

## Example Strategies

### LEVERS FOR CHANGE

We have outlined four “levers for change” (defined below) for this Initiative: compensation, targeted recruitment, working conditions, and education and career pathways. Successful proposals will identify one or more strategies to *systemically* address one or more of the levers for change, with a plan for sustainability. Below are some example strategies for each lever for change. **These are only examples of strategies that might fall within each lever for change; other innovative strategies that meet the needs of the community are strongly encouraged.**

**Lever 1: Compensation** - *Improve the financial well-being of the workforce by addressing wages, benefits, or other factors.*

Strategies in this area might include activities such as:

- Partnering with city or county government to offer affordable housing options
- Leveraging ballot initiatives, local tax credits, or city/county revenue to support early educator wages, health care, benefits, etc.
- Paying all publicly-funded preschool teachers, regardless of setting, wages on par with public school teachers, while requiring comparable qualifications

**Lever 2: Targeted Recruitment** - *Build a pipeline of effective, qualified candidates entering the field or into licensed early childhood centers, schools, or homes.*

Strategies in this area might include activities such as:

- Working with high schools and community colleges to develop a new model for concurrent enrollment and apprenticeship programs that are accessible to students and feed into part-time employment and higher education programs
- Developing a pipeline/strategy to recruiting diverse and Spanish-speaking candidates into the field, into programs, and into leadership positions to better address the needs of diverse learners

**Lever 3: Working Environments** - *Ensure working environments/conditions are conducive to job satisfaction and instructional effectiveness.*

Strategies in this area might include activities such as:

- Aligning systems to decrease the burden on educators caused by varied programs and initiatives
- Developing human capital or funding approaches to address high staff-child ratios and erratic staffing patterns

**Lever 4: Education and Career Pathways** - *Create education and career pathways to attract and induct new educators, ensure a competent workforce, and support retention in the field.*

Strategies in this area might include activities such as:

- Developing a system to support recruitment of educators, by helping promising candidates earn early childhood teacher qualifications and gain needed competencies in a new, innovative, or fast-track way
- Reducing barriers for new entrants and current professionals and deliver clear, accessible pathways to increase competencies, attain higher levels of education, and seek more advanced job roles