**Early Educator Workforce Pipeline**

**Community of Practice**

**Kickoff Session – December 1, 11a-1p CT / 12-2p ET**

**Workshop Discussion Guide / Worksheet**

**Resource Documents**

[**Tennessee ECE Education and Training Resources**](http://tqee.org/app/uploads/2023/09/23.09.01_Tennessee-Training-and-Educational-Resources_Final.pdf)ECE education and training resources available throughout Tennessee (e.g., High School CCTE, TECTA, Educator Prep Programs) along with a Career Lattice that details steps individuals can take as they chart their ECE career

[**ECE Financial Supports and Systems**](http://tqee.org/app/uploads/2023/09/Financial-Supports-and-Systems-for-Early-Educator-Career-Pathways.pdf)Financial supports and systems available to support ECE degree completion (e.g. TN Promise, WAGE$)

**What are our next steps to:**

**Set up next steps to understand the availability and specifics of high school ECE CCTE programs in your region and possibly to expand to new high schools.**

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| --- | --- |
| Next Steps | Who, By When, Other specifics |
| 1. Confirm which high schools have an ECE CCTE program / outreach to school district CCTE offices |  |
| 1. Engage school district CCTE leaders in working group/enlist them as partners in the goals? |  |
| 1. Set up a meeting (multiple mtgs?) with program leaders? Do site visits? |  |
| 1. Create questions list and strategy to get them answered |  |

**Sample set of questions**

**Program Structure**

* Courses conducted? And in which grades?
* Is there any clinical / practicum involved?
* What are opportunities for engaging local child care programs or VPK as practicum sites (afterschool, summer, school breaks)? How would high schoolers get to those sites?
* Partnership with local TECTA to ensure CDA achieved and paid for prior to graduation?
* Does program offer dual enrollment with local community college? How often is that happening? What are barriers?
* What needs for support are there? materials, instructors
  + **Student Recruitment and Retention and matriculation to post-secondary**
    - What are current participation, retention and graduation numbers?
    - What are recruitment processes and challenges? What solutions have worked?
    - What are student retention processes and challenges? What solutions have worked?
    - Are students going on to post-secondary opportunities for early education credentials / degrees?
    - Are they being supported to tap Tennessee Promise funding and apply to post-secondary?
  + **Employer engagement**
* Are employers engaged in the recruitment?
* Are employers included in the practicum?
* Are there childcare / preschool employers tee’d up to hire students immediately upon graduation? Is this more likely if student get a CDA?
* What steps could be taken to enlist quality (and ideally well-paying) providers as an industry council to engage with each of the HS CCTE programs?

**This is a second set of questions, focused on post-secondary. You won’t likely have time to address these topics/questions during the December 1 session – but we encourage your action team to begin considering them and having conversations with your local community colleges and 4-year institutions offering educator prep programs.**

**Understand the availability and specifics of Post-Secondary Early Educator degree and credential Programs**

* + **Program Structure**
* What credentials/degrees do you offer prospective early educators (ECE or preK-3rd grade)
* How was curriculum developed
* Is there an online option?
* Is there any clinical / practicum involved?
* What are opportunities for engaging local child care programs or VPK as practicum sites (afterschool, summer, school breaks)? How would high schoolers get to those sites?
* Partnership with local TECTA?
* Does program offer dual enrollment with local High Schools? How often is that happening? What are barriers?
* Are there articulation agreements in place between community college and local 4 year institutions to ensure smooth transition from Associate degree to bachelor’s degree?
  + **Student Recruitment and Retention and matriculation to post-secondary**
    - What are current participation, retention and graduation numbers?
    - What are recruitment processes and challenges? Solutions that have worked?
    - What are student retention processes and challenges? Solutions that have worked? What about learning cohorts/support groups?
    - Are students being supported to tap TECTA, Tennessee Promise and other financial aid?
  + **Employer engagement**
* Are employers engaged in the recruitment?
* Are employers engaged in the classroom / curricula?
* Are employers included in practicum?
* Are there childcare / preschool employers tee’d up to hire students immediately upon graduation?
* What steps could be taken to enlist quality (and ideally well-paying) providers as an industry council to engage with the programs?