

# T.E.A.C.H. Early Childhood® National Center

## Core Values and Guiding Principles



**CCSA Vision:** All children have equitable access to affordable, high quality early care and education to lay the foundation for successful life outcomes.

**CCSA Mission:** CCSA leads efforts to strengthen accessible and affordable quality early care and education by providing supports for families, communities, and the workforce.

The T.E.A.C.H. Early Childhood® National Center, a division of Child Care Services Association, holds true to a set of core values and guiding principles that define the character and culture of the center. These values and principles are a fundamental strength of our work, born out of knowledge and understanding developed through years of service to state and national early childhood education systems and through the growth and expansion of the center's work. They are enduring qualities and shared convictions that we bring to our profession.

## National Center Core Values

**Integrity:** safeguarding the quality of T.E.A.C.H. and WAGE\$ as they grow nationally.

- We are accountable to funders, customers, the workforce, policymakers and higher education systems.
- We strive to be continuous learners, use evidence and data to create resources and solutions and deliver services and supports in ways that are ethical, professional, accountable, transparent, innovative and inclusive.

**Responsiveness:** providing timely technical assistance based on an understanding of the needs of our customers.

- We develop resources that make the case for affordable education, as well as increased compensation and retention of the early education workforce, particularly for women of color.
- We build partnerships at the state and national level to support early education workforce professional development, specifically related to equity.

**Accountability:** promoting programs and practices that result in measurable outcomes.

- Use disaggregated data to improve quality, and identify disparities in access and outcomes for young children of color and the early childhood educators of color who serve them.
- We collect, analyze, disaggregate and share data specifically related to inequities in the early childhood workforce.
- We grow and develop workforce initiatives that prioritize diversity, equity and inclusion and are designed to address systemic, root causes of the inequities that currently exist.

**Equity:** valuing fairness and justice for all services and people.

- We promote policies that strengthen existing higher education systems with a focus on equity.
- We increase collaboration by engaging national and state stakeholders to serve on an advisory committee, centering the voices of individuals of color.

**Effective and sustainable services:** providing programs, services and products based on current industry-driven research, data, and best practice.

- We create well-focused, well-planned and well-informed solutions and outcomes backed up by data.
- We provide a voice and face for the early education workforce.

# Guiding Principles

## ***For the Early Education Workforce***

We believe all early childhood educators should:

- Have access to affordable and effective education and training, including higher education and research-informed training.
- Be recognized and supported as professionals.
- Be fairly compensated commensurate with the education they have attained and the work they perform.

## ***For Children and Families***

We believe children and their families deserve:

- Highly educated early childhood professionals who know and use effective teaching practices and who are fairly compensated and committed to their field.
- Early childhood educators who are both culturally responsive and equity minded.

## ***For Early Education Programs***

We believe all early education programs should:

- Adhere to high quality program standards, including standards for early educator qualifications and practice.
- Promote a culture of race equity in the workforce that encourages continuous learning to challenge implicit racial biases and decenter whiteness in education.
- Provide a supportive work environment that advances their own practice, continuous learning, and professional growth as well as children's development and learning.
- Fairly compensate early educators based on their attained education.

## ***For National Center Customers***

We believe all state and regional teams should have:

- Staff that is educated on the latest research and best practices, included culturally responsive anti-bias practices, and compensated in a manner that reflects that education.
- Training and professional development opportunities that support networking, continuous program quality improvement and learning that promote equity in early childhood.
- Products, tools, materials and resources related to emerging issues in the field, particularly equity in early childhood.
- Data on national outcomes/outputs of T.E.A.C.H. and WAGE\$ programs.
- Engagement with the National Center to advocate for T.E.A.C.H. and WAGE\$ programs and other integrated education and compensation initiatives.
- Diverse perspectives representing the segments of the early education workforce and the populations served.
- A set of guiding principles that can be used as a best practice roadmap for T.E.A.C.H. and WAGE\$ programs.
- A set of accountability standards that reflect a diverse set of voices to help determine continuous program improvement and quality assurance measurements.