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DC Early Educator Pay Equity Fund Application Now Open!

Eligible early childhood educators can now apply for
a supplemental payment of up to \$14,000!

Visit osse.dc.gov/ecepayequity for additional details and to access
the application. Early childhood educators who require assistance
accessing or completing the application should email
support@ecepayequity.aidkit.org or call (202) 831-9298 for support.

Applications are due no later than
5pm on September 20, 2022

More information in Policy Beat

DCAEYC August 2022 Bulletin Board

Statement from NAEYC CEO Michelle Kang on the Passage of the Inflation Reduction Act

Despite a groundswell of advocacy in the ECE field, the Inflation Reduction Act, a slimmed down version of Biden's proposed Build Back Better plan, was signed into law without a single dollar for child care. [Read the reaction from Michelle Kang](#), NAEYC's new CEO, including her commitment for NAEYC to continue advocating to Congress on the need to invest in child care.

Job Opportunity: Project-Based Learning Curriculum Specialist with CECEI at UMD

The Center for Early Childhood Education and Intervention (CECEI) at the University of Maryland is seeking to hire Project-Based Learning Curriculum Specialists who will support teachers' implementation of the [Children Study Their World \(CSW\)](#) and [Children Explore Their World \(CEW\)](#) early childhood curricula throughout the State of Maryland.

For more information and application instructions visit the [CECEI Career Opportunities page](#).

Public Service Loan Forgiveness for Early Educators

The COVID-19 pandemic resulted in financial hardship for many, including members of the early care and education (ECE) workforce. If you work for a qualified employer—including many Head Start, preschool and child care programs—you may now be eligible for federal student loan forgiveness for your important public service, even if you were not eligible before.

The Department of Education announced major changes to the Public Service Loan Forgiveness program for a limited time, as a result of the COVID-19 national emergency. Some borrowers will need to consolidate their federal loans and/or submit a PSLF form by October 31, 2022 to take advantage of this opportunity. Check out the [flyer from the Administration for Children and Families](#) for more information.

NAEYC Annual Conference Early Bird Registration is Open!

Join DCAEYC and help us represent the District at this year's NAEYC Annual Conference from November 16-19, right here in Washington, DC at the Walter E. Washington Convention Center! Early bird registration ends September 9. [Click here for more info and to register.](#)

Welcome New DCAEYC Members!

DCAEYC extends a warm welcome to the following new members:

Lidiani B	Signe D	Fanny J	Kelsey O	Yuna N	Nicole T	Jasmine W
Francine B	Kara E	Ashley M	Cathryn P	Richena N	Chonda W	Robbin W
Margo B	Kristen G	Fausto M	Teria P	Rochelle R	Keisha W	Breanne W
Leilani C	Anita G	Kiyana M	Debbie R	Yorlady R	Albert W	Brionnea W
Kevin C	Tyler H	Deitra N	Jillian R	Meghan S	Jacqueline W	Jasmine W
Mark D	Rachel J	Nykki L	Jesse R	Johanna S	Breanne W	Robbin W
Cheryl D	Makayla J	Larissa N	Lerin N	Ariel T	Brionnea W	

FRESHFARM Coaching Sessions for Farm to ECE Activities

FRESHFARM is offering individualized coaching sessions and additional equipment to support Farm to ECE activities at your site! These coaching sessions are designed to help educate, inspire, and equip you and your staff to be able to successfully source, serve, and teach about fresh, local fruits and vegetables.

FRESHFARM coaching sessions include:

- Up to \$1,000 worth of equipment to support farm to ECE curriculum and local food procurement at your site which could include supplies for your classroom, garden, and kitchen
- In-person or virtual site visits to help assess and best support the needs of your center
- On-going opportunities to participate in group and/or individualized coaching sessions
- Access to free professional development and training

Please use [this link to register](#) for coaching sessions with FRESHFARM's Community Engagement team! They are extending this opportunity to multiple sites in DC and have 15 sessions that are still available.

Please sign up as soon as you can so your team can take advantage of this offer.

Get a taste of what FRESHFARM has to offer with the Colorful Kale Salad recipe below!



Colorful Kale Salad

INGREDIENTS

- 1 bunch kale (any variety)
- ¼ cup extra virgin olive oil
- 2 teaspoons salt
- 2 tablespoons apple cider vinegar
- 1 diced apple
- half a red onion, minced
- 1 cup crumbled feta cheese
- 1 cup toasted sunflower seeds
- 1 cup currants or dried cranberries



INSTRUCTIONS

- Rinse, dry and de-stem the kale.
- Stack a few kale leaves at a time atop one another, roll into a cylinder and then cut into strips and put in a large bowl.
- Add the olive oil, vinegar, and salt to taste to the sliced kale. Using your hands, work the dressing into the kale for about 2 minutes (The more you massage it, the more tender the leaves. The younger and more tender the kale, the less they will need.)
- Add the remaining ingredients, toss together and enjoy!

Stay Motivated Through Self-Affirmations

*"I have strength in my heart
and clarity in my mind."*

Greetings Early Educators,

While it seems like the summer has just begun, suddenly it's back to school time. Although educators crave the break or leisure pace of summer, most are excited to start a new school term. The last couple of years has brought challenges and educational pivots, and I am confident this year will be no different. You'll have to remain flexible while modifying, adjusting, and accommodating all the changes a day can bring.

How will you stay motivated, charged, and ready to handle all the demands that can be tiring and stressful? A recent article in the [Washington Post](#) says, "[numerous studies](#) have found that affirming yourself can produce wide-ranging benefits, including [stress-buffering effects](#). The trick, they say, is how you affirm yourself — particularly what you focus on."

A Message from Our ED



I can attest that affirmations help reset my mind by giving me a boost or confirming my intentions. My favorite self-affirmation is, "I have strength in my heart and clarity in my mind." It empowers me and strengthens my resolve to push through whatever obstacle or annoyance is in my way.

As we head back to school, let's fill our self-affirming ready-to-use toolboxes with motivational phrases, anecdotes, and aphorisms that grounds us as authentic educators. Choose a favorite and post it in your classroom as a reminder that you are capable and ready to charge through the day. Your best is yet to come! May you have a successful and joyful school year!

Wishing you all the very best,
Kathy Hollowell-Makle
Executive Director
DCAEYC

DCAEYC Intern Profile



Sophia Jacobs

DCAEYC Policy Research Intern,
Rising Senior at American University

By Sophia Jacobs

I was seventeen years old when I had my lightbulb moment. It was my first week volunteering with the Connecticut Institute for Refugees and Immigrants and I was asked to tutor clients in English as a Second Language (ESL). I sat at a table with a six-year-old, let's call him Joseph, who had just moved to Connecticut from the Democratic Republic of the Congo. We had been working for a week on the alphabet, carefully going through every letter and its sound.

Suddenly Joseph stood up, and before my eyes, he recited the entire alphabet to his classmates. At that moment I knew my true passion was in education.

To explore this passion further, I registered for a course called Schools and Societies in my freshman year at American University. This remains one of the most impactful classes I have ever taken. Following the rich conversations on the zip code connection to education quality, the school-to-prison pipeline, and education inequity, I left class frustrated and filled with questions.

Why is it a *privilege* to receive quality education and care when it certainly is a *necessity* and a *right*? Why are students in low-income communities more likely to be subject to the school-to-prison pipeline? Why do we continue to allow zero-tolerance policies to further oppress people of color? I came to realize that our education system is truly broken.

I never used to think of going into advocacy and policy. However, as I learn more about systemic issues, I have come to realize I would like to be in a position to advocate for changes in the education system.

I was first introduced to DCAEYC when its Executive Director, Kathy Hollowell-Makle, came to my education class. She spoke of her work advocating for accessible early education and care, which resonated with me because she brought to life much of the content I had been taught in college. That's why when the opportunity to work with DCAEYC arose, I jumped at it.

"That is the best part about a light bulb moment. You never know where it may take you."

This summer, as the Policy Research Intern, I learned a lot about policy formulation. For example, data collection is an important aspect of making a change because these numbers are fact-driven and can represent how critical an issue is. This internship solidified my choice to pursue a career in education. There is no other field I would rather be in and I am excited to explore the versatility of working in education.

That is the best part about a lightbulb moment – you never know where it may take you. Thank you DCAEYC for allowing me to grow as a learner and allowing me to be a part of the mission. I hope we will continue to work toward an education system where your zip code doesn't play a role in your education. I am hopeful for the day we reach equity within our institutions.

Principle of Practice

Use the Start of a New School Year to Reset and Build Your Professional Competencies

For some in early childhood education, the start of the new school year means returning to the classroom following summer break. For others, it's business as usual. Regardless of your circumstance, a new school year provides an opportunity to reset and build your professional competencies.

Building your professional competencies is important because it gives you the power to take charge of the trajectory of your career. It also empowers you to advocate for the early childhood education profession so those in power hear directly from educators about the state of the field and where it needs to go. To start elevating the quality of your craft as an educator, consider the following ideas taken from the NAEYC article "[Becoming Your Best: Building Professional Competencies.](#)"

★ Be Knowledgeable

Make sure you know your program's general employment policies; These policies impact how you practice in the field. Participate in staff meetings in which they are reviewed so your thoughts and experiences are taken into consideration.

★ Be Self-Aware

While working in early childhood education can be rewarding, it can also be stressful. Take time for your mental health and take breaks when needed. This not only will help you feel less overwhelmed, it will also help you be the best version of yourself for the children you work with.

★ Be Vocal

Whether it's through posting on social media or directly messaging your representatives at any level, use your voice to advocate for early childhood education. Regardless of your role, your unique perspective and experience has value because you are able to share the real-life challenges facing the field. The more we speak up, the more chances we have to influence policy.

★ Be Ethical

Ethical guidelines for practice are part of what defines a profession. Such guidelines can help ensure that you, your fellow educators, and the families you serve are on the same page as you all work to build relationships. When in doubt, consider consulting the [NAEYC Code of Ethical Conduct](#).

★ Be Passionate

Get started (or move further along) your professional development path by finding what motivates you to teach. Finding classes you enjoy that you can put directly into your practice is a great way to both learn and have fun!

★ Be Mentored

Gaining experience is a large part of becoming a successful educator. One way to gain experience is through finding a mentor. Mentors can guide, inspire, and challenge you to be your very best. Invest in yourself by learning from experienced members of our profession.

★ Be Accountable

Take charge of your professional development. This includes taking advantage of access to curriculum materials and professional development opportunities provided by your program, and/or seeking out learning opportunities on your own that inspire you.

★ Be Equitable

Everyone has different preferences and beliefs, including families. Taking time to understand the preferences and beliefs of your families can help you better understand your children's behavior. This in turn will give you a strong foundation to educate children equitably.

★ Be Educated

Children and adults behave differently, so to be a high-quality educator it's important to have an understanding of child development. For example, biting is a way toddlers communicate distress. Understanding this kind of behavior can empower you to know the difference between when it's time to give a child discipline and when it's time to give them comfort.

DC Early Educator Pay Equity Fund Application Now Open!



In 2018, the Council of the District of Columbia passed the Birth-to-Three for All DC law. The law calls for compensation equivalent to public school teachers with similar education and experience. In 2021, the DC Council raised public funds to make it

happen. So, this year, increased compensation begins. First, with pay supplements paid directly to educators. And, then the permanent compensation increases will be paid through employers.

Policy
Beat

EDUCATORS:

Early childhood educators working at OSSE licensed child care facilities in the District of Columbia could be eligible to receive up to \$14,000!

- The application is now open at osse.dc.gov/ecepayequity
- The application closes September 20, 2022 at 5 pm
- AidKit, the organization selected by OSSE to administer funds, will manage the application process. They are known for running large direct cash aid programs. Read more at aidkit.org/about

DIRECTORS:

Update staff information in the OSSE database (DELLT) as soon as possible to include each educator's staff type, email address, cell phone number and other required information so that your eligible staff can receive their pay supplement.

- AidKit will contact eligible early childhood educators who have an email address and/or cell phone number on file directly when the application opens. Staff who do not receive a notification will still be able to access the application, but their information will need to be verified before payment can be disbursed.

Who is Eligible?

- Teachers
- Assistant Teachers
- Associate Caregivers
- Expanded Home Providers
- Home Providers
- Montessori Assistant Teachers
- Montessori Teachers

Only applicants who were employed by May 16, 2022 and meet other eligibility criteria qualify.

Be Prepared: Upcoming Sessions Related to the Pay Equity Fund

OSSE Information Session

Tuesday August 23 | 6:00 pm - 7:30 pm

[Register Here](#)

In-Person ECE Pay Equity Fund Application Support from Under 3 DC

Wednesday August 24 | 5:00pm - 7:00 pm

Tenley-Friendship Library, Conference Room 2

[English Flyer](#) | [Spanish Flyer](#)

Upcoming Events

Financial Plan: Rethinking Strategies for Managing Money Aug 30 & Sept 14 | 7:00 pm - 8:00 pm



Learn how to improve your money mindset and financial health, in a four part virtual webinar series designed for those in teaching roles. Our facilitators, Better Futures, will offer clock hours and lead an interactive series where we encourage our attendees to bring their questions and experiences. Spanish interpretation available.

August 30
Investing for Wealth Creation
[Register Here](#)

September 14
Strategies for Long-term Financial Planning
[Register Here](#)

CAYL Catalyst Webinar Series: Honoring Family Voices Thurs, Sept 1, 2022 4:00 pm - 5:00 pm EST



Join the conversation with our seasoned panel of ECE professionals as they share strategies on how they engage with families at the practitioner and policy level.

[Register Here](#)

To stay up-to-date on events for the ECE field in DC, visit dcaeyc.org/events.

DC Early Education EXPO Vendor Information Sessions

Wed, Sept 7, 2022 | 7:00 pm
Thurs, Sept 8, 2022 | 1:00 pm



District of Columbia Association for the Education of Young Children

This session will provide information for early learning programs interested in showcasing their center or home child development center at the DC Early Education EXPO, an upcoming city-wide event specifically for families with young children and early educators.

[Register Here for Sept 7](#) | [Register Here for Sept 8](#)

Back to School ECE Teacher Meet-and-Greet and Networking Event

Thurs, Sept 15, 2022
5:00 pm - 7:00 pm



District of Columbia Association for the Education of Young Children

700 Pennsylvania Ave, SE, Second Floor

Refreshments, giveaways, and networking
Join ECE educators from all over the field for food and fun. Please bring a colleague with you!

All Attendees must RSVP
[Register Here](#)

DCAEYC Directors' Nook Wed, Sept 21, 2022 1:00 pm - 2:00 pm



Topic of the Month:
What is the cost of quality care?

Join other early learning program administrators and directors to discuss your program's true cost of care. This discussion will help to inform the creation of a survey that will gather current data.

[Register Here](#)

STAY CONNECTED



dcaeyc.org

Not yet a member of DCAEYC? Join the movement supporting early childhood education in DC by becoming a member today.

[Join DCAEYC](#)

About dcaeyc

District of Columbia Association for the Education of Young Children

DCAEYC serves as the DC Affiliate Chapter of the National Association for the Education of Young Children (NAEYC). Our mission is to strengthen the early care and education system in D.C. so that every young child has the foundation they need to succeed in school and in life. We do this by:

- Advocating for young children and their families
- Collaborating with partner organizations in the city
- Offering resources and services to members
- Striving to be a high performing, culturally sensitive, inclusive organization

Not yet a member of DCAEYC? Join the movement supporting early childhood education in D.C. by becoming a member today.

An Affiliate of [naeyc](#)