Moving the Needle on Early Childhood Workforce Compensation: *State Teams in Action*

Elevating State Policies for and with the Early Childhood Profession
Milwaukee
September 24, 2019
Agenda

- Introductions
- Review of the issue
- Review of the Moving the Needle Project
- Presentations from and Discussion with 3 States
  - Florida
  - North Carolina
  - Wisconsin
Compensation—Why Does It Matter?

• Economic justice
• Turnover’s effect on young children
• Need for an educated workforce
• Classroom and program quality
• Teacher’s health and well-being
• Professionalization of the workforce
Figure 1.3
State Assessments for Early Childhood Workforce Policies

<table>
<thead>
<tr>
<th>Category</th>
<th>Not Applicable</th>
<th>Stalled</th>
<th>Edging Forward</th>
<th>Making Headway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
<td></td>
<td>44</td>
<td>7</td>
<td>18</td>
</tr>
<tr>
<td>Workforce Data</td>
<td></td>
<td>18</td>
<td>5</td>
<td>28</td>
</tr>
<tr>
<td>Qualifications</td>
<td></td>
<td>18</td>
<td>33</td>
<td>18</td>
</tr>
<tr>
<td>Financial Resources</td>
<td></td>
<td>29</td>
<td>21</td>
<td>1</td>
</tr>
<tr>
<td>Work Environments</td>
<td>14</td>
<td>24</td>
<td>10</td>
<td>3</td>
</tr>
</tbody>
</table>

Note: The 14 states identified as “not applicable” under the Work Environments category could not be assessed due to a lack of data in the QRIS compendium. Not all of these states lack a QRIS. For more information, see Work Environments, p. 81.
Research evidence is widely available
Public will is shifting to include compensation
More states are exploring and investing in compensation strategies
Strategies like Pre-K with parity requirements demonstrate possibilities
Increasing public buy-in within some states for larger Pre-K investments
Moving the Needle on Compensation

- Moving the Needle on Compensation
  - Policy
  - Funding
  - Strategy Development/Expansion

- 8 State Teams (FL, IN, IA, MI, NE, NC, TX, WI)
- Round 2/3 (MN, OH, RI/AL, NJ)
- Funders: Alliance for Early Success and W.K. Kellogg Foundation
The Expectations

- Respond to RFA
- Assess state’s compensation landscape
- Complete learning needs and readiness assessment
- Assemble a diverse team of stakeholders
- Create a vision, goals, strategies and timelines
- Hold regular team meetings and work on goals
- Provide regular reports to the Center
- Participate in Summits, TA, webinars, meetings and other activities
# State Teams

**Mandatory**

- T.E.A.C.H. state leadership
- Business Leader
- Existing compensation stakeholders (if applicable)
- Key funders
- Workforce representative (director or lead teacher)

**Recommended**

- Key state initiatives-QRIS, Pre-K, Head Start
- Legislative staff or policy makers
- Union members
- Minority and/or women’s workforce groups
- Workforce Development Board representative
The Supports

- Summits
- Webinars
- Resources
- Newsletter
- Ongoing Technical Assistance
- Funding
Moving the Needle on Compensation
Outcomes from 11 States To Date

<table>
<thead>
<tr>
<th>TYPE of ACTIVITY</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased Investments</td>
<td>8</td>
</tr>
<tr>
<td>New/Improved Policies</td>
<td>4</td>
</tr>
<tr>
<td>New/Expanded Strategies</td>
<td>8</td>
</tr>
</tbody>
</table>
Policy Examples

• Statewide policy to assume local quality assurance function to free up local dollars to support ECE compensation (FL)
• Wage and benefit information to be included in state registry (FL)
• Enhanced tiered reimbursements at higher star levels (RI, NC, WI)
• Created a Pre-K Parity policy brief (NC)
Strategy Development Examples

• Model salary schedule (NC, MN, RI)
• Shared Services model as compensation strategy (WI, NE, TX, MI)
• Salary supplement program (NE, TX, MN, NC, WI, FL)
• Compensation as option in higher tiers of Performance Funding Project or QRIS (FL)
• Refundable tax credits (NE, WI)
Increased Investments Examples

• Raised funds to support compensation teams, including research (FL, IN, IA, MI, NC, TX, WI, RI OH, MN)
• Increased funding for T.E.A.C.H. (FL, IA, TX, WI, MN, OH)
• Increased funding for existing salary supplements (FL, NC, IA, WI, MN)
• Received funds to support expanded or new salary supplements (FL, NC, NE, OH)
• Received funding for Shared Services (WI, TX)
Total Increased Investments For Compensation Across 8 States

Money Rec'd to Support MtN Project Work: $132,709

Money Rec'd for Workforce as Part of MtN Efforts: $17,368,862
Looking for Compensation Resources?

https://teachecnationalcenter.org/center-initiatives-and-resources/center-initiatives/compensation-project/
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