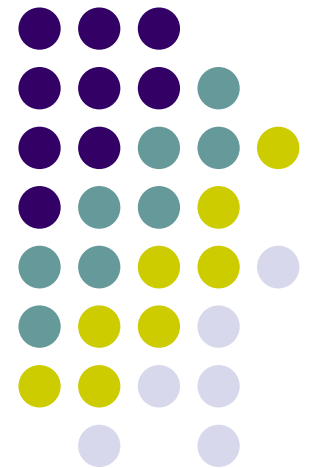


IMPACTING CHILD OUTCOMES THROUGH QUALITY WORKFORCE DEVELOPMENT

Celia C. Ayala, Ph.D.
Chief Operating Officer
Los Angeles Universal Preschool

First 5 California and Water Cooler Conference
March 9-10, 2010

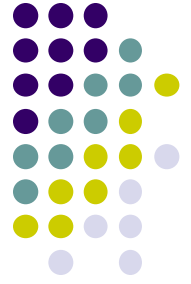


Los Angeles Universal Preschool WORKFORCE DEVELOPMENT IN THE MASTER PLAN



- Develop a **system of Professional Development** and secure funding to make it sustainable.
- **Target the BA degree** plus an Early Education credential as the minimum requirement of a teacher.
- Develop **system of compensation and benefits** to increase retention and provide incentives to upgrade skills.
- Recruit and develop a preschool workforce that is **younger** and **culturally** and **linguistically diverse** and **representative**.

LAUP Workforce & Professional Development MISSION STATEMENT



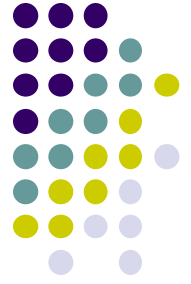
To strengthen the **quality** and **diversity**
of the current and potential early care
and education workforce by...



- Fostering **professional development**
- Promoting **recruitment & retention**
- Encouraging **collaboration** among stakeholders

LAUP Workforce & Professional Development

WHO IS THE LAUP WORKFORCE?



● Demographics

- Women
- 1st Generation College Students
- Older
- Immigrants
- Working Parents

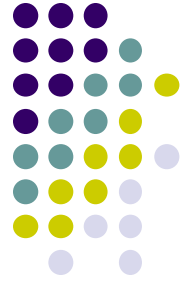
● Composition (n = 1152)

- 326 Providers
 - 209 Center-Based
 - 117 Family Child Care
- 397 Lead Teachers
- 620 Assistant Teachers



LAUP Workforce & Professional Development

WHO IS THE LAUP WORKFORCE?



● Educational Background

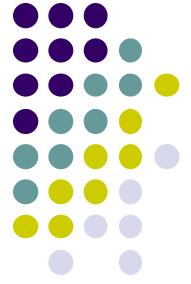
● Lead Teachers

- 18% coursework / no degree
- 23% AA degree
- **51% BA degree**
- 4% MA degree

● Other Teaching Staff

- 74% coursework / no degree
- 14% AA degree
- 7% BA degree

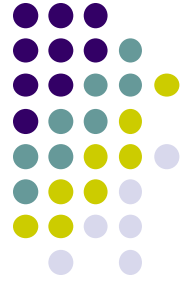
LAUP Workforce & Professional Development PROJECTS AND ACTIVITIES



- **Professional Development Activities**
 - 15 hours of PD per year for Providers & Teaching Staff
 - Focus Areas
 - Working with Parents, Families, Communities
 - Children with Special Needs and Disabilities
 - Kindergarten Transition and Articulation
 - Curriculum and Instruction
 - Child Growth and Development
 - Dual Language Learners
 - Multicultural Education / Diversity
 - First Aid, CPR, Nutrition, Health
 - Career Development



LAUP Workforce & Professional Development PROJECTS AND ACTIVITIES

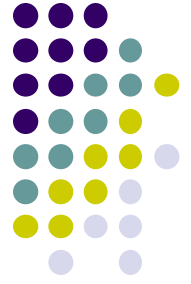


● Stipend Program

- Provide financial incentives to LAUP teaching staff for successful completion of relevant coursework and moving toward degrees
- Evidence of Need
 - 07-08: 128 Stipends Awarded
 - 08-09: 154 Stipends Awarded
 - 09-10: 238 Stipend Applications
- Target Groups for 2009-2010
 - FCC Directors
 - Teachers and Assistant Teachers without BA degrees



LAUP Workforce & Professional Development PROJECTS AND ACTIVITIES



● PGP Academic Advisement

- Assist Teachers and Providers to...
 - Navigate institutions of higher education
 - Avoid common obstacles to college success
 - Follow a path toward career advancement
- Volume of Calls and Contacts (FY 08-09)
 - 2387 duplicated count
 - 442 individuals
 - 46 contacts/week on average
- Nature of Calls and Contacts
 - Stipend questions (LAUP & AB212)
 - Selecting appropriate coursework
 - College enrollment procedures
 - Referral to college ECE programs/departments
 - CD Permit application process
 - Career counseling

LAUP Workforce & Professional Development PROJECTS AND ACTIVITIES

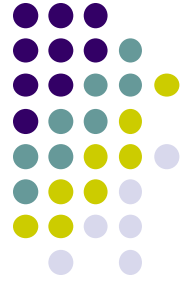


● WFI Collaborations

- 3-year Project (Sept 2007–June 2010)
 - \$5.2M over three years
 - 6 funded collaborations
 - Roughly 4000 participants
- Goals and Objectives
 - Increase number of high school students pursuing ECE
 - Decrease rates of attrition among ECE students at IHEs
 - Create systems to ease/improve transfer from community college to university
 - Increase graduation rates of ECE students at community colleges and universities



LAUP Workforce & Professional Development WFI COLLABORATIONS



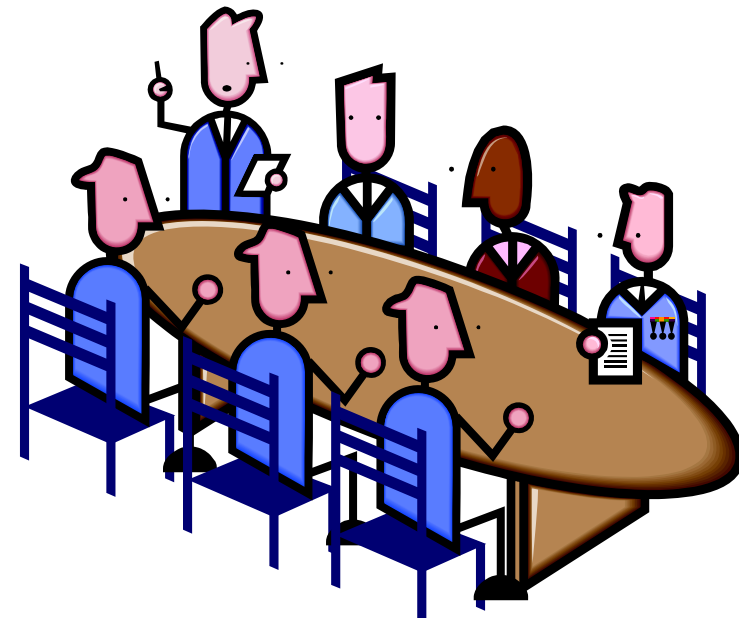
STUDENT POPULATION	Year 1 Enrollment Actual	Year 2 Enrollment Actual	Year 3 Enrollment Year-to-Date
High School	298	374	260
Community College	650	825	968
University	152	168	179
TOTAL	1100	1367	1407

LAUP Workforce & Professional Development PROJECTS AND ACTIVITIES



● Leveraging Community Resources

- Avoid Duplication of Services
- Maximize Impact of Our Efforts
- Local Collaborations
 - County Office of Child Care
 - CPIN/LACOE Division of School Improvement
 - First 5 LA
 - Los Angeles Preschool Advocacy Initiative
 - Resource & Referral Agencies
- Statewide Activities
 - CARES
 - Watercooler Workforce Group
 - ELQIS Workforce Subcommittee





Q&A



Thank you

Celia C. Ayala, Ph.D.

Los Angeles Universal Preschool (LAUP)

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