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## Back to School Time is a Time to Reset

Summer break is winding down, which means a new school year is about to begin. No matter your setting, a new school year is also a great time to reset.

Check out [NAEYC's Back to School resources](#) meant to inspire a successful school year. These include recommended books, resources for families, articles connecting play and learning in the classroom, and more!

While most of you are focusing on Back to School time for young children, some of you may also be focusing on Back to School time for yourselves. If you've ever considered attaining a higher credential, now is a great time to start looking at the next steps.

For more on the importance of Early Childhood Education credentials, check out "**A Message from Our ED**" on page 4. Considering different options for Early Childhood Education credentials? Read "**Principle of Practice**" on page 6.

# DCAEYC August 2023 Bulletin Board

## NAEYC ECE Field Survey on Proposed Child Care Regulations

The Office of Child Care in the Administration for Children and Families recently released **new proposed rules** (called an NPRM) for the Child Care and Development Block Grant program. The proposed changes are designed to lower families' child care costs, improve child care provider payment rates and practices, and streamline eligibility and enrollment processes.

NAEYC has created **this 10-minute survey for the ECE field**, which provides some basic information about what the proposed changes would do, and asks for your feedback. The survey will close at midnight ET on Sunday, August 20.

## Survey on Kindergarten Readiness

**Opportunity Consulting** is conducting a survey to gather insights on early childhood education and kindergarten readiness in Washington, DC. Surveys will be used to inform OSSE's Division of Early Learning about opportunities and challenges tied to implementing a uniform, statewide assessment of kindergarten readiness across all publicly funded schools and early childhood programs in the District. The **survey** will be open through Friday, August 25, 2023.

## Job Opportunity: Project-Based Learning Curriculum Specialist

The Center for Early Childhood Education and Intervention (CECEI) at UMD is seeking to hire three Curriculum Specialists who will each work with a cohort of approximately 16 lead teachers, in an assigned region of the state, to support teachers' first year of implementation of CSW and CEW curricula in Maryland. For more details and application instructions, see **this position description** or visit the **CECEI Career Opportunities page**.

## BABY Act Passes First Vote

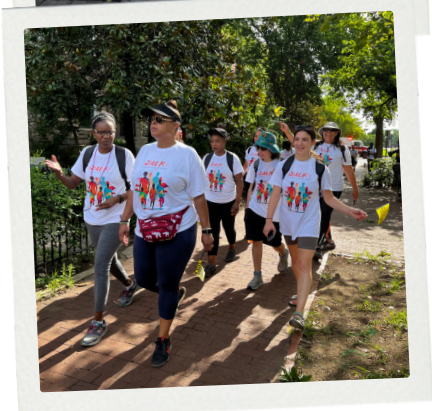
On July 11th, the DC Council unanimously approved the **Banning Associations Banning Youth (BABY) Act** on the first reading. The Act eliminates potential condominium association discrimination toward home-based early child care providers working within that community. Under 3 DC coalition members Teresa Aspinwall, executive director of the Multicultural Spanish Speaking Providers Association (MSSPA), and Cynthia Davis, executive director of the DC Family Child Care Association, both worked diligently throughout the Act's creation to make sure it was an effective tool in our fight towards equity for families and providers. **Click here** for a statement from Under 3 DC.

## Welcome New DCAEYC Members!

DCAEYC extends a warm welcome to the following new members:

Lida B	Veronica B	Sonia F	Yakaira H	Sarah M	Linda S
Ami B	Josselin C	Francesca G	Giulia J	Kelly N	Leslie V
Danica B	Tracy D	Daysi G	Nykasha L	Natasha P	Tia W
Allie B	Sherry E	Sarah H	Shadel L	Erin R	Taneisha W
Bertha B	Earlene F	Arion H	Maria L	Elizabeth R	Michael W
Alissa B	Eva F	Clarisa H	Audrey M	Aleka S	Alisa W

# Looking Back and Looking Ahead



## Event Highlight: D.C. Family Child Care Association Walk-A-Thon!

On Saturday, July 29, DCAEYC came out to support the **D.C. Family Child Care Association** for their First Biennial Walk-A-Thon. This event aimed to raise awareness and funds to support family child care providers in the DC area. We walked from Stadium-Armory to Freedom Plaza while shouting out our support for family child care providers, and that was through 90 degree weather! Thank you to everyone who came out to represent DCAEYC, especially our friends who came out from NAEYC. We appreciate you for walking with us for family child care!

## Help Us Celebrate Throwback Thursdays!



At DCAEYC, we love celebrating young children. Along with celebrating the young children of today, we love celebrating the young children of yesterday. In other words, we love celebrating YOU!

To help us do this, we invite you to share a picture of yourself as a young child, along with a short memory (two to three sentences) about your childhood experience with early childhood education.

We'll then share this across our social media as part of #ThrowbackThursday! Email Ian at [communications@dcaeyc.org](mailto:communications@dcaeyc.org) to share pictures and memories.

# Credentials in Early Childhood Education Matter

Greetings Early Educators,

Recently, a national reporter contacted me regarding the encroaching deadline requiring DC's early educators to attain [minimum credentials](#) by December 2023. The reporter wanted to know my position on the requirement, specifically asking if I thought credentialing requirements were necessary, fair, and possible. I'd like to share with you the point of view I shared with them, which include deeply held beliefs in pushing for successful outcomes for young children and early educators.

First, minimum credentialing requirements are necessary. Every profession has a set of educational requirements, standards, and qualifications that designates them as a professional in that field. Early Childhood Education should be the same. Meeting the minimum credential requirements standardizes the expectation that all educators have foundational knowledge and specific competencies to plan and implement intentional, developmentally appropriate learning experiences that promote the social-emotional, physical, cognitive, and health development of each child served.

Creating credentialing requirements is fair because it invests in early educators, young children, and families. Educators deserve the best preparation, access to career pathways, and ongoing training. Those things support all practice aspects, [educator agency](#), and professional growth. Advanced educational attainment is a deep investment in an educator's skill, knowledge, and disposition, which helps educators respond well to children and families with various learning modalities, characteristics, cultures, and languages.

DCAEYC's parent organization, [The National Association for the Education of Young Children \(NAEYC\)](#), [Professional Standards and Competencies for Early Childhood Educators](#) Standard Five explicitly states, "Early childhood educators have knowledge of the content of the academic disciplines (e.g., language and literacy, the arts, mathematics, social studies, science, technology and engineering, physical education) and of the pedagogical methods for teaching each discipline." Teaching and caring for young

## A Message from Our ED



children requires an educator to participate in distinct courses of study in order to deliver high-quality interactions and learning experiences for young children. Early childhood educators are professionals and should be held to professional standards and credentials.

There are several barriers to educational advancement. Most notably, the costs and time that early educators must often give after a long day at work. In recent years, the Office of the State Superintendent of Education (OSSE) has developed scholarships and partnerships with local universities and community-based organizations to ease the costs and time to educators.

For example, the [DC Leading Educators Toward Advanced Degrees \(DC LEAD\)](#) program provides scholarships and incentives to child care educators in the District of Columbia so that they can complete coursework toward an associate and/or bachelor's degree in early childhood education. Though I realize that scholarships and incentives are easy fixes, more complex hurdles exist.

Raising the bar of early educator credentials raises the bar for everyone. Educators receive fair and equitable compensation; young children benefit from having a knowledgeable, skillful, and well-compensated educator; families gain cohesive partnerships with their children's teachers as well as the confidence of high-quality early childhood education for their kids; and society cultivates critically thinking, well-adjusted humans that can contribute to social and civic good.

In solidarity,  
Kathy Hollowell-Makle  
Executive Director  
DCAEYC

# DCAEYC Staff Spotlight



## Denise Rogers Outreach Coordinator, DCAEYC

*As Outreach Coordinator, Denise will help DCAEYC spread the word about [HealthCare4ChildCare](#), a program offering affordable health coverage for early childhood providers and their teams through [DC Health Link](#). More information available in 'Policy Beat' on page 9.*

### Who are you?

My name is Denise Rogers. I was born in Washington DC. I attended DC public schools. I also graduated from the University of the District of Columbia, receiving my Bachelors of Arts degree in Human Development and my Associate of Arts degree in Early Childhood Education.

I have a great passion for and dedication to the field of Early Childhood Education. With thirty-five years of experience teaching young children in the District of Columbia, I have a proven ability to create a positive and imaginative learning environment. In addition, I've served in the capacity of a mentor, teacher, and director.

### What is the nature of your job with DCAEYC?

I work as the outreach coordinator for DCAEYC. I ensure that HealthCare4ChildCare (HC4CC) informs people in an impartial manner that is culturally and linguistically appropriate. Also, I initiate contact with the designated center directors.

### Why should early childhood educators care about having healthcare coverage? How can HealthCare4ChildCare help?

As an early childhood educator it is critical to have healthcare coverage due to the increased

risk of infectious diseases and injuries inherent in caring for young children. Also, HealthCare4ChildCare can help educators by offering free health insurance for all eligible employees of licensed facilities, supporting educators and staff to strengthen the professional education system.

### What interests/concerns drew you to early childhood work?

What drew me to early childhood work is the joy of making a positive difference in the life of a child because every child deserves a champion. Also, every child deserves a role model who believes in and encourages them to become the best version of themselves. Early childhood professionals have the honor of being an advocate and cheerleader for young children every single day.

### Wishes for the future of children?

My wish for the future of children is for them to have a fair opportunity to be successful in school and life, receive equality within our society, and receive all the necessary tools to be successful from infancy to adulthood.

### What do you do when you're not working?

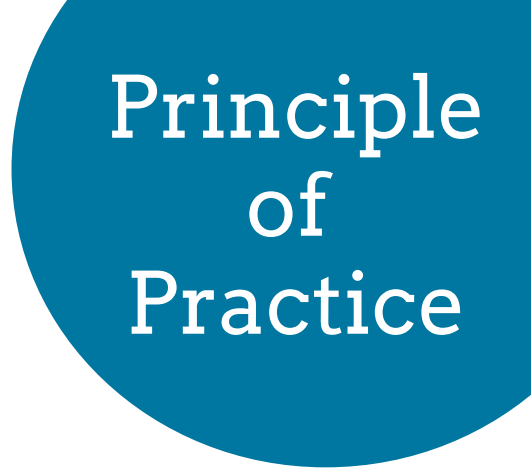
During my free time I enjoy shopping, gardening, meditating, reading, and spending time with my family and friends.

## Credentials Take You Where You Want to Go

Imagine sitting across from an interviewer who has just said, “Your experience is exactly what we are looking for in a candidate for the position; however, your education doesn’t match the required credentialing qualifications of our program.” How would you respond? What would you do to assure them you are a good fit for the position?

An educator’s credentials verify their qualification or competency in a specific skill. Credentials are earned and awarded by completing a course of study, successfully passing a test, and/or meeting specified requirements that verify competency. In the field of education, there are several educational credentials and/or degrees an individual must obtain to educate and care for children.

The following chart provides insights on the skills an individual can learn and gives examples of potential early childhood jobs for each certification and/or degree obtained.



Certification/Degree Level	Skills Gained	Potential Early Childhood Jobs
<b>Doctoral Degree</b>	Learn how to design policy and initiatives in educational settings and learning communities	Job #1: Professor Job #2: Education Administrator Job #3: Superintendent
<b>Master's Degree</b>	Learn how to examine critical areas such as curriculum design, instructional methods, assessment strategies, etc.	Job #1: Early Childhood Specialist (coach, consultant, curriculum designer, etc.) Job #2: Adjunct Professor Job #3: Vice Principal and/or Principal
<b>Bachelor's Degree</b>	Learn how to evaluate and refine strategies and curricula	Job #1: Mentor Teacher Job #2: Program Director Job #3: Family Engagement Specialist
<b>Associate Degree</b>	Learn about pedagogy and theory in all domains of child development	Job #1: Lead Teacher Job #2: Assistant/Associate Teacher Job #3: Tutor
<b>Child Development Associate (CDA Certification)</b>	Learn how to apply knowledge of child development and how to implement developmentally appropriate approaches to support the diverse learning needs of every child	Job #1: Assistant Teacher, Associate Teacher or Paraprofessional Job #2: Classroom Support Staff Job #3: Substitute Teacher
<b>High School Diploma/GED</b>	Learn basic knowledge of child learning and development and the instructional strategies needed to help young children grow	Job #1: Classroom Support Staff Job #2: Floater Job #3: Nanny



Early childhood programs across the country are making changes to education and experience requirements of individuals they hire to educate and care for children. **In about four (4) months, the District of Columbia will enact their [required credentialing](#) for all educators.** Currently, many early childhood programs are only hiring individuals who already have the credentials that meet the requirements that will go into effect December 2023. This leaves many current and future educators at a disadvantage, especially if they cannot educate and care for children without the required credentials.

So how do you respond to the interviewer when asked about your education?

1. Share that your experience speaks for itself, but given the opportunity to work with the program, you are willing to return to school to obtain the needed credential(s).
2. Inquire if the program offers any scholarships or educational reimbursement for obtaining an early childhood certification and/or degree.
3. Be humble and ask for advice and suggestions in moving forward in the hiring process.

***If you are interested in advancing your education in early childhood education, below is a non-exhaustive list of local programs and universities that you can contact to begin your search.***

### **Child Development Associate (CDA) Certificate:**

[Briya Public Charter School](#)

[CentroNia Institute](#)

[United Planning Organization \(UPO\)](#)

[South East Children's Fund](#)

[Trinity Washington University](#)

[University of the District of Columbia Community College](#)

### **Associate Degree**

[Trinity Washington University](#)

[University of the District of Columbia Community College](#)

[University of Potomac](#)

### **Bachelor's Degree**

[Trinity Washington University](#)

[University of the District of Columbia](#)

[University of Potomac](#)

### **Master's and beyond**

[Trinity Washington University](#)

[University of the District of Columbia](#)

[George Washington University](#)

## **QUALIFICATIONS FOR EDUCATORS IN DC CHILD DEVELOPMENT FACILITIES**

Starting December 2, 2023, there will be new credential requirements for educators in a licensed child development facility in the District of Columbia.

For details on these new credential requirements, see the Child Development Staff Education Requirements Frequently Asked Questions (FAQs) for Early Childhood Staff document from OSSE.

Available in [English](#) and [Spanish](#).

## Good News for Early Childhood Educators: Affordable Health Insurance Now Available!

The DC Office of the State Superintendent of Education (OSSE) and the DC Health Benefit Exchange Authority have partnered on a new employee benefit program, [HealthCare4ChildCare \(HC4CC\)](#). This innovative program provides health insurance coverage for early childhood educators and their teams through DC Health Link, the District’s online marketplace.



HealthCare4ChildCare provides low-cost or free health insurance premiums for District residents (and their families) who are employees of OSSE-licensed child development homes and facilities. This program is also open to non-District residents who are affiliated with OSSE-licensed centers.

### Enrollment is easy!

HealthCare4ChildCare’s trained experts can help eligible educators through the enrollment process. Employers who want to provide group coverage for their employees can schedule an appointment to enroll at [HealthCare4ChildCare.setmore.com](https://HealthCare4ChildCare.setmore.com).

**For questions about enrollment or eligibility contact [HealthCare4ChildCare@dc.gov](mailto:HealthCare4ChildCare@dc.gov)**

## First Early Childhood Pay Equity Fund Deadline Approaching

The deadline for child development facilities to opt-in to Quarter One for FY24 of the Early Childhood Educator Pay Equity Fund (Sept. 15) is fast approaching. The table below has important dates to keep in mind, including when to start expecting payments. For subsidy providers, please note that although the deadline for the SARA application has passed, you still have until Sept. 15 to notify your education services monitor of your interest in participating. More information found at [osse.dc.gov/fy24ecepayequity](https://osse.dc.gov/fy24ecepayequity).

Quarter	Provider Opt-In/Application Deadline	Provider Agreement Deadline	Payment Distribution
Quarter One	Sept. 15, 2023	Sept. 30, 2023	December 2023
Quarter Two	Dec. 15, 2023	Dec. 31, 2023	March 2024
Quarter Three	March 15, 2024	March 31, 2024	June 2024
Quarter Four	June 15, 2024	June 30, 2024	September 2024



**We Care, We Share, We Listen -  
DCAEYC Networking Event  
Thurs, Sept 28, 2023**



District of Columbia Association for  
the Education of Young Children

**SAVE THE DATE!**

As an organization, we are excited about another year of teaching and learning. Come join us for this celebratory event of networking and building relationships with other educators across the District. We look forward to seeing you there and hearing your stories.

**Early Childhood  
Educator Pay Equity  
Fund Information  
Sessions for Educators**



Virtual information sessions hosted by the Office of the State Superintendent of Education (OSSE) to share information with DC early childhood educators about changes coming to the Early Childhood Educator Pay Equity Fund this fall and answer their questions.

[Tues, Aug 22, 2023 | 7:00 pm - 8:00pm](#)

[Sat, August 26, 2023 | 10:00 am - 11:00 am](#)

**Terminology 101:  
The Who, What, and How of Special Education -  
In Person Training  
Thurs, Aug 24, 2023  
6:30 pm - 7:30 pm**



**4200 Kansas Ave NW, Washington, DC 20011  
Petworth Neighborhood Library – Meeting Room 1**

Dealing with IEPs, FBAs, or BIPs? Not sure what IEEs, DAs, or SLPs are? Join the DC Special Education Hub for this free, in person training to learn the who, what, where, when, and why behind special education lingo!

[Register Here!](#)

# Upcoming Events

**CAYL Catalyst -  
MOONSHOT:  
NO CHILD IS EXCLUDED!  
Thurs, Sept 7, 2023  
4:00 pm - 5:00 pm**



In recent years there has been a spotlight on the fact that young children are being excluded - expelled! - from child care and preschool settings. The statistics are alarming - with expulsion rates for child care centers being 13 times what they are in K-12 classrooms. Register for this webinar to hear an innovative panel discuss what communities are doing to create solutions for the expulsion dilemma.

[Register Here!](#)

**2023 NAEYC Annual Conference  
Wed, Nov 15-18, 2023**

**Nashville, TN  
Music City Center**



The 2023 NAEYC Annual Conference will take place November 15-18 in Nashville, Tennessee at the Music City Center. Don't miss this gathering of early childhood educators from around the globe to connect, collaborate, and learn together.

[More info here](#)

**To stay up-to-date on events  
for the ECE field in DC,  
visit [dcaeyc.org/events](https://dcaeyc.org/events).**

STAY CONNECTED



[dcaeyc.org](https://dcaeyc.org)

**Not yet a member of  
DCAEYC? Join the  
movement supporting  
early childhood education  
in DC by becoming a  
member today.**

[Join DCAEYC](#)

## About **dcaeyc** District of Columbia Association for the Education of Young Children

DCAEYC serves as the DC Affiliate Chapter of the National Association for the Education of Young Children (NAEYC). Our mission is to strengthen the early care and education system in D.C. so that every young child has the foundation they need to succeed in school and in life. We do this by:

- Advocating for young children and their families
- Collaborating with partner organizations in the city
- Offering resources and services to members
- Striving to be a high performing, culturally sensitive, inclusive organization

Not yet a member of DCAEYC? Join the movement supporting early childhood education in D.C. by becoming a member today.

An Affiliate of **naeyc**