

The Silent Crisis in Early Childhood Education

by Shaeon Liu



Why are passionate educators walking away from early childhood education?

A growing number of educators are leaving not because they don't care, but because they're overwhelmed, underpaid, and overlooked.

◆ Top reasons include:

- Burnout
- Low wages & long hours
- Lack of respect and recognition

◆ Surprising trends:

Even experienced directors and newer, less-qualified staff are at risk—mainly due to lack of systemic support.

◆ Workplace culture isn't enough:

A kind team helps, but without structural change, burnout wins.

◆ Deep-rooted issues:

Gender bias, emotional exhaustion, and unpaid expectations make this job unsustainable long-term.

They're not leaving with hate, but with heartbreak. Many still love the work, but not the system.

[Click here to explore the full story and let's start advocating for change!](#)



Quality ECEC: A Global Call for Action

HOW TO STRENGTHEN EARLY CHILDHOOD INTERACTIONS

Equity & Early Childhood
Education Insights

by Shaeon Liu



Fostering quality early interactions is key to every child's development. According to OECD (2021), five major pillars must work together to support this:

◆ Curriculum & Pedagogy:

Clear, age-appropriate curricula and flexible teaching methods help close learning gaps—especially for children under 2.

◆ Workforce Development:

Educators need fair planning time, career growth, and family-focused training. Assistants are often left behind.

◆ Governance & Funding:

Fragmented systems weaken early education. Many countries spend far less on ECEC than on primary education.

◆ Monitoring & Data:

Less than 40% of programs track how educators engage with parents—yet these interactions are vital.

◆ Family, Community & Equity:

Immigrant, racialized, and female assistants face extra barriers. Burnout hurts both staff and children.

We need better support for early educators—because when they thrive, so do our children.

[Click here to read the original article and learn more!](#)



5 Key Ways PEI is Strengthening Early Learning & Child Care

by Shaeon Liu



Since 2019, staffing in PEI's early learning and child care sector has significantly improved. According to the 2024 survey, 88% of directors reported better recruitment and retention. This is a strong sign that **targeted strategies are making a real difference for educators, programs, and children.**

Wage grid increases and classroom support were rated as the most effective improvements by program directors. **When educators are paid fairly and supported by pedagogical staff, their well-being improves—and so does the quality of care for children.** These changes are not extras—they are essential to building a strong foundation for early learning.

In 2019, 18% of directors were actively looking for new jobs. Today, that number has dropped to just 2%. This dramatic drop in director turnover shows how important stable leadership is. **When experienced leaders stay, teams are stronger, families feel more supported, and children experience greater continuity in care.**

The data shows that educators with two-year ECE diplomas report higher satisfaction with their wages. Credentialed staff bring specialized knowledge and consistency to their roles. **Recognizing their value through fair compensation helps strengthen team dynamics and improves outcomes for children.**

Wages matter, but so does workplace culture. When educators feel supported, trusted, and given room to grow, they're more likely to stay long term. **Programs that invest in leadership, relationships, and educator well-being build a more resilient and consistent environment for children.**

[Click here to read the full report and learn more!](#)



Canada's Childcare Crisis: Why We Need More Early Childhood Educators

by Shaeon Liu



Early Childhood Educators (ECEs) are essential to children's development and family well-being. They don't just “watch kids”—they build the foundation for learning, empathy, and resilience. But right now, Canada is facing a serious labour shortage in this critical field.

Low wages and high turnover are pushing many passionate educators out of the profession. A 25% wage increase may cost \$1.2 billion—but it could bring 58,000 to 103,000 new educators into the workforce, reduce burnout, and raise the quality of care for every child.

More ECEs mean more accessible and stable child care. And that means more mothers can return to work, our economy grows stronger, and gender equality gets a real boost.

But here's the challenge: It takes at least two years to train qualified ECEs. **If we want affordable, high-quality childcare in Canada, we need to invest in the workforce now—through better wages, education programs, and long-term planning.**

Let's talk about how we value the people who care for our youngest generation. Because **when we support ECEs, we're building a better future for all of us.**

Source: Shariati, A. (2024). Addressing the early childhood educators labour shortage in Canada: Challenges, solutions, and impacts. Centre for the Study of Living Standards.



Empowering from within: LEADERSHIP & SELF-EFFICACY in ECE

by Shaeon Liu



In ECEC, teachers who are empowered to lead feel more capable, motivated, and committed.

Here's what the research shows:

- **Leadership and self-efficacy go hand in hand.**

The more leadership educators are encouraged to take on, the more confident and effective they feel.

- **It's not about believing you can.**

When teachers trust in their skills, they lead with clarity and stay longer in the field.

- **Confidence builds commitment.**

Stronger self-efficacy leads to innovation, better classroom experiences, and reduced burnout.

- **But the challenges are real.**

33.5% of ECEC staff still plan to leave. Burnout, low pay, and feeling invisible are pushing great educators out.

Real change comes when we give educators the tools, support, and respect to lead—not just survive.

[Click here to read the original article and learn more!](#)



Great Governance in ECEC Begins with Compassionate Leadership

by Shaeon Liu



What does great leadership look like in Early Childhood Education and Care (ECEC)?

◆ **Flexible support = stronger commitment**

When educators feel seen and schedules are human-centred, retention rises, and kids benefit from stable care.

◆ **Shared leadership matters**

From peer input to collaborative decision-making, every educator deserves a voice.

◆ **Learning is part of the job**

Growth isn't optional—it's built in through real-time mentorship, conferences, and research days.

◆ **Funding with purpose**

It's not just about budgeting—it's about investing in people, projects, and outdoor spaces that bring learning to life.

[Click here to read the original article and learn more!](#)

