

# Share your stories of the ECE staffing crisis

## Have you experienced:

- difficulty finding qualified teachers?
- teachers leaving for higher paying positions?
- directors having to neglect administrative duties in order to cover classrooms?
- other staffing challenges?



## Advocates and policy makers need to understand how ECE policies play out on the ground!

*Here's one story: Last fall, a STAR 4 facility in the suburbs with both subsidized and private pay families was closed by its board with one day's notice. They had determined that the need for new basic materials to maintain STAR 4 scores on the Environmental Rating Scales plus a planned pay raise tipped the program into an unsustainable position. The director did what she could to help families and staff transition to new programs. Later she learned that many of her former staff and students were not able to stay at their new locations due to lack of quality. Families refused to put their children in programs where they would not receive the best care and education possible. Staff left on moral grounds, as they would not work places where children were not put first. As a result, meaningful jobs and high quality care were lost to the community. Also lost was all the investment, from both public and private sources, that had gone into building up the program to STAR 4.*

Please write up your story, with as much detail as possible, and send it to First Up at [jackie.groetsch@firstup.org](mailto:jackie.groetsch@firstup.org). We will forward the information on to the PA Office of Child Development and Early Learning (OCDEL).