



## Equitable access to basic needs and supports

<b>Idea 40</b>	Access to high-quality childcare and early childhood education
<b>Proposal 40d</b>	Re-frame the profession of “educator”
<b>Description</b>	<b>Re-frame the role/profession of educator</b> in order to improve the outcomes for students, families, communities, and teachers themselves by focusing on care, retention, recruitment, greater diversity in training/pedagogy (e.g., trauma-informed, Limited English Proficiency family barriers). Invest in the future of teachers by developing a <b>“teach a teacher” mentality</b> . This will ensure access to collective information and help teachers themselves develop into lifelong learners. Such a thirst for knowledge will positively affect the lives of their students.
<b>How will the proposed action advance equitable health and well-being?</b>	By re-framing the profession (increase pay to on-par with doctors, create competition for the best students and the best teachers, stop saying “those who can’t do, teach”), and with a more diverse training program that includes trauma-informed teaching, support and approaches for students who come from Limited English Proficiency families, and greater support for future teachers from diverse backgrounds, we can create a stronger, replenished, and resilient educator workforce.
<b>Is there work we can build on?</b>	<p>Austin, TX, proposal to grant units in affordable housing to teachers and pre-professional students. In lieu of rent, these teachers work with the communities they live in.</p> <p>The <a href="#">iPromise school</a> funded by LeBron James</p> <p>Existing efforts to elevate the status of teachers (<a href="#">educators for excellence</a>, opportunity culture, etc.)</p> <p>Finland’s education model: <a href="https://www.smithsonianmag.com/innovation/why-are-finlands-schools-successful-49859555/">https://www.smithsonianmag.com/innovation/why-are-finlands-schools-successful-49859555/</a></p>
<b>Who would have to act? Who would be key partners?</b>	Cross-partner with other movements working to elevate the status of and gender-balance gendered professions (e.g., partnering with nursing, Caring Across Generations, etc.)
<b>A few high-level action steps</b>	<ol style="list-style-type: none"> <li>1. Recognize the variety of roles that teachers play, beyond classroom instruction and pay for it</li> <li>2. Implement school equity funding (not dependent on district tax base, as it perpetuates wealth/access gap). Consider a</li> </ol>



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	<p>pilot around a metropolitan school district/decoupling property tax from education</p> <p>3. Push for student loan debt forgiveness and/or programs that make higher education free for teachers. Create magnet programs for pre-teaching tracks.</p>
<b>Other comments or guidance</b>	