite of marginalization or oppression that results from racism and other forms of bias.

race—A social-political construct that categorizes and ranks groups of human beings on the basis of skin color and other physical features. The scientific consensus is that using the social construct of race to divide humans into distinct and different groups has no biological basis.[82]

racism—A belief that some races are superior or inferior to others. Racism operates at a systemic level through deeply embedded structural and institutional policies that have favored Whiteness at the expense of other groups. On an individual level, racism can be seen in both explicit and implicit prejudice and discrimination. Both individual and institutional acts of bias work to maintain power and privilege in the hands of some over others.[83]

resilience—The ability to overcome serious hardship or adverse experiences. For children, resilience is promoted through such protective factors as supportive relationships, adaptive skill building, and positive experiences.[84]

sexism—A belief that some gender identities are superior or inferior to others. Sexism operates at a systemic level through deeply embedded structural and institutional policies that have assigned power and prestige to cisgender men and caring and nurturing roles with little economic reward to cisgender women, to the detriment of all.

stereotype—Any depiction of a person or group of people that makes them appear less than fully human, unique, or individual or that reinforces misinformation about that person or group.

structural inequities—The systemic disadvantage of one or more social groups compared to systemic advantage for other groups with whom they coexist. The term encompasses policy, law, governance, and culture and refers to race, ethnicity, gender or gender identity, class, sexual orientation, and other domains.[85]

White fragility—A concept based on the observation that White people in North America and other parts of the world live in a social environment that protects and insulates them from race-based stress, heightening their expectations for racial comfort and lowering their ability to tolerate racial stress. Even small amounts of racial stress can be intolerable to White people and can trigger defensive actions designed to restore the previous equilibrium and comfort.[86]

xenophobia—Attitudes, prejudices, or actions that reject, exclude, or vilify individuals as foreigners or outsiders. Although often targeted at migrants, refugees, asylum seekers, and displaced persons, xenophobia is not limited to these individuals but may be applied to others on the basis of assumptions.

Endnotes

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5 These recommendations reflect the essential responsibilities of early childhood educators identified in Power to the Profession and the *Professional Standards and Competencies of Early Childhood Educators*. This statement does not duplicate these documents but lifts specific elements using an equity lens. Standards 1, 4, and 5 of the *Standards and Competencies* are reflected under the heading "Create a caring, equitable community of learners." Standards 2 and 3 are reflected in the similarly named headings. Standard 6 is reflected in the general recommendations as well as the advocacy recommendations. Readers are encouraged to refer to the above documents for further information regarding expectations for the knowledge, skills, and competencies of all early childhood educators. Similarly, these recommendations are consistent with the principles and ideals of the *NAEYC Code of Ethical Conduct and Statement of Commitment*.

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11 *Transforming the Workforce*.

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13 *How People Learn II*.

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County of Los Angeles
A Unified Strategic Plan for Early Care and Education
2020-2025

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INSERT Letter from DPH, OAECE, CCPC and PRCCD

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A) Guiding Principles

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Executive Summary

Early care and education can be a cornerstone for a child's healthy development and future well-being, So they can thrive, all children deserve access to high-quality early learning environments to support their growth and development. Quality early care and education programs offer nurturing and stimulating environments that contribute to a child's optimal physical, social-emotional, linguistic, and cognitive development. For working families, child care is also an essential resource that enables parents and caregivers to remain in the workforce. To ensure that all children have access to high-quality early care and education, the Los Angeles County Office for the Advancement of Early Care and Education (OAECE), under the leadership of the Department of Public Health (DPH) and in partnership with the Policy Roundtable for Child Care and Development (Roundtable) and the Child Care Planning Committee (Planning Committee), presents the County of Los Angeles Unified Strategic Plan for Early Care and Education – 2020-2025 (the Plan).

A Unified Approach

Serving approximately 650,000 Los Angeles children under age 5, the early care and education system is a complex and disconnected matrix of services. Recently, support for our youngest children has risen as a priority issue with elevated political attention and increased public investment. This critical moment in time provides an opportunity to shift how early care and education is approached in Los Angeles County. The Plan was developed through an innovative collaborative process involving almost 100 stakeholders including OAECE staff, Roundtable members , and Planning Committee members. The Plan documents shifts in the early care and education landscape, the history of each of three entities that developed the Plan, and the twelve-month process that brought unique perspectives together under a common vision. The Plan also uplifts OAECE as the Los Angeles County early care and education office and the transformative role it can serve as an educator, convener, data manager, strategist and advocate.

Strategic Priorities

As a north star for Los Angeles County early care and education efforts, the Plan offers a guiding framework for the OAECE, Roundtable, Planning Committee, and other stakeholders with four focus strategic areas : 1) access to early care and education, 2) early care and education quality, 3) early care and education workforce supports, and 4) family and community engagement in early care and education issues.

Implementation Planning

The four strategic priorities define a direction for early care and education systems and the Plan provides a starting place for collaborative work. A full implementation framework identifying specific activities in each of the four strategic areas, and the assumptions, tasks, roles, timeline, and resources required to achieve them will be completed by June 2020.

Introduction and Background

Early care and education programs support the care and development of children birth to five years old, as well as out of school care for children to age 12. Program providers may include school districts, early care and education centers, licensed family child care homes, and family, friends, and neighbors who provide care. Across Los Angeles County, many families struggle to find services for their children that are high-quality and affordable. The average annual cost of child care is $10,303 per preschooler in center-based care and $8,579 per preschooler in family child care[2]. During the recession, early care and education programs subsidized by the State of California for low-income families experienced budget reductions totaling $1.5 billion [3] impacting families with the greatest need. Over the past few years, modest increases have restored some funds to the subsidized system, although a substantial gap between funding and need remains.

State and Local Priorities

Most recently, attention at state and local levels to the importance of the early years has generated new public investments. Contributing to this momentum, the California Assembly Blue Ribbon Commission on Early Childhood Education released its final report in April 2019 with a list of recommendations that called for significant funding and systems change. The 2019-2020 California Budget includes $5 million for a Master Plan for Early Learning and Care, $245 million for grants to child care and preschool providers for facilities expansions, and $195 million for early learning and care workforce development grants.

Locally, the Los Angeles County Board of Supervisors (Board) lobbied successfully for State investment in the Emergency Child Care Bridge Program for Children in Foster Care. The Board also instructed the Chief Executive Office – Homeless Initiative to identify strategies to connect families experiencing homelessness with early care and education services and mandated the Chief Executive Office, in consultation with the Roundtable and the OAECE, to identify county-owned properties that could provide space for early care and education programming. Further local support is the identification of access to quality early care and education as a critical strategy for the prevention of child abuse and neglect as highlighted in the LA County's Office for Child Protection's (OCP) *Countywide Child Protection Strategic Plan – 2016-21*[4].

In Los Angeles County, responsibility for harnessing this new energy to create an early care and education system that meets child and family needs rests with three entities, the Planning Committee, the Roundtable and the OAECE housed within the DPH Health Promotion Bureau.

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[4] See http://ocp.lacounty.gov/Portals/OCP/PDF/OCP%20Strategic%20Plan%20and%20Progress%20Updates/2016-10-20%20OCP%20Strategic%20Plan%202016-2021.pdf?ver=2018-10-23-170532-757.

Office for the Advancement of Early Care and Education

In 2000, the Los Angeles County Office of Child Care (OCC), the predecessor of the OAECE , was established under the Chief Executive Office (CEO) to address the child care needs of Los Angeles County employees and to staff a state-mandated local child care and development planning council (Planning Committee). Soon after the establishment of the Planning Committee, the Board called for the founding of the Policy Roundtable for Child Care and Development to focus on early care and education policy and systems improvement. Management of both the Planning Committee and the Roundtable were assigned to OCC. In 2001, the role of the OCC expanded to workforce professional development with the Investing in the Early Educators Stipend Program, followed by the California Transitional Kindergarten Stipend Program (CTKSP). OCC developed and implemented the Steps to Excellence Program (STEP), a quality rating and improvement system (QRIS) in 2007, Although OCC no longer leads a QRIS program, it continues to influence quality practices as a part of Quality Start Los Angeles. OCC changed its name to OAECE in 2016 and transitioned to DPH in 2018. The move to DPH reflected recognition of the vital role that early care and education plays in child development, family well-being and community health.

Child Care Planning Committee

The Child Care Planning Committee is Los Angeles County's state mandated Local Child Care and Development Planning Council (LPC) funded by the California Department of Education (CDE). Established as the County's LPC in 1991, the Child Care Planning Committee is staffed by OAECE and is composed of 50 members including parents/consumers, early educators, board appointees and representatives of public agencies, community-based organizations, higher education, and resource and referral agencies. The State requires the Planning Committee to conduct county-wide planning to address access to quality, affordable early care and education.

Policy Roundtable for Child Care and Development

The Roundtable, established in 2000, is a Board of Supervisors appointed body composed of 25 community leaders in early childhood, education, business, economics, and research and representatives of County Departments including Child and Family Services, Mental Health, Probation, Public Health, Public Social Services, and Parks and Recreation. The Roundtable is staffed by OAECE and charged with developing policy recommendations for elevation to the Board of Supervisors, advising County departments on early care and education programs, and identifying strategies to secure, coordinate, and maximize funding for high quality services.

The Planning Process

Strategic planning was launched in the fall of 2018 by the OAECE in partnership with the Planning Committee and the Roundtable, Funding from First 5 LA supported the Center for Nonprofit Management to facilitate the planning process. The proposal to bring these entities together to develop a unified plan demonstrates a recognition across all participating bodies that working together is a tremendous step toward a more cohesive system in Los Angeles County.

Values and Guidelines

Early in their work together, the three participant entities articulated a set of values to inform the planning process. They agreed that the process would 1) embrace a deliberate focus on equity, 2) inspire collaboration and partnerships with community stakeholders and meaningful engagement of authentic family and parent voices, 3) be trauma-informed, 4) promote policy and systems change, and 5) use data to inform planning and advocacy. These values informed the development of a set of guidelines that were intentionally aligned with the Assembly Blue Ribbon Commission on Early Childhood Education's approved principles. The guidelines served as a framework for the identification of strategic priority areas and strategies. These guidelines focus on access, equity, quality, workforce, families, financing, targeted investments, data and advocacy. Going forward, the guidelines will be used to evaluate potential tactics and the crafting of implementation activities. To learn more about the guidelines , please see Appendix A

One Vision, One Mission

The strategic planning process entailed review of the intersecting mission statements of the OAECE, Planning Committee, and Roundtable to arrive at the following united vision and mission statements:

Vision

Children are healthy, thriving and have equitable opportunities to achieve optimal development and succeed in life.

Mission

Lead, build, and strengthen an affordable and high-quality early care and education system for the children and families in Los Angeles County.

OAECE: A Mandate for Change

With the shared vision and mission as the foundation, the OAECE, Roundtable and Planning Committee will implement the 2020-2025 strategic plan through a united effort managed by OAECE. As the Los Angeles County early care and education office, OAECE has a unique mandate to promote systems change through the advancement of new policy and program initiatives, based on the work of its collaborating partners. The strategic plan highlights the mandate of OAECE as an agent of policy and systems change through five primary roles.

> ***Educator:*** It is the job of OAECE to inform partners, advise key stakeholders and publicly promote the importance of quality early care and education to support the well-being of children, strengthen families and help communities thrive.
>
> ***Convener:*** The plan will require OAECE to convene and nurture committees, commissions and task forces to act as agents of change in early care and education policy and systems planning.
>
> ***Data Manager****:* Reflecting the shared value noted above, it will be the task of OAECE to gather, organize, manage, and disseminate data related to family needs, system capacity, program quality and child and family outcomes to shape effective strategies and strengthen early childhood systems.
>
> ***Strategist:*** Drawing on data, OAECE will be called upon to conceptualize, design, and implement innovative programmatic, policy, and systems change strategies.
>
> ***Advocate:*** To assure implementation of system improvements, OAECE will need to mobilize and support advocacy for public policies (legislative and administrative) that build and strengthen the early care and education system in Los Angeles County.

Strategic Priorities

The 2020–2025 strategic priorities will guide collective efforts of the OAECE, Roundtable, and Planning Committee over the next five years. Grounded in the Planning Committee's 2017 needs assessment entitled *The State of Early Care and Education in Los Angeles County*,[5] the priorities focus on 1) access to early care and education, 2) early care and education quality, 3) early care and education workforce supports, and 4) family and community engagement on early care and education issues. The paragraphs that follow provide a brief preview of each of the priorities and one example of the kinds of activities under each strategy that will be expanded upon in the implementation stage of planning.

[5] Child Care Planning Committee. *The State of Early Care and Education in Los Angeles County – Los Angeles County: Child Care Planning Committee 2017 Needs Assessment Executive Summary*. March 2017. See https://childcare.lacounty.gov/wp-content/uploads/2018/06/ECE-Needs-Assessment_Executive-Brief-03-30-2017.pdf.

Priority 1 - Access

The early years are a critical period in human development. The foundation that is built through a child's participation in quality early care and education is associated with positive economic, educational and social impacts lasting well into adulthood[6], benefitting both the individual child, family and larger community. Unfortunately, many families in Los Angeles County do not have access to affordable, quality early care and education. There are approximately 650,000 children under five in Los Angeles County, but only 206,830 spaces in licensed centers and family child care. The 2017 early care and education needs assessment highlighted challenges like a shortage of infant and toddler care, the decline in family child care homes, increased participation in transitional kindergarten, and the high cost of child care.

Goal 1: Increase access to early care and education services for children birth to five years of age and out of school care for children to age twelve.

Strategies:

1.1: Reduce barriers and maximize resources to expand early care and education services to centers and family child care homes, prioritizing infants and toddlers, high-need families, and under resourced communities.

- ***Example Activity*** *- Finalize and promote a toolkit that helps early care and education providers navigate the facility development system including licensing, zoning, fire, and public health.*

1.2: Advocate for funding to build or upgrade early care and education centers and family child care homes.

- ***Example Activity*** *– Develop a cross-sector advocacy strategy for facilities funding and for tackling barriers to facility development.*

1.3: Lead the analysis of data on the needs of Los Angeles County families for early care and education services and share with stakeholders to inform local planning and increased early learning investments.

- ***Example Activity*** *– Launch an on-line dashboard to inform the public about the supply and demand of Los Angeles County early care and education services.*

[6] Schweinhart, L.J., Montie, J., Zongping, X, Barnett, W.S., Belfield, C.R., & Nores, M. *Lifetime Effects: The High/Scope Perry Preschool Study Through Age 40* (pp. 194–215). Ypsilanti, MI:High/Scope Press. © 2005 by High/Scope® Educational Research Foundation.

Priority 2: Quality

Every parent should have the opportunity to enroll their child in a high-quality early care and education program. Research shows that there is a relationship between early care and education quality and children's academic achievement, as well as language and cognitive development.[7] To increase the quality of care, initiatives like Quality Rating and Improvement Systems (QRIS) have emerged across the country. Locally, Quality Start Los Angeles (QSLA)[8] has led the way in strengthening a county-wide quality improvement system. While QRIS is an approach to incentivize and support quality improvement, it is just one strategy on a continuum of quality improvement supports which may include *teacher-focused* efforts like training; *setting-focused* efforts like facilities grants; *family-focused* efforts like educating parents about quality; and *systems level efforts* which focus on setting and meeting standards .[9]

Goal 2: Strengthen the quality of early care and education services, especially for children and families most in need.

Strategies:

2.1: Partner with local quality improvement efforts to provide input, inform and influence quality improvement efforts.

- ***Example Activity*** – Launch a campaign in partnership with the Quality Start LA to promote what quality looks like in a program.

2.2: Advocate for increased quality improvement investments for all providers including centers, family child care, and family, friends, and neighbor care.

- ***Example Activity*** – *Elevate quality improvement policy recommendations to the Los Angeles County Board of Supervisors through the Roundtable.*

2.3: Leverage data from local quality improvement efforts to publicly promote the importance of quality care.

- ***Example Activity*** – *Release a "True Cost of Quality Care" infographic based on the Comprehensive Fiscal Analysis funding model.*

2.4: Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems.

- ***Example Activity*** – *Create a handbook that helps parents navigate early childhood services such as early care and education, home visitation, developmental screenings, early childhood mental health consultation, kindergarten transition, library services, and parks and recreation.*

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[7] Jeon, L. & Buettner, C.K. (2014). *Quality rating and improvement systems and children's cognitive development*. Child Youth Care Forum, 44, 191-207. Doi: 10.1007/s10566-014-9277-7.

[8] Quality Start Los Angeles (QSLA) is a voluntary quality rating and improvement system (QRIS) designed to help parents of children birth to five choose the best early childhood education for their family.

[9] Boller, K., Tarrant, K. & Schaack, D.D. (2014). *Early Care and Education Quality Improvement: A Typology of Intervention Approaches.* OPRE Research Report #2014-36. Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Priority 3: Workforce

The quality of early learning programs for children is intrinsically connected to the early care and education workforce. Given the importance of a workforce armed with the knowledge, skills and attitudes required to achieve quality care, the Plan elevates workforce as a separate priority, rather than just a component of the quality priority discussed above. Numerous studies indicate that a well-educated workforce provides children with better quality care resulting in increased developmental gains.[10] A key to enhancing the quality of the early care and education system lies in the professionalization of the workforce and a comprehensive professional development pathway comprised of college coursework, training, coaching and mentoring. Unfortunately, the early care and education workforce faces multiple challenges inclusive of low wages, limited education, and barriers to accessing professional development that must be addressed to achieve improved system quality.

Goal 3: Improve the compensation and qualifications of the early care and education workforce.

Strategies:

3.1: Advocate for increased compensation for the early care and education workforce.

- ***Example Activity*** *– Release a policy brief advocating for a single reimbursement rate that incentivizes and compensates for the true cost of quality care.*

3.2: Advocate for an efficient, comprehensive statewide data system to track information on the workforce and provide a portal for early educators to access professional development opportunities and build their career profiles.

- ***Example Activity*** *– Integrate the Investing in Early Educators Stipend Program with the Early Care and Education Workforce Registry to reduce duplicated work and increase efficiency in serving the early care and education workforce.*

3.3: Reduce barriers to professional development opportunities.

- ***Example Activity*** *– Build a one-stop website that seamlessly connects Los Angeles County early educators to training opportunities of all kinds.*

[10] Saracho, O.N. & Spodek, B. (2007). *Early childhood teachers' preparation and the quality of program outcomes.* Early Child Development and Care, 177 (1), 71-91. Doi: 10.1080/03004430500317366.

Priority 4: Families and Communities

To build an effective early care and education system in Los Angeles County, it is essential to incorporate the voices of parents, primary caregivers,[11] and communities. Children learn and grow in the context of overlapping spheres of influence,[12] so it is critical to build effective and reciprocal partnerships among early care and education programs, families, and communities. A key component for effective systems changes lies in authentically engaging parents, understanding the early care and education issues they face day to day, and inviting them to be partners in developing solutions.

Goal 4: Increase engagement of parents, caregivers and communities on early care and education issues.

Strategies:

4.1: Assure parent and caregiver access to research findings on early care and education issues.

- ***Example Activity:*** *Release family-friendly materials that promote the importance of early care and education by collaborating with allies like Resource and Referral agencies.*

4.2: Empower and mobilize families as advocates for early care and education resources.

- ***Example Activity****: Launch an early care and education campaign that advances the authentic parent voice through parent testimonials.*

4.3: Engage parents, families and community members as thought partners on early care and education issues through events and committees.

- ***Example Activity:*** *Establish a parent/caregiver workgroup as a part of the Planning Committee to inform and influence early care and education planning across Los Angeles County.*

[11] Primary caregivers include legal guardians, foster parents, and relative caregivers.
[12] Epstein, J. L. (1987). *Toward a theory of family-school connections: Teacher practices and parent involvement*. In K. Hurrelmann, F. Kaufman and F. Loel (Eds.), *Social Intervention: Potential and Constraints* (pp. 121-136). New York: Walter de Gruyter.

Implementation Planning

While this initial strategic plan will guide the direction of OAECE, the Planning Committee and the Roundtable over the next five years, the plan is very broad. An implementation plan, to be completed by June 2020, will bring the strategic priorities to life. Throughout the strategic planning process, OAECE has garnered a wealth of information that will inform the development of a comprehensive implementation plan that will identify specific actions needed to accomplish targeted goals. The next phase of the planning process will launch in January 2020 through an all-day input session with parents, early care and education providers, community organizations, public agencies, supervisorial representatives and various Los Angeles County Departments.

The implementation plan will tackle critical issues to guide success including:

- **Assumptions:** Articulate a clear set of assumptions about factors that shape access, quality, the workforce and family engagement.
- **Objectives:** Establish clear, measurable objectives for each strategy area.
- **Implementation Activities:** Develop activities for each of the four priority areas and strategies.
- **Roles and Responsibilities:** Define the distinct roles and responsibilities of OAECE, the Planning Committee, the Roundtable and other stakeholders within each strategy.
- **Timeline:** Create an implementation timeline with annual targets for outcomes and milestones for success.
- **Resources and Budget:** Produce an inventory of fiscal and in-kind resources needed to execute the implementation plan effectively.

If you are interested in participating in implementation planning, please contact the Office for the Advancement of Early Care and Education at (213)639-6202.

Appendix A

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Guiding Principles

The guiding principles, intentionally aligned with the Assembly Blue Ribbon Commission on Early Childhood Education's approved principles,[13] provide direction for the identification of strategic priority areas and preliminary action items. Going forward, the guiding principles will be used to evaluate potential tactics and the crafting of additional action items.

Access: All children and their families should have access to nurturing, educational, culturally, linguistically and developmentally appropriate high-quality early care and education opportunities with a commitment to social, behavioral, cognitive and physical development and continuity of care.

Equity: Equity must inform all decisions and systems and implicit bias must be acknowledged and managed. Policies and systems should affirmatively remove obstacles and barriers for families seeking access to early care and education.

Quality: All families should have access to a variety of high-quality early care and education settings that meet their needs and that are affordable.

Workforce: High quality early care and education requires a competent**,** effective and well-compensated and professionally supported workforce who reflect the racial, ethnic and linguistic diversity and needs of the children and the families they serve across the various roles and settings.

Families: Early care and education must be integrated with other supports and services that contribute to children's optimal development, engages and strengthens families, and builds upon the capacity of the workforce.

Financing: High quality early care and education requires leveraging financing that is adequate and sustainable with incentives for quality and targeted investments to ensure equity for children and families with the greatest needs.

Targeted Investments: Efforts are required to maintain services, prioritize areas of need by targeting investments, capitalize in what works, and build upon areas of success.

Data and Advocacy: The County of Los Angeles in partnership with its local stakeholders[14] plays a significant role in advocating for legislative and administrative policies and investments informed by robust data and current research to meet the needs of our children and their families. Our work must be transparent, accountable, collaborative, and committed to equity, continuous improvement and responsive to emerging needs.

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[13] Adapted from the Assembly Blue Ribbon Commission on Early Childhood Education Principles approved on October 9, 2018. Their principles are posted at https://speaker.asmdc.org/sites/speaker.asmdc.org/files/pdf/BRC-Principles-Final-120318.pdf.

[14] Local stakeholders are inclusive of parents and other primary caregivers (e.g. foster parents, legal guardians and relatives), early educators, institutions of higher education, child care resource and referral agencies, public agencies (i.e. County departments), philanthropy, advocacy organizations, businesses, and others concerned with the optimal well-being of children, families and communities.

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COUNTY OF LOS ANGELES

OFFICE FOR THE ADVANCEMENT OF
EARLY CARE AND EDUCATION