Background

High-quality early childhood education (ECE) programs are essential for positive child outcomes, and that education and training for practitioners are important factors in providing high-quality early childhood education.

To address disparities in academic outcomes that too often plague Black children and families, we must address inequities in access to high-quality ECE programs that have well-trained and highly-educated staff.

As jurisdictions across the country respond to growing research and update their policies to require college degrees for early childhood educators, this issue becomes increasingly complicated as such new education requirements for ECE educators also raises concern about the displacement of Black educators, who are faced with disparities in educational attainment.

For more information, please contact Cemere James, Vice President of Policy, at cjames@nbcdi.org.

Responsible Transformation of the Early Childhood Education Workforce

With generous support from the Bill & Melinda Gates Foundation, the National Black Child Development Institute (NBCDI) launched the “Responsible Transformation of the Early Childhood Education Workforce” initiative to:

1) Examine the impact new education requirements may have on Black early childhood educators; and
2) Explore how best to implement a Bachelor's degree requirement for early childhood educators in communities that serve Black children by strengthening, not displacing the current workforce.

The goal of this initiative is to increase access to high-quality early childhood education (ECE) by raising education requirements in the early childhood education workforce without displacing Black educators.

Outcomes

In the coming year, NBCDI will:

- Provide recommendations to advance the early childhood education (ECE) workforce and provide high-quality education for young children.
- Identify policy changes, pathways, and supports for the ECE workforce that are necessary to maintain diversity among ECE educators.
- Raise awareness of the overall lack of investment in the ECE workforce, while highlighting the disparities for Black educators.

About Us: For 48 years, the National Black Child Development Institute (NBCDI) has been committed to our mission to improve and advance the quality of life for Black children and families through education and advocacy. With our National Affiliate Network, we develop and deliver strengths-based, culturally relevant, evidence-based, and trauma informed curricula and programs that focus on health and wellness, family engagement, and literacy. We support increased access to effective education by providing professional development scholarships for early childhood educators. NBCDI, the National Affiliate Network, and our members advocate and inform education policies at the federal, state, and local levels to ensure standards, regulations, and resource allocations support equitable systems for Black children and families.