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# Getting Serious About Quality Early Childhood Educators

Forum for World Education &  
China Annual Conference for  
International Education  
October 18, 2019

A. Lin Goodwin  
The University of Hong Kong



<https://www.flickr.com/photos/tangysd/6746956597>

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**We know that...**

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# Great Teachers Matter

Teachers in the top 20 percent of performance generate five to six more months of student learning each year than low-performing teachers.





**ECE Matters**

# Quality ECE benefits...

...go far beyond  
**child**hood



**But quality ECE  
teachers don't  
come easy...nor  
should they!**

**Knowing:** (diverse)

development (human, cognitive, language, artistic, numeracy, etc); learning theories; interactive, multiple & culturally responsive pedagogies; curriculum making; assessment/s; deep content & structure of the disciplines; law & policies; family/community engagement; health; and so on

**Doing:** enacting knowledges for the benefit of all learners

**Believing** in all learners

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**But we also know that...**

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**Teacher shortages**  
**Teacher attrition**





A close-up photograph of a rusty, circular padlock attached to a chain-link fence. The padlock is heavily corroded with orange-brown rust. It is secured to a dark metal vertical post. Below the padlock, two horizontal metal bars, also rusted, cross the frame. The background is a blurred green field. The word "Barriers" is written in white, bold, sans-serif font across the center of the padlock.

# Barriers

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# A Comparison of 2 Essential NYC Jobs

## Teacher

College Degree (at least)

Cert Exams inc EdTPA

\$56,711

\$56,711 (6 mos/0%)

\$66,931 (5 yrs + MA)



## Sanitation Worker

HS Degree or Equivalent

Written, physical, driver's

\$37,630 + overtime

\$40,820 (6 mos/8.4%)

\$77,318 + overtime (5 yrs)

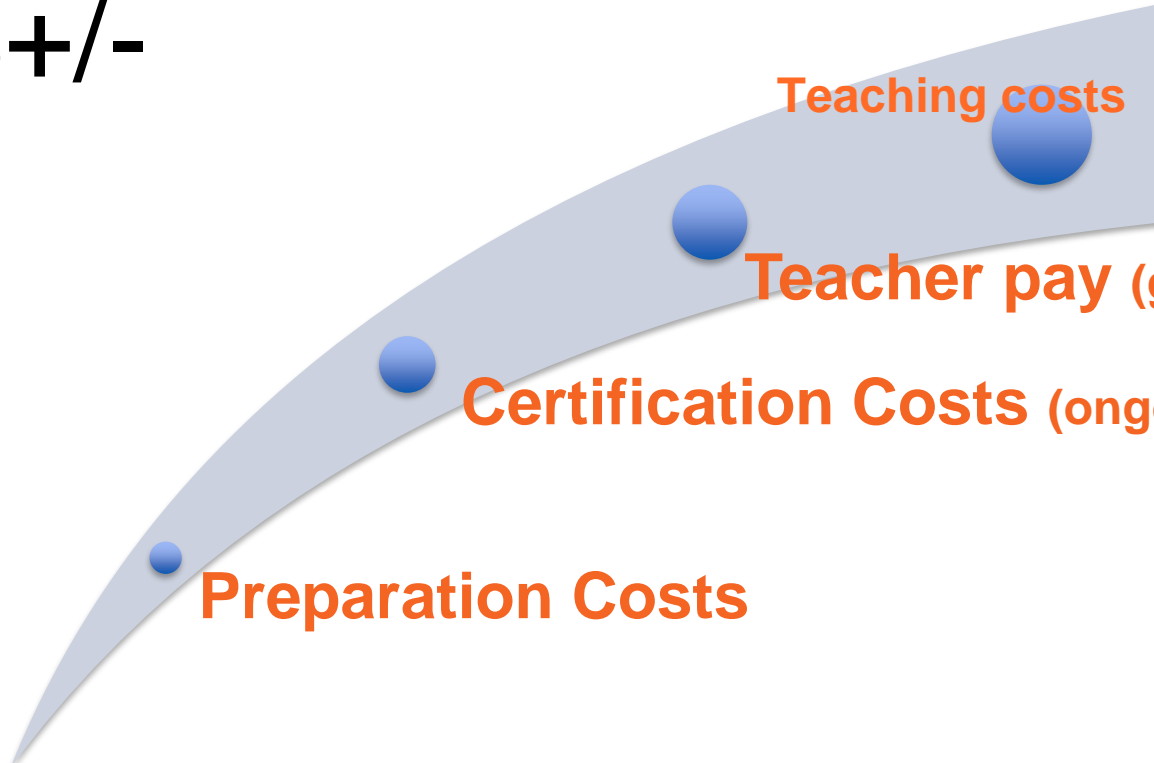
<https://www.uft.org/your-rights/salary/doe-and-city-salary-schedules/teachers-salary-schedule>

<https://www.sentinelassam.com/news/why-is-regard-for-teacher-a-lot>  
<https://www.nypl.org/blog/2014/10/10/become-nyc-sanitation-worker>

<https://www1.nyc.gov/assets/olr/downloads/pdf/collective-bargaining/usa-executed-contract-2011-2019.pdf>

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\$\$+/-



# A Flat Career

<https://www.nursebuff.com/nursing-not-a-dead-end/>



**How can policy makers  
and business leaders  
make a difference?**



Swift intervention test for Bennett and Bears

in last minute of debate to give Cuba win

# Chicago Tribune

Teachers may not know the subjects they cover

Teacher, spokeswoman: 'I can put up with educational education in classroom'

AP Photo/Markus Schloer

Chicago Tribune

When I grow up... I cannot afford to be a teacher.

TULSA WORLD

NEWS SPORTS HOME WORK & MONEY COMMUNITIES BLOGS OPINION WEEKEND

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Home News Education

## Teachers struggle with low pay, working conditions

Teachers turn to extra jobs, soup kitchens to get by



# REAL CLEAR POLITICS

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Politics Markets World Defence Science Tech History Religion Sports Education Energy Books

Weather: New Zealand The Five Upgrade

Journalism & Arts

## It's Not the Kids, Stupid, It's the Stupid Teachers

By Suzanne Fields September 14, 2012

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Send Print Comment

Not so long ago, many youngsters wanted to grow up to be a teacher, and parents were pleased to encourage them. Not any longer. Teachers have become the Rodney Dangerfields of postmodern America. They typically can say, "I don't get no respect."

# TIME

## ROTTEN APPLES

IT'S USUALLY DIFFICULT TO ROTTE A GOOD TEACHER

SOME TEACH ROTTEN APPLES MAY HAVE FOUND A WAY TO CHANGE THAT

Photo: Michael Ochs

# neaToday

Articles MUST READS MORE NEWS WEBSITES

Education Policy EDUCATOR SALARIES

23 FEBRUARY 6, 2012 - 9:38AM

Twitter Facebook Google+ YouTube

## When the Media Asks "Are Teachers Overpaid?" Educators Ask "Are They Crazy?"

## Change in Teacher Status

Change in Teacher Status

- Significantly Declined: 29%
- No Change: 11%
- Slightly Improved: 34%
- Significantly Improved: 19%

Source: Education International, "The Status of Teachers and the Teaching Profession"

## Newark: 700 teachers may be laid off, many replaced by TFA

The state administration of the Newark Public Schools (NPS) is expected to lay off hundreds of experienced city teachers and replace many with new hires, including more than 300 members of Teach For America (TFA). The report comes from

Twitter Facebook Google+ YouTube





**Stop/Block Teacher Bashing  
Actively Value Teachers**

<https://pixabay.com/en/singapore-singapore-river-skyline-430643/>



# Invest in (Quality) Teacher Prep

<https://calicospanish.com/assessing-student-choice-assignments-in-the-world-language-classroom/>



# ***Support Equity Measures With Bold Solutions***



<https://media.licdn.com/mpr/mpr/AEEAAQAABAAAAA0GAAAAJGQ5OWI1ODIzLWUxZTAtNGJkNi04MjRmLTk1MzA2YTAwYWJlZA.jpg>



**SCHOOLS ARE  
NOT  
BUSINESSES**

**CHILDREN ARE  
NOT  
PRODUCTS**

**KNOWLEDGE IS  
NOT A  
COMMODITY**

**PARENTS ARE  
NOT  
CONSUMERS**



<https://www.esomar.org/wp-content/uploads/2011/05/Boardroom.jpg>



**SEE THE  
BIG  
PICTURE,  
  
TAKE THE  
LONG  
VIEW...**

<https://olgadegtyareva.wordpress.com/>





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