



HR0755

LRB101 20482 ECR 70249 r

1 HOUSE RESOLUTION

2 WHEREAS, Research shows that early childhood teacher
3 effectiveness is a predictor for positive developmental and
4 academic outcomes for children; and

5 WHEREAS, Continuity in early relationships with teachers
6 and caregivers results in safe, stable, and trusting
7 environments that allow young children the opportunity to
8 explore and learn; and

9 WHEREAS, The work of early childhood educators is
10 sophisticated and central to the healthy learning and
11 development of young children and takes place in a range of
12 settings, including schools, community-based centers, and
13 homes; and

14 WHEREAS, Early childhood educators include home visitors
15 and Early Intervention professionals as well as educators in
16 schools, child care centers, and family child care homes; and

17 WHEREAS, Research shows that having children see their own
18 identities reflected in their teachers can improve students'
19 perceptions of and actual performance in school, and that it is
20 critical for early childhood programs to have educators that
21 reflect the families and communities they serve; and

1 WHEREAS, Nearly half of all lead early childhood educators
2 hold a bachelor's degree or higher, nearly three-quarters have
3 secured an associate's degree or higher, many hold
4 state-recognized credentials, all must fulfill scheduled
5 training requirements, and many have years of experience in the
6 field; and

7 WHEREAS, The early childhood workforce is almost
8 exclusively female and more racially diverse than the K-12
9 workforce; and

10 WHEREAS, The current early childhood education system
11 functions because early childhood professionals, particularly
12 those working in community-based settings and those working
13 with infants and toddlers, often forgo a living wage aligned to
14 the sophistication of their work and level of education; and

15 WHEREAS, The early childhood workforce, particularly in
16 community and home based settings, earns wages in the second
17 percentile of annual earnings; many early childhood workers
18 lack access to workplace benefits and must rely on public
19 benefits to meet the needs of their own families; and

20 WHEREAS, These low wages have contributed to significant
21 shortages in qualified staff in early childhood programs and

1 will be a barrier to further expansion of services; and

2 WHEREAS, Adequate compensation is the foundation of a
3 quality early childhood workforce; therefore, be it

4 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
5 HUNDRED FIRST GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
6 we urge the General Assembly to increase its investments in
7 Early Childhood Education, the Child Care Assistance Program,
8 Early Intervention, Healthy Families, and Parents Too Soon not
9 only to expand access to high-quality services for children and
10 families but also to enable Illinois to pay its early childhood
11 workforce the wages needed to attract and retain qualified
12 professionals; and be it further

13 RESOLVED, That we urge the Illinois State Board of
14 Education and the Department of Human Services to implement
15 policies and strategies to ensure that any new funding is
16 directed toward improving the compensation levels of early
17 childhood professionals to reflect more closely other
18 professions with similar qualifications and educational
19 levels.