



NYS ELAN/NBCDI TEAM

Equity for All
New York State Equity Leaders Action Network in
partnership with the Northeast National Black
Child Development Institute

Equity in the Early Years Parents Overview

Preschool students are more likely to be expelled than students in any other grade. In fact, ***preschoolers are being expelled at rates more than three times higher than students in K-12 schools. Every day, 250 preschoolers are suspended or expelled.*** Black students represent 18% of preschool enrollment, and 42% of preschooler suspension. White preschoolers make up 43% of enrollment, and only 26% of school suspension. ***Black students are suspended and expelled at three times a greater rate than white students.*** Suspension and expulsion in the early years, may interfere or delay the process of identifying and addressing underlying issues for young students, including undiagnosed mental health, behavioral issues or a disability.

The high rate of suspension and expulsion in early education is directly linked to high rates of academic failure, drop outs, and incarcerations. It directly effects the future workforce, and to be more specific, it severely hinders a diverse workforce and our economic future. Businesses that cultivate a diverse workforce reap the benefits of increased productivity and creativity and gain the reputation of an employer that hires talented people without regard to race, ethnicity or gender. Understanding the advantages of workforce diversity helps establish an organization with a competitive edge.

Why should suspension and expulsion in early education matter to parents?

From birth to age five, a child's brain develops more rapidly, than at any other time in life. Although genetics do play a role, research has made clear that the ***quality of a child's experiences in the first five years of life – positive or negative – helps shape how their brain develops.*** These experiences have lasting impact on their health and ability to learn and succeed in school and in life.

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Suspending or expelling a young child during the early, critical and impressionable years, can severely negatively affect physical, emotional, and social development. It removes a child from an early learning environment that contributes to a healthy development and hinders future academic success. By suspending or expelling a young child, possible unaddressed behavioral, emotional, and developmental issues may be over looked.

The high rate of suspension and expulsion in early education is directly linked to high rates of academic failure, drop outs, and incarcerations. High rates of suspension and expulsion, indicates that there is a lack of help for families to support their child's positive social and emotional development, that is the foundation for all learning, future relationships, and school readiness.

The goals of this campaign are as follows:

- Raise awareness about the inequities surrounding suspension and expulsion in Early Education
- Educate, encourage and empower Parents to share information about the Campaign, with friends, family, and the Community
- Highlight the need for funds for Professional Development for Teachers, Providers, and mental health consultants' in Early Education

What can Parents do?

- Send letters to other parents to educate them about the issue.
- Create parent cafes within the community and invite educators for a conversation.
- Advocate for funds for professional development for teachers/providers, recruitment and retention of teachers of color in classrooms, and mental health consultants in early childhood settings.
- Visit <https://www.earlycareandlearning.org/nys-elan-nbcdi.html> to download our toolkit, and to join the email list to stay updated on news.
- 'LIKE' the Early Care & Learning Council's page on Facebook.
<https://www.facebook.com/earlycareandlearning/>
- Post on social media. Check out our toolkit for sample Tweets and Facebook posts.

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