

PROVIDER STRATEGY

OVERVIEW

FOUNDATIONS OF PD + LEARNING SYSTEMS



Training



Individualized
Coaching



Learning
Communities



Credential
Pathways

ELIGIBLE ORGANIZATIONS



ECE Centers



Early Head Start
& Head Start



Home-based
providers



Public Schools

TYPES OF PROJECT GOALS



Development or
refinement of PD &
Learning systems



Career Ladders or
Leadership
Development



Workforce Pipeline

This strategy directly funds nonprofit operators of early childhood centers, family childcare homes, or public-school preschool classrooms seeking to build the capacity of their own organizations to move from good to great.

Over the last several years, the Foundation has been particularly interested in funding three types of projects within this strategy:

TIER 1: INTERNAL PD + LEARNING SYSTEMS (foundational and most funded)

Professional development and learning systems are frameworks and tools designed to improve individual skills and organizational performance through structured learning experiences. Research shows that effective professional development and learning systems should be coordinated, relevant, focused on practical input, personalized, and ongoing. High-quality systems prioritize content, encourage collaborative learning, offer individualized coaching, and provide pathways to credentials. We fund organizations that aim to build or enhance their professional development systems and content.

TIER 2: LEADERSHIP DEVELOPMENT

The sector is facing a workforce crisis due to low wages, high turnover, and recruitment challenges, which have been exacerbated by COVID-19 and inadequate funding. The Foundation aims to invest in organizations with established professional development systems that are creating or improving targeted career ladders, mentoring or master teacher programs, and leadership training to retain skilled employees.

TIER 3: WORKFORCE PIPELINE

Due to the current workforce shortage, we are investing in projects that create or improve a pipeline for aspiring educators. We've prioritized initiatives that reflect the linguistic and cultural diversity of the families served and provide on-the-job paid training to encourage program completion. For maximum effectiveness, we know organizations must have strong foundations in the initial two tiers to be successful.