



If you're interested in having a LEAP training in your community, call the Worthy Wage Campaign at 1-800-UR-WORTHY (879-6784). A variety of options is possible, ranging from a weekend retreat to the more formalized, college-credit-bearing course that NCECW is developing. See *Massachusetts Worthy Wage Activity*.

The LEAP course, "Leadership in Early Education and Care," is designed for three credits and 45 contact hours. The key elements include:

- processes of individual and organizational change
- definition and styles of effective leadership
- history of early care and education and related social movements
- principles and theories of movement building, community organizing and social change in a diverse society
- economic and social context of early childhood programs and public policy
- grassroots fundraising and grantwriting
- planning, implementing and evaluating proactive strategies for better child care and better child care jobs.

## Worthy Wage Day: May 1, 1997! One-to-One: Building Within, Building Beyond

### News from Local Worthy Wage Campaigns

**W**orthy Wage Campaign members have been on the move this summer with retreats and training that will strengthen their actions in the coming year. Some have done major voter registration and education drives, and others have written proposals and received grants to help move ahead in their work. *Congratulations on all your hard work and success!*

Much of the local campaigns' recent activity has been around the **Leadership Empowerment Action Project (LEAP)**, which NCECW developed in response to Worthy Wagers' strong desire to share leadership skills with others and to keep teachers and providers at the forefront of the movement. The goal of LEAP is to train a corps of grassroots leaders and organizers in early childhood communities across the country—to take action to improve the quality of care for children, and the quality of working conditions for the child care work force. We created the LEAP curriculum with support from the Trio Foundation, and it has been used with great success in California, Colorado, Illinois, Massachusetts, New Hampshire, North Carolina, North Dakota, Pennsylvania and Rhode Island.

**Massachusetts** members are collaborating with NCECW and other early childhood organizations to create a LEAP training project in three communities (Boston, New Bedford and Springfield), with funding from the Caroline and Sigmund Schott Foundation. NCECW is developing an expanded, college-credit-bearing LEAP course to help teachers and providers strengthen their skills in workplace and community organizing and all aspects of child care advocacy (see box). Tuition will be covered by grant funds. Course participants will develop local action plans, and seed money from the grant will also help each of the three communities to hire a part-time community organizer and work on implementation. For more information, contact Bob French at (508) 996-8531.

In **New England**, members Jane Marquis and Pat Mucci organized a regional LEAP training with NCECW in July in Nashua, N.H., with funding from New England AEYC, New Hampshire AEYC, the N.H. Child Care Association and the

Nashua Adult Learning Center. Twenty-eight teachers, providers and advocates were able to participate, developing action plans and gaining lots of energy to move forward in their communities. See the article by participants Jennie Antunes and Paula Sherman on page 8.

**North Dakota** member Judy Milavetz organized a statewide LEAP training with NCECW this summer for teachers, providers and advocates with support from NDAEYC and an NAEYC MAG grant. Participants will now do local leadership training throughout North Dakota.

**Philadelphia** members held their first annual retreat to develop plans and strategies for 1996-97, and to celebrate their success at achieving the goals they set for their group at a LEAP training in September 1995. By reaching out one-to-one with co-workers and parents, their membership has grown from 50 to 200! Through Delaware Valley AEYC, they have also received a grant from the Campaign for Human Development to hire a part-time Worthy Wage organizer, who will help implement the group's strategies and make personal visits to centers and homes to broaden the base of the Campaign.

**Wisconsin, Minnesota** and **North Carolina** members, with the help of a grant to NCECW from the AFL-CIO, actively registering voters, often at child care conferences, workshops, association meetings and other gatherings. In Milwaukee, 18 directors of inner-city child care programs were trained as deputy registrars so they could register parents and others in their communities. In Minnesota, Campaign members worked with the Women's Vote Project to mail voter registration packets to 16,000 child care centers and family child care providers. Centers and homes received voter guides and a voter education curriculum to use with children and families. North Carolina members especially targeted students on college campuses as new voters.

The Alliance of Early Childhood Professionals in **Minneapolis** has received funding to hire a part-time community organizer. They are planning personal visits with child care teachers and

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An impressive array of organizations put their differences aside to launch the well-organized effort.

## Local Worthy Wage Campaigns *(continued from page 7)*

providers, and offering training to members on grassroots organizing. In June, the Alliance organized a successful retreat on child care economics, with the goal of creating public policy to move Minnesota's child care system past the "trilemma" of affordability, accessibility and compensation. Members are now designing pilot projects and seeking funding for implementation. For summary papers and more information, contact Margaret Boyer at (612) 721-4246.

**Colorado** members held a retreat in June and decided to formalize their efforts in an organization called Early Childhood Professionals for Better Wages. They received a grant from the Denver Mayor's Office on Child Care to support some of their initial development, and are working closely with Colorado AEYC on planning and goal-setting.

The **San Francisco Bay Area** Campaign has successfully influenced the Berkeley City Council to set up a one-year Task Force, which will study ways for the city to address the child care compensation crisis.

And finally, welcome to our newest local group, the **Alachua County (Florida)** Day Care Teachers Association, which recently held a successful Worthy Wage workshop co-sponsored by North Central Florida AEYC. They report that very good discussions among parents, directors and teachers took place, and that membership is growing. We know we will be hearing more from these Florida Worthy Wagers! ■