



## Empowering Education: MV Community Services Early Childhood Pathway Program

The coronavirus pandemic has disrupted child education and care across the Island. Specifically, COVID-19 highlighted the urgent need to support and reward our child care workers who, too often, face the choice between a job they love and better compensation offered somewhere else.

In an effort to rebuild our Early Childhood Teaching Team, Martha's Vineyard Community Services created the Early Childhood Pathway Program. This program aims to recruit and retain a strong and committed team of exceptional early education and care staff. The program offers a three-year professional development and compensation plan to fortify the recruitment and retention of early childhood teachers.

Our Early Education and Care Center experienced unprecedented attrition, with more than half of our early childhood employees gravitating *away* from center-based work and *toward* private nanny and childcare arrangements with Island families. Enhanced safety in a pandemic as well as higher compensation associated with private arrangements appear to be the driving forces at play.

The Pathway Program seeks to restore MVCS Early Education and Care Center to pre-COVID operations and strengthen our team for the future. As we finish construction on a state-of-the-art facility, we must have a team of educators and providers to meet our goal to operate at full capacity when we open the doors in September 2021.

The Pathway Program includes a specialized 36-month professional development and incentive program for all teaching staff of Community Services' Early Education and Care Center. A combination of compensation and professional development opportunities increase throughout the 36-month Pathway calendar -- motivating employees to continue their Professional Development Plan and employment tenure.

### We urgently need your help to reach two critical goals:

#### 1: Recruit staff to join our Early Childhood Pathway Program.

Please consider Early Education and Care as your career path. Our Pathway Program will help you to reach your career goals and become an important part of our Community Services family. Contact Heather Quinn, Program Director, at [hquinn@mvcommunityservices.org](mailto:hquinn@mvcommunityservices.org), for more information.

#### 2: Raise a base of \$200,000 to fund our Early Childhood Pathway Program through 2023.

One-hundred percent of donations will support the recruitment and retention of Early Education and Care staff over a three-year period. Join contributors like Martha's Vineyard Hospital Foundation which invested \$50,000 to help us reach our goal. Donate [here](#).

The Early Childhood Pathway Program is a targeted strategy to boost the recruitment and retention of early childhood educators and providers, which will enable us to answer the biggest gap in children's services... infant and toddler care for working families. The Pathway Program will allow us to build and grow a team of dedicated, committed childcare staff who will welcome even more children into our program when we open our new state-of-the-art facility in 2021.

**Contact information:**

**To join the ECP team:**

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**For more information, or to invest in this work:**

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