



## Early Learning

### Day 2 Early Learning

#### Breakout Session 4: *Early Learning processes-Professional Workforce Development*

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### *Recommendations for: Early Learning processes-Professional Workforce Development*

#### **Tribal Policy:**

- Recognize value of Early Learning Professionals through a pay scale comparable with other professions.
- Hire, train, retain Tribal members and honoring their cultural competence.

#### **State Policy:**

- Funding to provide more equitable pay scale.
- Ensuring Early Learning teacher preparation and certifications that are culturally informed.
- Recognize 1<sup>st</sup> People's 1<sup>st</sup> Language Certification in Early Learning.

#### **Federal Policy:**

- Fund unfunded mandates for education attainment.

Example: Teachers are required to continue education with expectations of obtaining a BA in Early Childhood Education without sufficient funding for adequate compensation.

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