Overview of Today’s Session

What are we doing in Colorado to grow the supply of a stable workforce and how do provider, local, and state strategies come together?

• State of EC Workforce in Colorado
• Provider Initiatives
• Local Initiatives
• State Initiatives
• Feedback loops & Implications for Advocacy
COLORADO IS THRIVING AND GROWING. Availability of high-quality early childhood care and education is no small matter.

**63% of children under age 5 live in households where all parents work.**

**The number of children under age 5 is expected to grow over 21% by 2026.**

**Colorado is #1 state economy in the nation**

Source: Bearing the Cost of Early Care and Education in Colorado: An Economic Analysis (2017)
Colorado’s Early Childhood Workforce

**STAFF SHORTAGES**
70% of early learning directors report difficulty in filling vacant positions

**LOW WAGES**
90% Almost 9 in 10 teachers have difficulty paying their bills

**HIGH DEMAND**
33%-43% By 2025, there will be a 33-43% increased need for teachers and leaders

Every $1 Invested in early care and education contributes $2.25 to the Colorado economy
## EC Workforce Recruitment & Retention

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Retention</th>
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<tbody>
<tr>
<td>Directors report difficulty finding qualified staff.</td>
<td>16 - 33% Average turnover rate</td>
</tr>
<tr>
<td>70%</td>
<td>Teachers who intend to leave their jobs in the next 2 years.</td>
</tr>
<tr>
<td>Directors forced to hire unqualified staff</td>
<td>25%</td>
</tr>
<tr>
<td>46%</td>
<td>2.5 months Average time to fill a vacant position</td>
</tr>
</tbody>
</table>

Source: Colorado’s Early Childhood Workforce Survey 2017
WAGES COMPARISON

Mean Colorado teacher salaries by child/student age (2015)

Source: Bearing the Cost of Early Care and Education in Colorado: An Economic Analysis (2017)
INSTABILITY: QUALITY IMPACT

63% Teachers are “burned out”
46% Directors must hire unqualified staff
44% Staffing holes force frequent, destabilizing moves of teachers and children
35% Program quality suffers
31% Child behavior problems increase

Source: Colorado’s Early Childhood Workforce Survey 2017
Mile High Early Learning

Pamela Harris, President & CEO
Our Expertise:
Mile High Early Learning

- 45+ Years Community Impact
- 600+ Children
- 7 Early Learning Centers
- Head Start/Early Head Start
- Family, Friend, and Neighborhood
Our Challenge

National Crisis in Early Childhood Education

• High rates of teacher turnover
  – Consequences for children
  – Effect on work environment
  – Cost to employer
Our Teachers’ Daily Experience

• Comprehensive services: health, dental, mental health, disabilities, family support
• Child screenings and assessments
• Parent engagement
• Meals and nutrition education
• Ongoing supervision
Our Solution: Goals

- Impact on Teachers
- Impact on Children
- Impact on ECE System
Our Staff Well-Being:

Current Compensation

• 401k, health/dental, life insurance, STD/LTD
• Paid leave
• Paid professional development
• Continuing education
Our Workforce Pipelines

Child Development Associate

• 120 hours / Hybrid / Coaching

Master of Arts

• Leadership in Urban & Diverse Communities
• Family Diversity & Social Justice
Inclusive Practices In Early Childhood

• Strategies for working with children who have challenging behavior
• Teach for America
Our Solution: Interventions

Compensation

• $17.50-$21 range – Mile High Early Learning
• $14-$16.50 average – Colorado
• $12.93-$14.32 – US
Our Solution: Interventions

Teacher-to-Child Focus
  – Trauma Informed Care

Adult-to-Adult Focus
  – Reflective Supervision

Working Conditions
  – Schedule; Planning Time
Our Investment

Investment:
• $400,000+

Partners:
• Constellation Philanthropy
• University of Colorado Denver
• Mile High Early Learning
Our Outcomes

• **Teacher Outcomes**
  – Retention
  – Well-being
  – CLASS

• **Child Outcomes**
  – Teaching Strategies GOLD
  – Social/emotional
ABOUT EARLY MILESTONES

Early Milestones Colorado is an independent organization helping to advance innovative solutions that improve policies and practices in early childhood development. We work with state and local partners to exchange ideas, share resources, and create lasting, positive change for children.

JENNIFER STEDRON, PH.D.
EXECUTIVE DIRECTOR, EARLY MILESTONES COLORADO
Implementing Solutions

Public-Private Partnership

Systems Building

State

Locally-driven Strategies
Testing New Things

Local

Replicable, Sustainable, Scalable Models
Policy Change
Proof of Concept and Success Stories
Workforce Data
Innovation Grantees
# 2018 – 2019 Innovation Grantees

<table>
<thead>
<tr>
<th>Workforce Issue</th>
<th>Innovation Grantee</th>
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</table>
| Compensation                           | • Child Care 8,000  
• Compensation Parity in Summit County                                              |
| Targeted Recruitment & Retention        | • Denver’s Early Childhood Workforce Initiative                                   |
| Working Conditions                      | • Expanding Possibilities in Early Childhood                                      |
| Education and Career Pathways          | • La Plata County Early Childhood Workforce Initiative                             |
|                                        | • Pathways to Teaching (P-TEACH)                                                  |
|                                        | • Apprenticeship and Teacher Preparation Initiative                               |
|                                        | • Creating Pathways to Early Childhood Training for Rural Latinx Caregivers        |
# Systems Change Opportunities

<table>
<thead>
<tr>
<th>Key Themes</th>
<th>Systems Change Opportunity</th>
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<tbody>
<tr>
<td><strong>Education &amp; Career Pathways</strong></td>
<td>• Mentor teachers (and mental health consultants)</td>
</tr>
<tr>
<td>• Build skills/reduce frustration</td>
<td>• Expand and enhance concurrent enrollment (and leverage through ASCENT)</td>
</tr>
<tr>
<td>• Support “grow your own”</td>
<td>• Scale federally-registered apprenticeships</td>
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<tr>
<td>• Improve pathways</td>
<td></td>
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<tr>
<td><strong>Recruitment &amp; Retention</strong></td>
<td>• Secure certification waivers</td>
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<tr>
<td>• Increase pathway flexibility</td>
<td>• Dept of Labor soft skills assessment and training</td>
</tr>
<tr>
<td>• Targeted skill building</td>
<td>• Enhance data systems to ID who is “almost qualified” or “already qualified”</td>
</tr>
<tr>
<td>• Targeted recruitment/retention</td>
<td>• Bilingual CDA training targeting FFN providers</td>
</tr>
<tr>
<td>• Build diverse workforce</td>
<td></td>
</tr>
<tr>
<td><strong>Compensation</strong></td>
<td>• Community hire – billing &amp; bookkeeping</td>
</tr>
<tr>
<td>• Alleviate burden - centralized services</td>
<td>• Local wage ladders &amp; pay parity with K-12</td>
</tr>
<tr>
<td>• Balance and gradient pay</td>
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Audience Discussion

• What are the innovations at the local level that you are aware of?

• How are they shared and translated into policy initiatives? Why is this going well or why is this hard to do?
VISION

Every child in Denver enters kindergarten ready to reach their full potential.

MISSION

Denver Preschool Program helps Denver fulfill its commitment to its youngest learners. We champion, fund and increase access to quality preschool across our community.
DENVER’S COMMITMENT

BY THE NUMBERS

• Funded by City and County of Denver sales tax (originally approved in 2006, then renewed and expanded in 2014)

• Universal access – all Denver families with a 4-year-old

• 247 participating preschool sites including public and community-based preschools received $2.07 million in quality improvement funds

• All providers must participate in QRIS

• In 2017-2018, more than $13.5 million in tuition support was distributed to families

• 4,702 students received tuition credit dollars during 2017-2018
DPP QI Core Values

Intentional Teaching
• DPP believes that curriculum and instruction are essential for children’s growth and learning which is informed by the use of ongoing authentic child assessments and observations.

Highly-Effective Teachers
• DPP believes in attracting and retaining highly-effective teachers and directors by offering professional development and training opportunities to advance their skills, experience and careers in early childhood education.

Positive Teacher-Child Interactions
• DPP believes that promoting positive teacher-child interactions increases child outcomes and school readiness.
DPP Quality Improvement Resources

Investing in programs:
- Leadership, Management and Administration Supports
- Developmentally-Appropriate Curriculum and Authentic Child Assessment Tools
- Directors’ Professional Learning Community
- Classroom Materials
- Program Achievement Awards

Investing in teachers and directors:
- Coaching and Professional Development Opportunities
- Child Development Associate™ Scholarship
- T.E.A.C.H. Early Childhood® College Scholarships
- Teacher and Director Achievement Awards
- DPP’s Preschool Forum
Bill Jaeger, Vice President
Early Childhood & Policy Initiatives

bill@coloradokids.org

COLORADO CHILDREN’S CAMPAIGN
Every Chance for Every Child
• Legislative Initiatives to Support the EC Workforce
  • Substitute licensure
  • Background check portability’
  • Alternative licensure
  • Teacher shortage plan
  • Early Childhood Educator Tax Credit
  • CCCAP Reform & State Investment

• Reflections on how the provider, local, and state landscape shape the advocacy environment
• What does this conversation mean for how advocates and the larger advocacy community think about connecting local work with state policy?

• What are the levers (philanthropy, local innovation, program changes, policy reform) that are best suited to making change?
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