

# Increasing Effectiveness of Teachers and Principals in Pre-K Through 3rd grade

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Abbie Lieberman  
Early & Elementary Education Policy  
New America

# Early & Elementary Education Policy Team

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- Conduct policy research & analysis, develop policy recommendations, and disperse new ideas that aim to improve equitable access, quality, and coordination of early and elementary education for all children from birth through 3<sup>rd</sup> grade.
- Much of our work focuses on birth through third grade educators, teachers and leaders.

## *Websites:*

- <https://www.newamerica.org/education-policy/>
- <https://www.newamerica.org/education-policy/edcentral/>

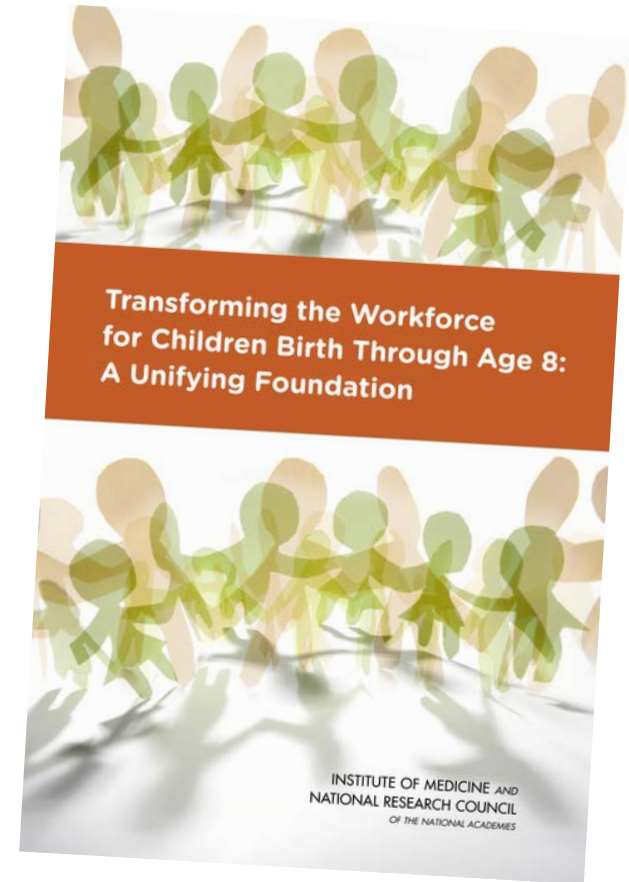
# Why focus on PreK-3rd grade teaching?

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- Studies on children's cognitive and socio-emotional growth, including the burgeoning science of brain development, have exposed the importance of children's earliest years for setting the path for their future.
- The adults who provide for the early education of young children bear a great responsibility for the nature and quality of these early years and grades.

# What do PreK-3rd grade teachers need to know and be able to do?

- Engage children in high-quality interactions
- Establish positive relationships with students
- Create effective learning environments
- Have a deep understanding of developmental science and learning domains, including content areas
- Understand learning trajectories
- Work with diverse populations of children
- Connect with families
- Use assessment to inform instruction



# Current licensure landscape

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- 16 states: Birth-3rd grade
- 19 states: PreK-3rd grade
- 3 states: Birth-2nd grade (Delaware, Nevada, New York)
- 2 states: PreK-2nd grade (Massachusetts and Rhode Island)
- 2 states: PreK-4th grade (Arkansas and Pennsylvania)
- Some have Birth-K like North Carolina
- Most have elementary license that overlaps with ECE

*\*\* Based on 2014 review*

# ECE Teacher License

ATLAS

PREK-12 EDUCATION,  
EARLY EDUCATION

## FROM CRAWLING TO WALKING

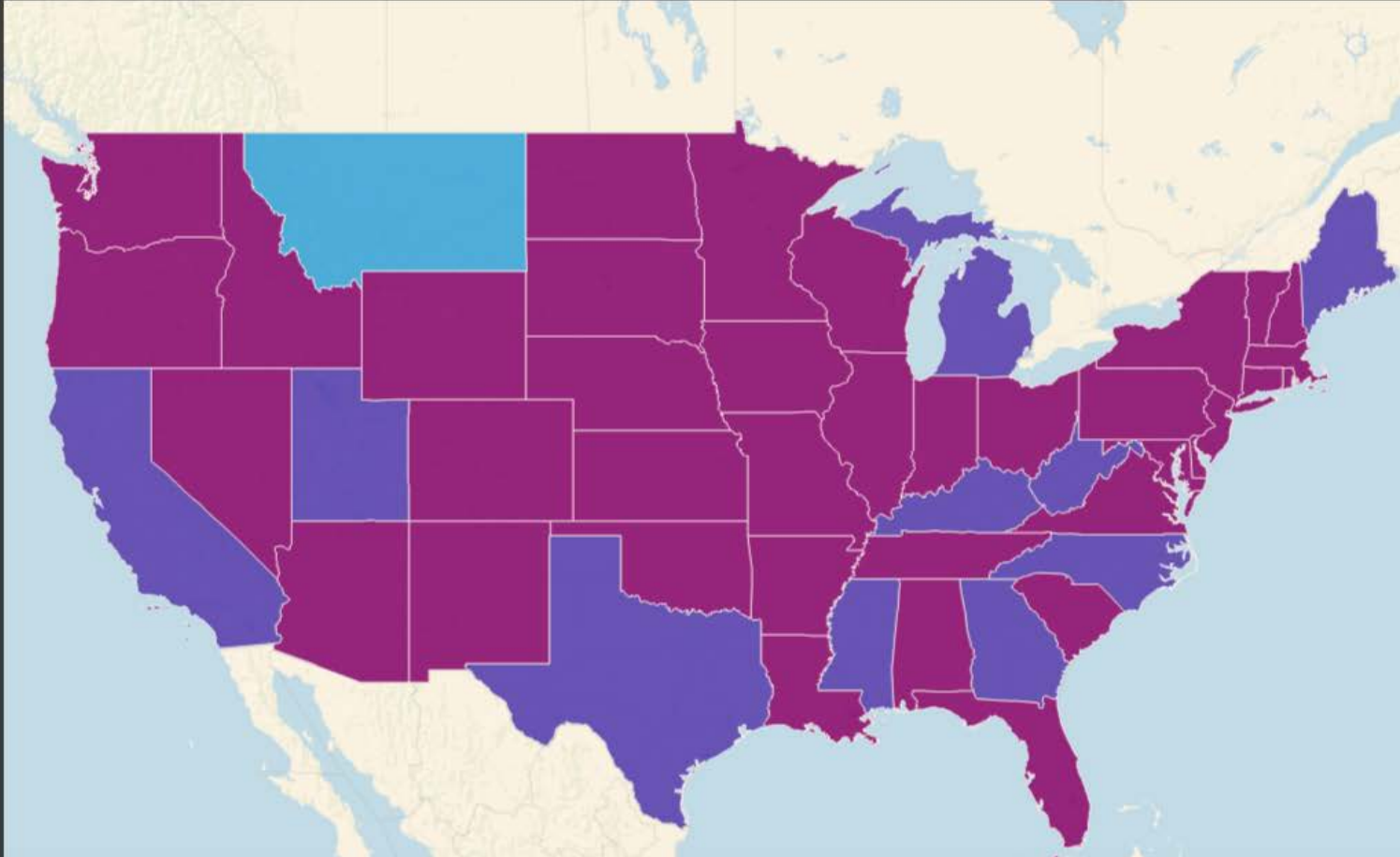
Ranking States on Birth- 3rd Grade Policies  
that Support Strong Readers [More...](#)

ECE Teaching License

Does the state have an early childhood  
education (ECE) license, bridging pre-K and  
kindergarten?

Yes  No

In Progress



39 states and Washington, D.C. offer an ECE license



# Four State Examples

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| State          | Current License Structure | Options  | Changed in past 10 years?             | Direction of change    |
|----------------|---------------------------|--|---------------------------------------|------------------------|
| Arkansas       | Birth-K<br>K-6            | K-6 licensees can take additional coursework to earn pre-K endorsement               | Yes. Until 2012 there was P-4 and 4-8 | Toward broader band    |
| Pennsylvania   | PreK-4<br>4-8             | Holders of either license can take a test only to become dually certified            | Yes. Until 2007 there was N-3 and K-6 | Toward a narrower band |
| Ohio           | P-3<br>4-9                | P-3 licensees can add grades 4 and 5 endorsement with additional coursework          | No                                    | N/A                    |
| South Carolina | PreK-3<br>2-6<br>5-8      | Both PreK-3 and 2-6 licenses include coursework for prospective early grade teachers | No                                    | N/A                    |



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Changes to licensing alone won't bring the needed transformation...



# Divergent tracks for prospective PreK -3rd grade teachers

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## Early Childhood Preparation

- Child development
- Identification of children with special needs
- Family engagement
- Early literacy/early math
- social-emotional learning
- Play-based

## Elementary Preparation

- Content areas
  - *Math*
  - *Social studies*
  - *Science*
  - *ELA*
- Teaching methods
- Classroom management

# Recommendations from *Transforming the Workforce* report

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- Build an interdisciplinary foundation in higher education for child development.
- Strengthen practice-based qualification requirements, including a supervised induction period, for all lead educators working with children from birth through age 8.

# Importance of Early Education Leaders

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- After teachers, school leaders have the largest impact on student achievement
- Operational leaders
- Instructional leaders
- Establish conditions for quality of the rest of the staff

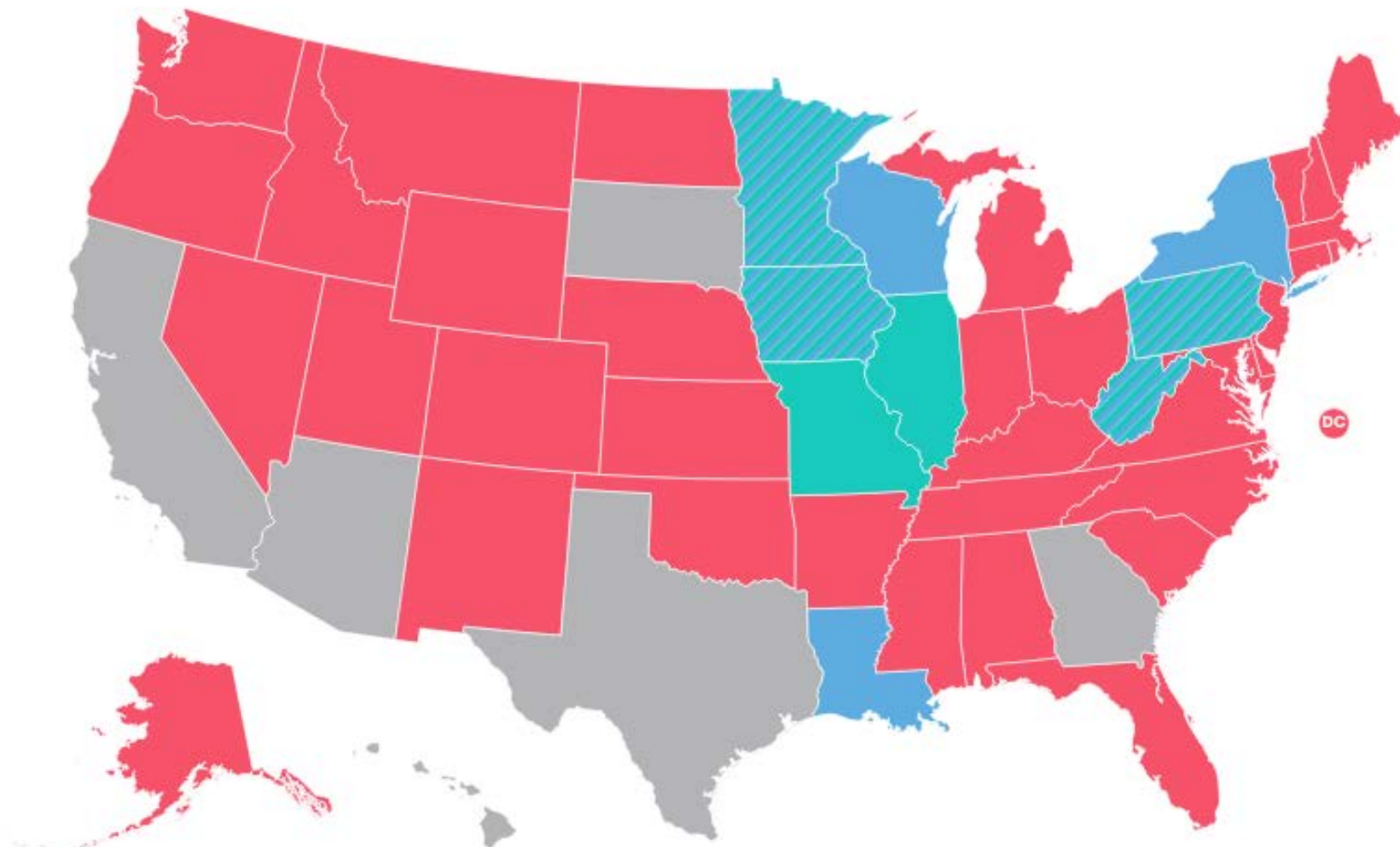
A close-up photograph of a child's hand interacting with wooden toy trains on a track. The hand is positioned over a small yellow and green train. To its right is a larger red train with a black smokestack and a red trailer. The tracks are made of light-colored wood and are laid on a grey carpet. In the background, there are some wooden blocks and other toys, slightly out of focus. The overall scene is brightly lit, suggesting an indoor play area.

ABBIE LIEBERMAN

# A TALE OF TWO PRE-K LEADERS

**How State Policies for Center Directors and  
Principals Leading Pre-K Programs Differ, and  
Why They Shouldn't**

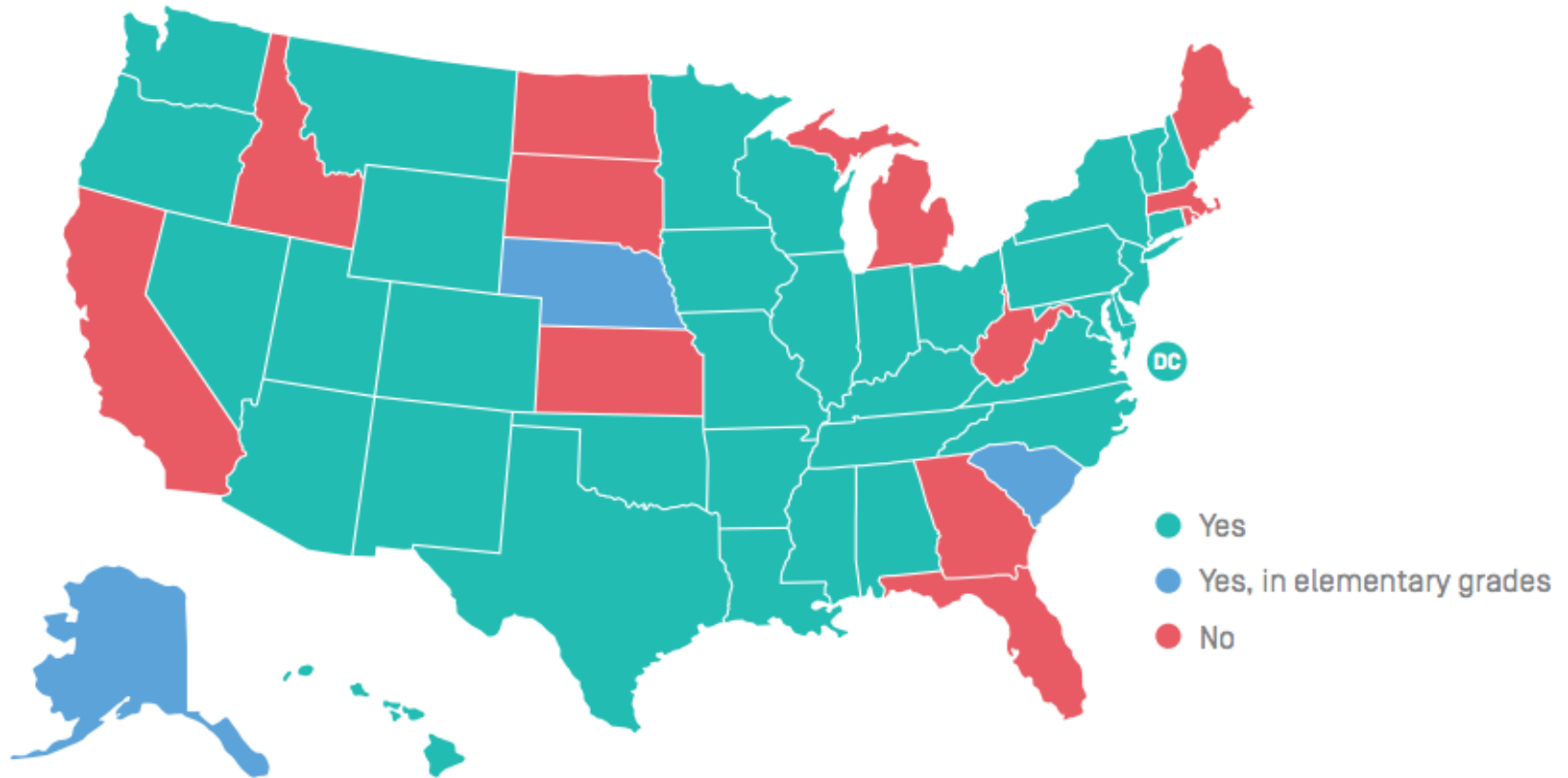
# Does the state require principal preparation programs to offer specific coursework around early learning and/or child development ?



ECE Coursework ⓘ

- Must Offer Early Learning Coursework
- Must Offer Child Development Coursework
- No
- No data

**Figure 4** | Does the state require elementary school principals to have prior teaching experience?



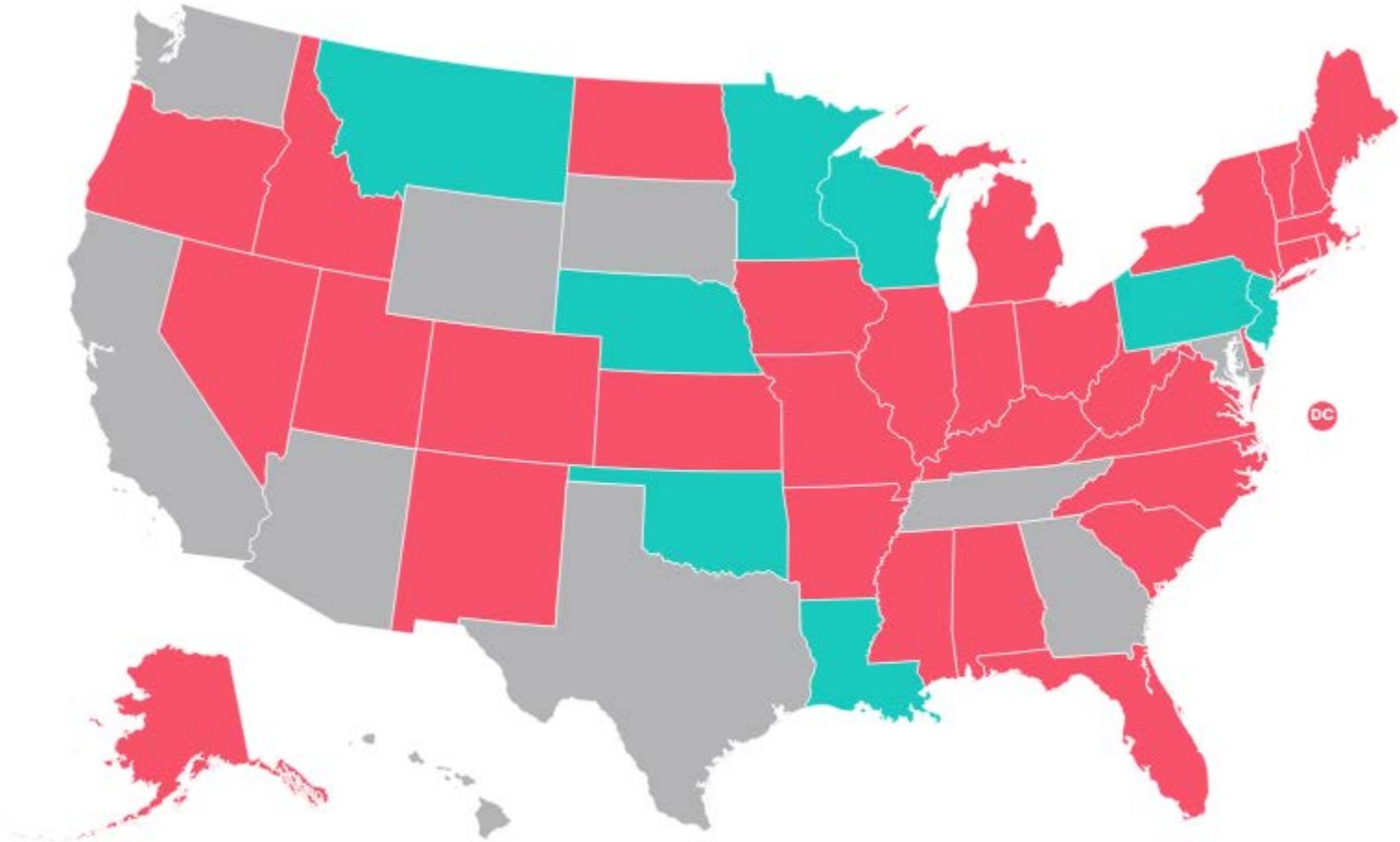








Does the state offer joint professional learning for elementary school principals with early education program administrators?



Joint Professional Learning ?

 Yes  No  No data

## Abbie Lieberman

Policy Analyst, Early & Elementary Education Policy

Email: [lieberman@newamerica.org](mailto:lieberman@newamerica.org)

Twitter: [@abbielieberman](https://twitter.com/abbielieberman)

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