

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?

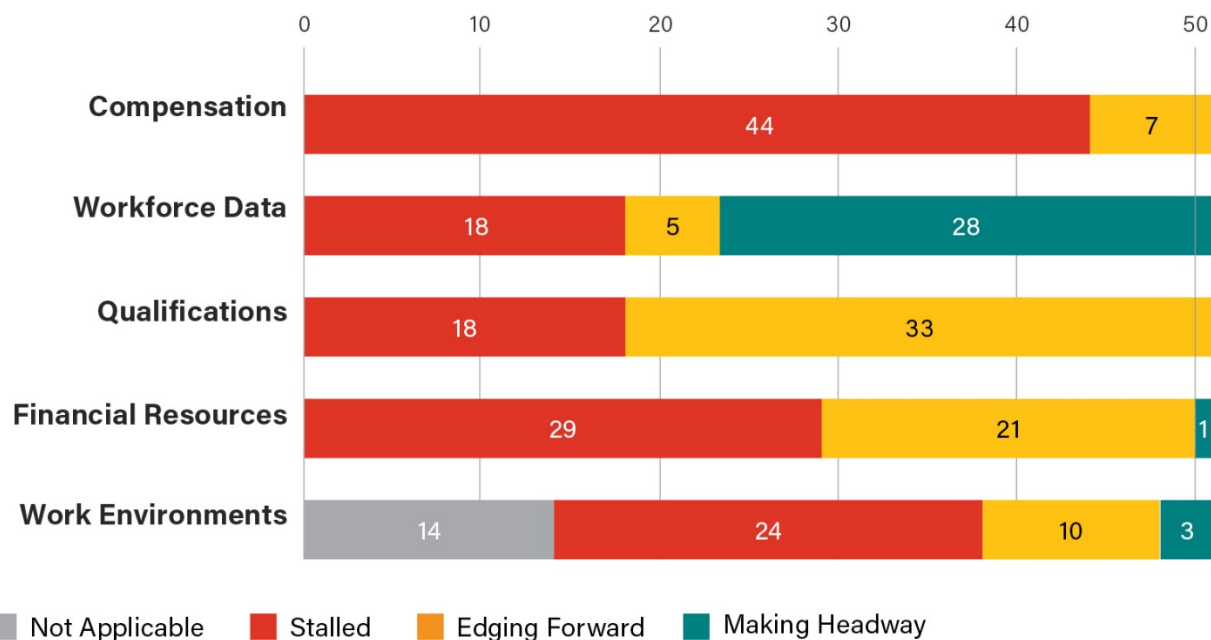
- Economic justice
- Turnover's effect on young children
- Need for an educated workforce
- Classroom and program quality
- Teacher's health and well-being
- Professionalization of the workforce



# Early Childhood Workforce Index: Data on How States Are Doing

FIGURE 1.3

## State Assessments for Early Childhood Workforce Policies



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](#).

# Compensation Opportunities

- 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

<b>TYPE of ACTIVITY</b>	<b>States</b>
Increased Investments	8
New/Improved Policies	4
New/Expanded Strategies	8

# 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)

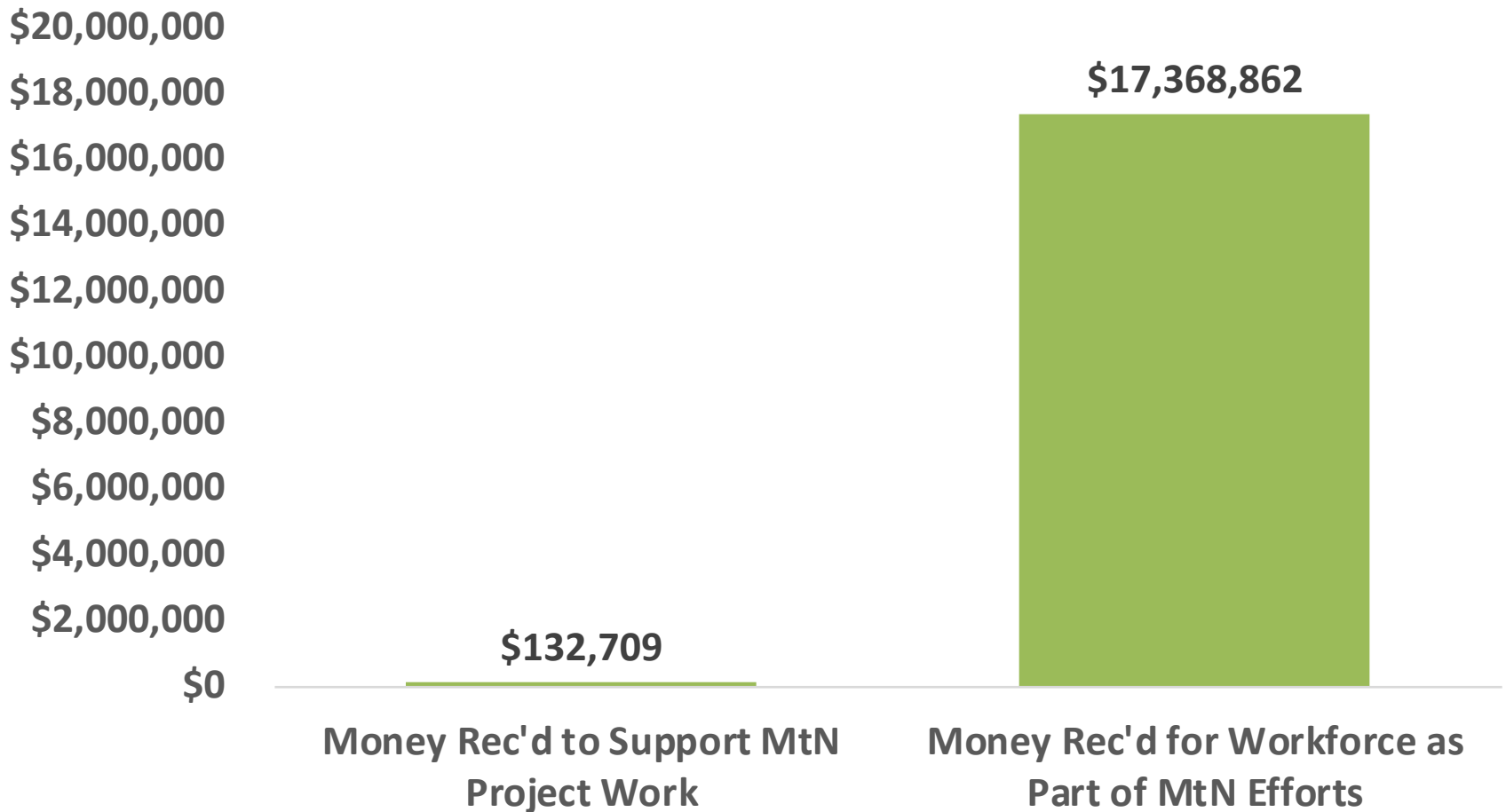
# Strategy Development Examples

- 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



# Looking for Compensation Resources?

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



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