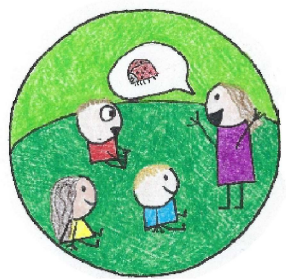


# Loving Beginnings Childcare

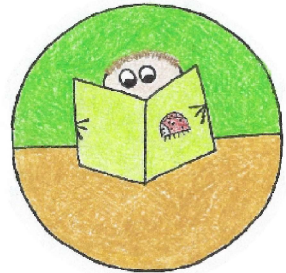
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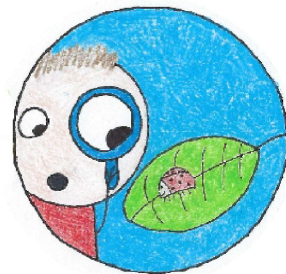
March 14, 2017



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House Early Childhood and Family Support Committee  
Chair Lively, Vice-Chair Hack, Vice-Chair Piluso

HB 2013: Regarding Preschool Promise educational requirements

My name is Josie Emmrich. I own and operate a certified family child care. My program is a Preschool Promise program in collaboration with the Marion & Polk Early Learning Hub. We also have a partnership with the Early Head Start Program through Community Action. I have a Master's degree in Early Childhood Inclusive Education and Curriculum and Instruction. I also have over 20 years of experience working with children and families. I am here in support of changes that HB 2013 will make to the Preschool Promise program.

The key to high quality early education are interactions that take place between the teacher and child. Young children need caring, nurturing teachers who are committed to promoting attachment and engaging them in rich learning experiences. Teachers must have specialized training but this can come in many forms. I have had the opportunity to work alongside teachers who hold bachelor's degrees, associate's degrees and those who have received mostly community based training. From these experiences, I can honestly say that quality educators come with diverse backgrounds, experiences and a heart for creating the best environments for children. Holding a bachelor's degree does not guarantee a quality educator just as not having one does not mean there is a lack of quality teaching.

This bill impacts my program by allowing me to hire staff that is the right fit for the children and families that I serve without a restriction on education. There is a shortage of educationally qualified teachers in this state. Due to the shortage, I have had difficulty finding substitutes for myself and staff. Not having access to substitute teachers creates stressful work conditions, which lead to teacher burnout and a high turnover rate.

In addition, I would like to express the importance of increasing teacher wages so that children can receive continuity of care which is essential to the brain development and emotional security of young children. Paying teachers professional wages removes barriers and makes things like investing in their own education accessible. Professional pay creates a happier workforce, improves job satisfaction and the quality of care children receive.

Thank you for your time.

Josie Emmrich  
Preschool Promise Teacher