



Making quality early care and education accessible to all by cultivating racially, culturally, and linguistically diverse leadership from the field

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EARLY EDUCATION **IMPACT REPORT** | 2023–2024

# BIG IDEAS FOR THE WAY FORWARD



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## In 2024, we announced our new name — Early Education Leaders.

Fittingly, the announcement was made in person before 200 early educators attending the 11th annual Leadership Forum on Early Education Research, Policy, and Practice on May 4.

“Our new name is a bold and powerful affirmation of the role early educators play as transformative leaders in their communities and throughout the field of education,” said Anne Douglass, Ph.D., the founding executive director of Early Education Leaders. “Early educators have always brought new knowledge to the field, contributed to the economy, and advanced racial equity and social justice. They are pivotal leaders in our communities and our new name reflects all of that.”



**Our tagline — Big ideas for the way forward — emphasizes our role as a convener of ideas and lived experiences in early childhood education, with a focus on cultivating leadership that reflects the diversity of the field.**

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# BUILDING THE LEADERSHIP ECOSYSTEM

**Over 1,000 early educators have graduated from Leading for Change in Early Care and Education (LFC).** LFC is our research-based, 40-hour leadership development program for frontline early educators, family child care providers, program administrators, and other early care and education professionals. It is offered for free to all licensed early educators in Massachusetts and available to early educators in Maryland through the Maryland Early Childhood Leadership Program based at the Shriver Center/Division of Professional Studies at the University of Maryland Baltimore County.

In Fiscal Year 2024, we brought LFC to New York and Pennsylvania. In Pennsylvania, Janine Pagano, the state's Family Childcare (FCC) Coordinator completed our training to become an LFC facilitator, bringing the program to FCC owners across the state. In her role Pagano is responsible for providing support to FCC owners by creating local networks that connect FCC providers to each other and to ECE system infrastructure, including funding and policy. Pagano applied her new knowledge from LFC toward this mission.

We also introduced LFC at a statewide convening of early education leaders and policymakers in Hawaii through a new partnership with the University of Hawaii, and expect to bring LFC to early educators in Hawaii in Fiscal Year 2025.

*I'm implementing what I learned, said Pagano. "One of the greatest joys that it brings me is that I'm actually seeing my work come to fruition."*

**Janine Pagano**, Leading for Change facilitator



# DEVELOPING THE WORKFORCE

**In 2023 and 2024, Early Education Leaders accepted nearly 75 early educators as Fellows in the Early Childhood Fellowship – Bachelor’s Degree Completion Program.**

In 2022, the Early Childhood Fellowship expanded with funding from the city of Boston. The program provides full scholarships for early educators seeking to complete their bachelor’s degree. An important workforce development initiative, the Early Childhood Fellowship is cultivating a pipeline of early educators to work in the city for at least three years after graduating with their bachelor’s degree from UMass Boston.

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**75**  
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We also partner with the state’s Department of Early Care and Education on three other workforce development projects: The Statewide Professional Development Academy, the Metro Boston Professional Development Center, and the Early Childhood Support Organization, each of which delivers high quality professional learning, leadership development, and leadership coaching to early educators and programs across the state.

***This program has played a pivotal role in improving my abilities as a student, teacher, mother, and employee.***

**Early educator Bri Vines**, the first graduate of the Early Childhood Fellowship – Bachelor’s Degree Completion Program



# CONTRIBUTING KNOWLEDGE TO THE FIELD

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**In Fiscal Year 2024, Early Education Leaders produced over 25 publications, including research published in peer-reviewed journals, conference presentations, and legislative testimony.**

Topics ranged from early educator leadership development, business management programs for child care educators, the impact of Massachusetts legislation on affordable childcare, and the need for more public funding to address racial inequities in childcare.

In September 2024, Early Education Leaders Executive Director Dr. Anne Douglass attended the Early Childhood Leadership Summit hosted by The Hunt Institute along with Massachusetts Department of Early Education and Care Commissioner Amy Kershaw, state Rep. David LeBoeuf, state Rep. Danillo Sena, Wellesley School Committee member Christina Horner, state Sen. Jason Lewis, and Strategies for Children Executive Director Amy O'Leary. The Early Childhood Leadership Summit is an invitation-only, bipartisan convening that brings together senior elected officials and early childhood system leaders to explore high-impact strategies to improve access to quality early care and education.

Also in September, Dr. Douglass was appointed Research Co-Director of the National Early Care and Education Workforce Center. The federally funded research and technical assistance center is a collaborative of four core partners, including Early Education Leaders. The others are Child Trends, the Delaware Institute for Excellence in Early Childhood at the University of Delaware, and ZERO TO THREE.

Over  
**25**  
publications created  
and disseminated

# THANK YOU

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**We could not do this work without the support and generosity of our past and present partners:**

Boston Public Schools • Boston Foundation • City of Boston • Child Trends  
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