

Workforce Recruitment and Professional Learning: Collaborative Professional Learning Models Facilitator's Guide





Promising Universal Prekindergarten (UPK) Practices Video Series

- The Promising Universal Prekindergarten Practice video series includes interviews with leaders from districts, charter schools, county offices of education, and partner agencies.
- Each video focuses on a UPK Focus Area as described in the Universal Prekindergarten Template released by the California Department of Education (CDE) and the *Universal Prekindergarten Planning Toolkit: A Resource for County Offices of Education in California*.
- The video series describe collaborative partnerships, professional learning models, and strategies and resources to support developmentally-informed practices for UPK.



Promising UPK Practices

Workforce Recruitment and Professional Learning: Collaborative Professional Learning Models

- Importance of providing collaborative professional learning opportunities that bring together early educators from various early learning settings to support the implementation of UPK.

Video Description

- Provides strategies and techniques for providing collaborative professional learning opportunities that bring together early learning educators from various educational settings to support the implementation of UPK.
- Focuses on the significance of workforce recruitment and strategies for ensuring the educational settings are staffed with high-quality educators who have adequate opportunities for professional development and collaboration times. The value of diversity amongst educators is also highlighted.
- Discusses important strategies for recruitment of early learning educators and importance of recruitment of diverse staff to support students and families.

Promising UPK Practices



Video Link: <https://youtu.be/F4fvxC3-N14>

Administrator Focused Questions

1. What resources are currently available to increase the recruitment of high-quality early learning staff?
2. How can our current recruitment efforts be expanded to ensure increased diversity in our early-learning workforce?
3. How have staff turnover rates affected the continuity of care for our youngest learners? What are some strategies to decrease turnover rates?
4. What is our current plan for professional development for early learning educators? For after-school program staff? What are some ways to enhance our current professional development opportunities? Who can we partner with to increase professional development opportunities?

Teacher Focused Questions

1. Does my professional development plan meet my needs as an early learning educator?
2. What additional professional development/resources could be implemented to support the P-3rd grade alignment?
3. Reflect on your own program's early learning workforce recruitment and retention plan. How might existing strategies be improved to develop an inclusive and equitable learning environment for students?
4. Reflect on the value of diversity among early learning educators, as shared in the video. How does a diverse teaching staff contribute to the educational experiences of students?



- [Promising Universal Prekindergarten \(UPK\) Practices Video Series Link](#)



Thank you!