



Professional Learning System

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In support of House Bill 3561



Professional Learning Organizing Framework

Recruitment and Respect

- Structures and supports to attract people to the profession of early learning, especially educators that represent the racial/ethnic and linguistic diversity of Oregon's young children, as well as recognize the ECE workforce as professionals

Preparation, Degrees, Credentials

- Accessible, culturally- and linguistically-responsive credential and degree programs to prepare educators to work with young children

Professional Learning

- Ongoing, community-based training and job-embedded learning opportunities rooted in competencies

Retention

- Workplace environments, and foundational conditions, such as knowledgeable, skilled leadership that supports a diversity of ECE educators in implementing effective practice





Higher Education

Work with Institutes of Higher Education is focused on accessibility and opening pathways for early educators through:

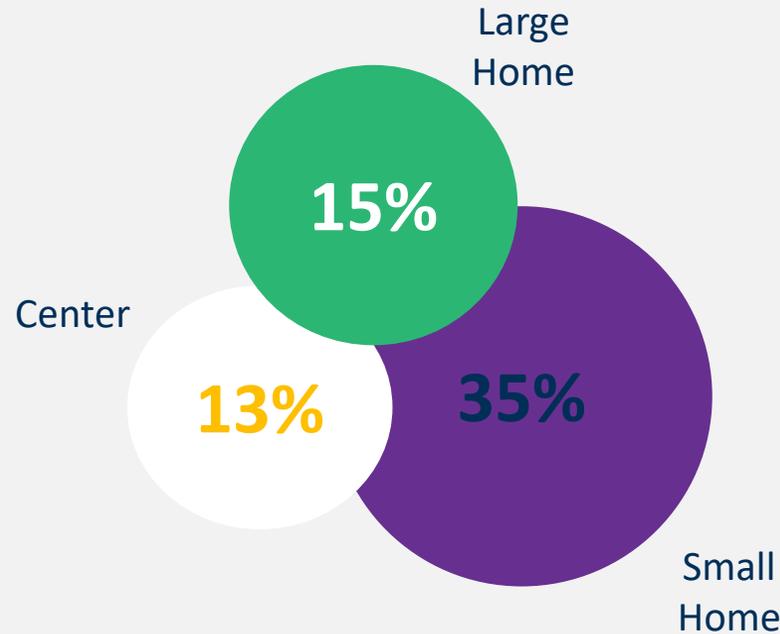
- Creation of Apprenticeships
- Expansion of consortia models
- Expansion of scholarship supports
- Workforce Education Community of Practice
- Registry revision outreach and recommendations



Who makes up the Child Care Workforce? (2019 data)



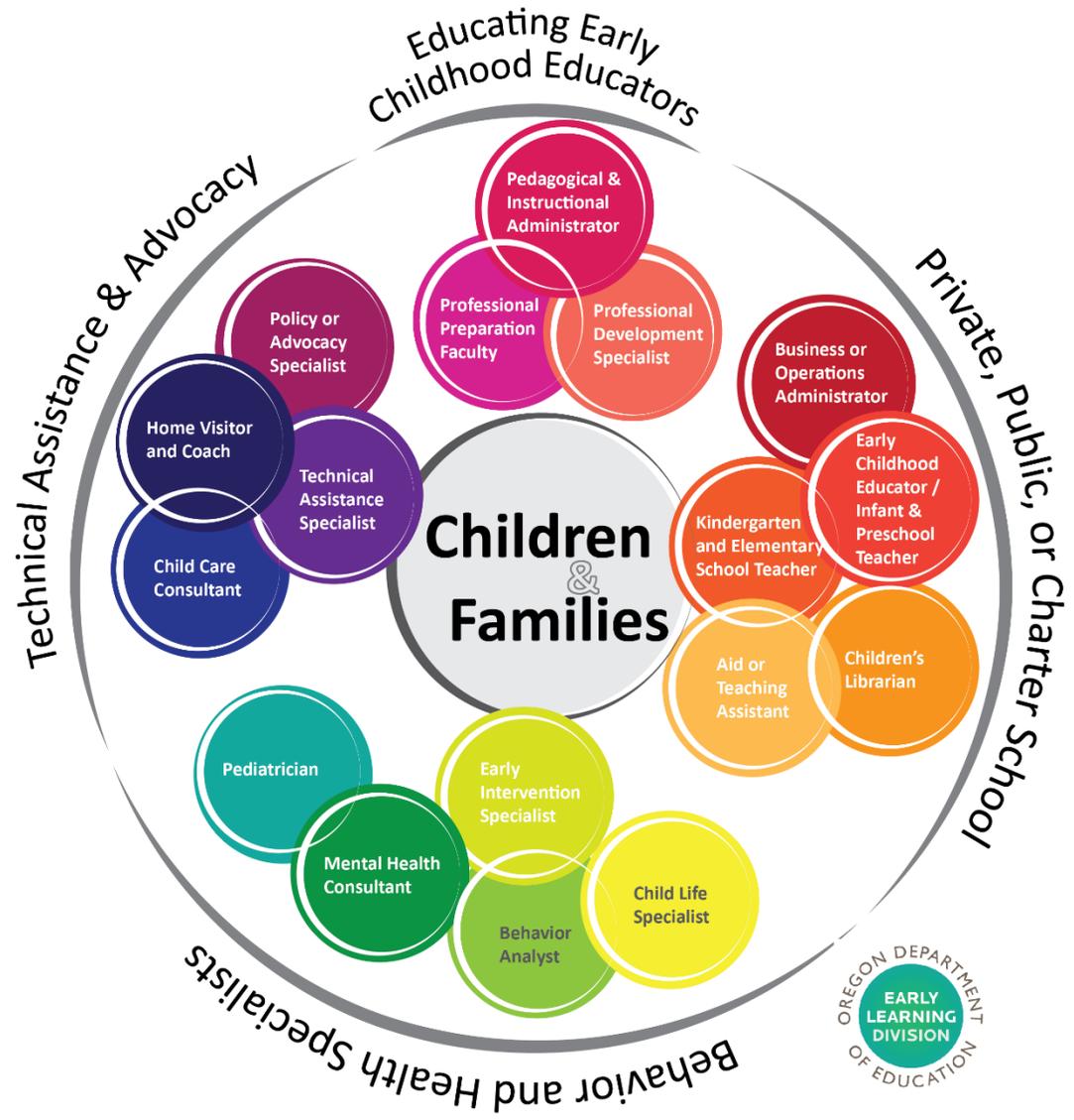
of the workforce identify as a person of color



Language Diversity

Many in the workforce report a primary language other than English

24%
of the workforce
leave the field
each year



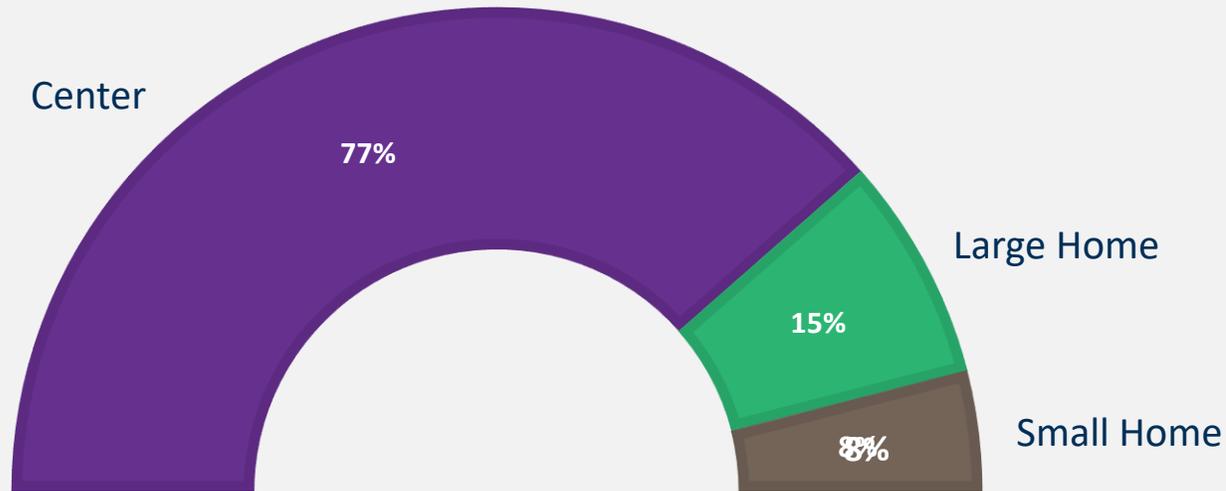
Respondents	had access to an MHC	worked with an MHC
All	23.3%	18.2%



Who makes up the Child Care Workforce? (2019 data)

24,269

people worked in Oregon regulated early learning and child care facilities



Median Wage

for teachers/head teachers in center-based care





Program Establishment

HB 2166 (2021)

- Establish the Early Childhood Suspension and Expulsion Prevention Program; goal is to reduce use, and disparities of use of suspension and expulsion in early care and education programs
- Develop technical assistance providers and infant-early childhood mental health consultants to provide support to early care and education programs to promote children's social emotional well-being and growth and prevent exclusionary practices
- Multiple cross-sector opportunities to support the new program (Oregon Health Authority, local community based organizations, parents and child care providers of color, Oregon Department of Human Services, Oregon Department of Education – Early Intervention/Early Childhood Special Education)

SB 236 (2021)

- Creates a ban on suspension and expulsion in early childhood programs starting July, 2026