

Dear DEC Members and Friends,

Since **Power to the Profession** launched as a national, state, and local initiative in January 2017, we have had the great fortune of engaging with thousands of early childhood educators across the country. This last couple of weeks has been no exception, as individuals and organizations share their reflections on the proposed recommendations from the **Power to the Profession's Decision Cycle 3-4-5**.

In the **DC 345 draft** itself, the National Task Force—which is comprised of **15 organizations** with a stake in the membership of the early childhood education field and profession—noted explicitly that we "eagerly and enthusiastically seek input and feedback on the proposed recommendations."

As one of these Task Force members, DEC welcomes comments that represent a range of perspectives and celebrates the deep passion, expertise, and engagement of the field evident across the varying responses we have seen so far. As we challenge our individual biases as well as the institutional racism and elitism of our systems, Power to the Profession is raising complex and difficult questions about who we are, what we want to be, and how we are going to get there. Here are just a few of those questions:

- In the future of our profession, is earning an Associate degree in early childhood education always a stop on the pathway to a Bachelor's degree in early childhood education? Is there a distinct role for educators who earn an Associate degree alone?
- What opportunities do new methods of supervision offer, and how might those be created to resolve some of the challenges faced by educators across settings?
- In a fragmented field that is working to unify, does "a rising tide lift all boats?" As we consider equity and bias, as well as priority and sequence, whose "boats" get lifted first and in what order?

We strongly encourage everyone to share their valuable points of view, with us and each other, as we collectively grapple with these and other questions. How we ultimately answer them will have enormous implications for our ability to achieve the just, equitable, and effective early childhood education profession which we all want, and which our children, birth through age 8, all need.

Most importantly, we encourage everyone to channel their feedback through **the survey** on this decision cycle draft. This survey will be open through April 30—now is the time to make your voice heard! Thank you for sharing your time and expertise to engage in this critical, timely, and exciting conversation.

Sincerely,
Peggy Kemp