

INSIGHTS ON HEAD START EDUCATORS' WELLBEING: AMPLIFYING THE VOICES OF BLACK EDUCATORS

Presentation by
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Families

Children

Early
Educators



“We’ve been repressed all time as a culture so we know how to deal with tough times, we don’t break easy, we don’t fold, we don’t bend. Our culture [black culture] just don’t bend. We’ve been taught to persevere because we’ve had to do it all. We still doing it, we’re fighting it you know, even though we are supposed to be free, we’re still fighting it. And I feel like it’s a fight that we will never win.”

Objectives 1

Examined change in educators' awareness/ knowledge and behaviors in relation to their wellbeing and resilience.

Objectives 2

Explored the book study's influence on educators' change in commitment to their program and the field.

Objectives 3

Investigated how the book study served as an innovative professional development approach.



Objectives

Cultivating Emotional Resilience Book Study

The purpose of this study was to engage early care educators from local Head Start programs in a book study to better understand how they could cultivate their resilience and wellbeing and how the book study influenced their commitment to their program and the field.

Book Study Components

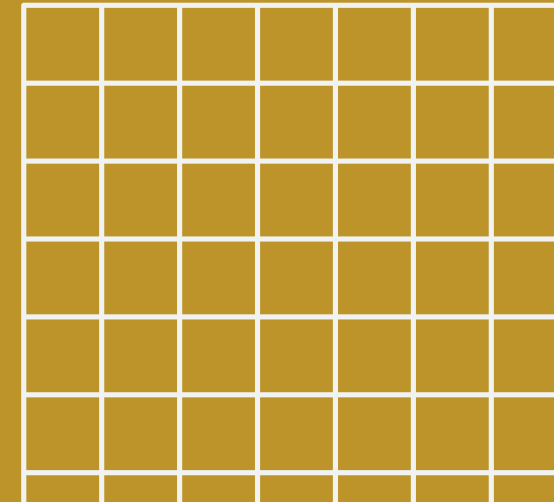
- Onward: Cultivating Emotional Resilience Book and Workbook
 - Assigned book chapters
 - Workbook Activities
 - Book Study Sessions
 - Professional Learning Communities (PLCs)
- Development of wellbeing and/ or resilience goals

Topics Covered

- Chapter 1: Know Yourself
- Chapter 2: Understand Emotions
- Chapter 6: Taking Care of Yourself
- Chapter 8: Cultivate Compassion
- Chapter 11: Ride the Waves of Change
- Chapter 12: Celebrate and Appreciate



Methods and Sample



- Cultivating Emotional Resilience
 - 4- month book study
 - January - April
 - 9 Sessions
 - 6 Book Study Sessions
 - 3 PLCs

- Short-term longitudinal design: Qualitative (Theoretical thematic analysis) and Quantitative analysis

- 19 EHS/HS/North Carolina Pre-K educators with various backgrounds and experience in ECE

- Video and audio transcripts analyzed (deductive and inductive themes), Measures assessed quantitatively (descriptives)

Let's Look Deeper!

01

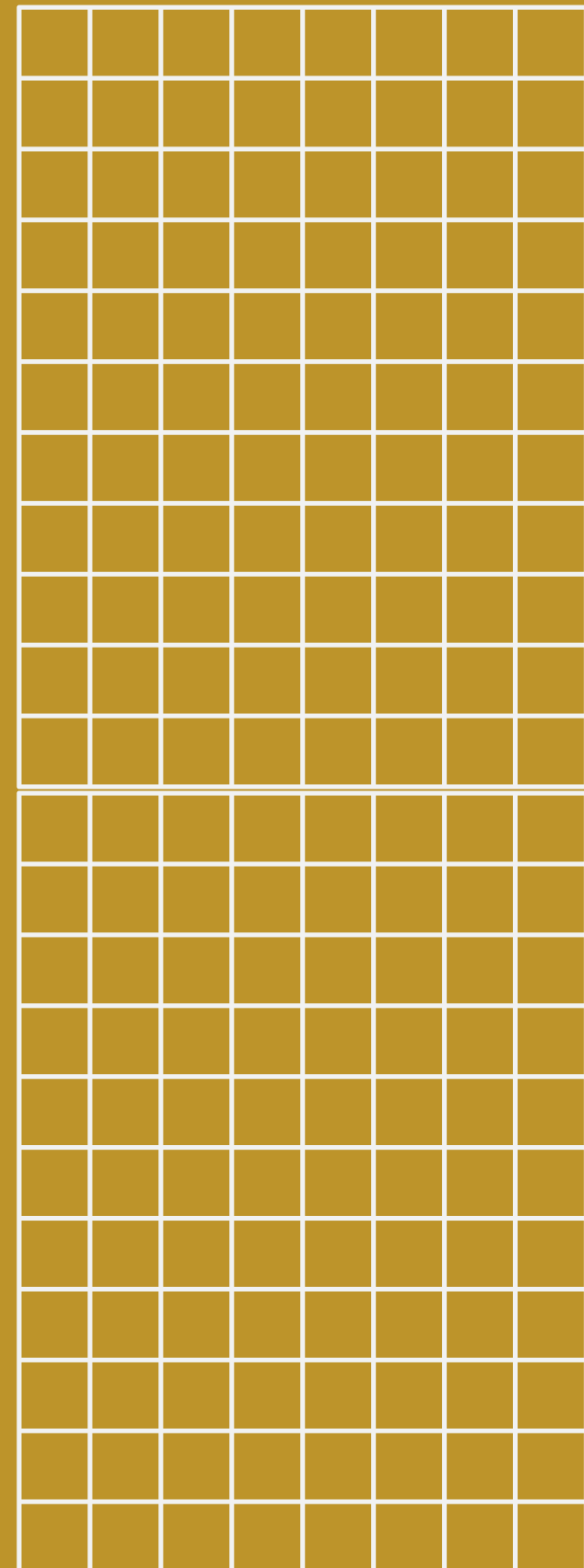
94% of the ECE field are predominantly women, 40% are people of color and 22% foreign born (Early Care and Education Workforce, 2021).

02

23% of Black women ECE teachers live in poverty, 44% are parenting independently (Vogtman, 2017).

03

Black women earn 84 cents to every \$1 their white counterparts earn (Ullrich et al., 2016; Whitebook et al., 2018).



Implications

Policy

- Staff Health and Wellness Performance Standard 1302.93
 - A need for the wellbeing and resilience of educators to be recognized as a significant protective factor and characteristic of effective teachers and needs to be explicitly addressed in PD efforts.

Program/ Professional Development Decisions

- Timing of Professional Development/ Personal Development
- Demographics of Educators and Expectations



Questions/ Insight?