

Background Information: Unifying Framework

For more details, review the full [Unifying Framework](#) or [executive summary](#).

3 key things to know about the Unifying Framework:

- It is a roadmap towards an inclusive, equitable future in which competent, prepared early childhood educators working with children birth through 8 across all states and settings are trusted to practice with autonomy, and compensated for their essential, skilled, and valuable work.
- It was created and is designed to be implemented by centering the perspectives and expertise of early childhood educators, re-orienting and simplifying systems and structures to create a more coherent, transparent, and accessible ECE profession where investment in educators' preparation, supports, and compensation is prioritized.
- It attends to the present challenges and future needs by setting an ambitious vision with near term recommendations rooted in the research, science, and evidence around early learning while balancing the realities of the current ECE workforce and the ECE pathways landscape.

What is the *Unifying Framework for the Early Childhood Education Profession*?

- The *Unifying Framework* is the result of Power to the Profession (P2P), a multi-year, profession-led process of coming to consensus within the early childhood field on a set of recommendations to advance a vision in which each and every child, beginning at birth, has the opportunity to benefit from high-quality early childhood education, delivered by an effective, diverse, equitable, well-prepared, and well-compensated workforce of ECE professionals, working across all states and settings.
- Informed by the journey from other professions, such as nursing, the *Unifying Framework* calls for significant increases in public investments that advance a shared vision defined by a set of compensation goals, supports, qualifications, preparation pathways, accountability structures, and partners.

What was the process for creating the *Unifying Framework*?

- To develop the *Unifying Framework*, the 15-member *Power to the Profession Task Force* spent three years (2017-2020) engaging extensively and equitably with the early childhood field through a series of eight iterative "decision cycles," each of which considered a related element needed to build a profession.
- Throughout the decision cycle process, Task Force members connected in English and Spanish with more than 11,000 early childhood educators and stakeholders, using a wide variety of outreach and public awareness strategies, and intentionally engaging educators from family child care settings, educators from communities of color, educators who speak Spanish, and educators living in rural communities.
- The decision-makers, decision-drivers, decision-making processes, and the decisions themselves were all developed to help ensure that the recommendations and Implementation Commitments outlined in the *Unifying Framework* recognize and reduce the impact of structural barriers such as institutional racism, sexism, classism, elitism, and bias.
- With the release of the *Unifying Framework* on March 10, 2020, the Power to the Profession initiative came to an end, and the early childhood field turned toward implementing and aligning with the *Unifying Framework* recommendations in the context of a new and unprecedented time of crisis.