

Educare DEIB Policy Brainstorm

ALLSD APR 10, 2023 07:32PM UTC

Staffing (compensation and benefits)

Paid internships to recruit new teachers

programs and resources to make sure ECE professionals are happy, healthy, and supported (i.e., a focus on well-being)

LEP compensation and integration within sites

the amount of LEP turnover in the last couple years has been pretty alarming. It creates a pretty big disruption at each site that experiences it — ANONYMOUS

Examine recruitment and hiring practices for cultural responsiveness and equity.

Loan repayment/forgiveness plans for teachers.

and also address issues of housing and food insecurity, income supports, etc. — IRUKA

Mentorship to increase promotion of diverse staff.

Expanded options for pathway to promotion and raises

Review of compensation by race and ethnicity, age of children served, and location

Expanded options for minimum qualifications

Compensation package with FMLA, Health Insurance + above parity with K-12

including a level of flexibility that allows teaching staff at every level to have coverage in their rooms when they need/want to participate in other professional development or attend something as simple as their own children's events — ANONYMOUS

Livable wage a minimum

More than livable - competitive! — ANONYMOUS

Recruitment & Enrollment Criteria

Intentionality in hiring diverse staff

Eg., partner with HBCUs

intentional hiring of diverse staff across all levels of staff, especially leadership — ANONYMOUS

Racial/Equity Audit of standards for given roles (e.g., are qualification standards excluding certain groups)

Fast track to get qualification such as CDA

Professional Learning

Need to really think about anti-bias, anti-racist culturally responsive practices in Educare Learning Network

Leadership within-DEIB work ongoing.

Encourage the use of children's home languages in the classroom.

and also have to think about different language systems like African American English. — IRUKA

anti-racist training for all staff and part of their roles, expectations, and annual review

yes! and for us all as professionals as well — ANONYMOUS

Trauma informed care ongoing training for all.

Staff recruitment and hiring - alignment with Educare philosophy & pedagogy

Board reflects demographics of staff and families.

yes, all senior leadership — ANONYMOUS

Recruit and hire diverse leaders (not only teachers and family support).

in depth module in onboarding

further breaks down our DEIB policy and goes into detail on what it looks like in practice on a day to day basis and across roles..

Review job descriptions for requirements - can years of experience take the place of degrees?

Required preboarding training

Includes a brief yet detailed intro to our philosophy etc, and asks for new hires to reflect on how they align with

Leadership alignment & training

DEIB considerations at Board level - training, etc.

Major decisions made by a leadership team that includes representation from different job categories and diverse representation

Leadership within-DEIB work ongoing.

Leaders build DEIB knowledge, skills, and confidence in leading DEIB efforts in their programs - leverage a support network for doing that.

Leadership must be expected to be part of the process with teachers (not optional)

Understand their own positionality in how they lead.

Feedback loop connecting professional learning between teachers and leadership

Programming for Families (including community engagement)

Process for ensuring that families' feedback are being addressed / incorporated

Create programs to engage parents and staff in policy and community advocacy.

Ensure families have an equitable spot/seat in key decision making bodies/tables.

and removing structural barriers to participation, like providing child care/food/transportation at parent meetings — ANONYMOUS

System Culture

make sure there is investment in DEIB principles at all levels, including as LEPs and individuals (in addition to systemic change, what work do we each need to do as individuals)

Need for clear communication driver and implementation process, so the whole community buys in does not see this as extra work but "the work"

examine structural barriers that need to be dismantled

Align with Racial Equity Research Agenda.

Assessment & Data

Ensure data is actionable for families and staff.

Engage teachers in what they are interested in learning. Make sure data is actionable for teachers. Parents, too!

Consideration of assessments that have been developed and validated with diverse populations across race, ethnicity, and linguistic backgrounds.

Consider the importance of assessment alignment to learning objectives.

Employing strengths-based research designs

Reviewing assessments for cultural and linguistic responsiveness.

Broader consideration of assessments that are designed for informing practice and use by early learning personnel

Process for ensuring that families' feedback are being addressed / incorporated

Tracking language beyond English, Spanish, Other so we can disaggregate for other languages and see what is needed in terms of translations and assessments in other languages, supports for DLLs

Vietnamese please! – ANONYMOUS

Sharing data back with families and staff in a meaningful and easily accessible ways

Consider a broader set of assessments that might pick up on unique strengths, or create our own

Be inclusive of all types of families/experiences (in terms of family structure, different languages, racial/ethnic identities etc (e.g., bi-racial) and provide guidance on how to analyze, interpret, and translate data.
