

FUNDING:

SMALL GROUP DISCUSSION GUIDE

Staff turnover in early care and education programs is a national problem that has a direct impact on the quality of care that young children receive. In a physically challenging, time-consuming, and typically low-paid profession, incentives and supports for staff to pursue ongoing professional development are essential. The funding element addresses the question of how participants in the professional development system can afford to engage in opportunities, and how they are compensated for increased knowledge and skills.

Funding or monetary support can cover training, travel, and supply stipends and reimbursements; rewards, awards, and bonuses for training and education completion; compensation or retention initiatives for practitioners; and financial awards given to early childhood settings based on program quality.

Discussion Topics

- 1) Meaning of funding: What does it mean in our context?
 - What current efforts are perceived to be effective and successful?
 - Why do you think they are effective?
 - Does it have to do with their structure? Financing? Because they efficiently meet a specific need? Other reasons?

- 2) Themes, ideas, and questions about and funding:

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3) Our current activities and roles related to funding:

4) Possible activities and roles for the future related to funding:

- What are the gaps and needs?
- How can we collaborate to meet the needs?

5) How do your group's ideas and suggestions connect with the other professional development system elements?

- Include any ideas about how to engage the community in these efforts.
