

## 2017 Moving the Needle on Compensation National Summit

Advancing ECE Workforce Compensation:  
Policies, Strategies and Funding

## Building a Public Awareness Campaign on Early Childhood Education Workforce Compensation

Amy O'Leary  
Strategies for Children



- Share some lessons learned in Massachusetts.
- Discuss opportunities and challenges in your states.
- Develop some next steps and a plan for action.

- I am Amy O’Leary, and I don’t make enough money.
- The Early Education for All Campaign.
- Teaching in higher education and empowering early educators to be advocates.
- April 2017, when we have had more funding in recent history allocated to support the early education and care workforce?
- The YEARS that came before!?

- Perception is reality.
- Everything is not written down!
- We must consider policy and politics when we think about these issues.
- We need to consider funding streams and mechanisms.
- I am happy to follow up on specific strategies / opportunities and go into more detail after this session.
- There is no magic, simple solution.

**MISSION:** SFC works to ensure that Massachusetts invests the resources needed to enable all children to access high quality early learning programs that prepare them for success in school and life.

**VISION:** By 2020, Massachusetts will stand out as a leader among states in its commitment to effective implementation of early learning systems.

**IMPACT:** Ultimately, a majority of MA children will be enrolled in high quality early learning programs and enter kindergarten ready to learn.

**Policy  
Development  
and Monitoring**

**Constituency  
Building**

**Advocacy**

**Research**

**Communications  
and Outreach**

**Implementation**

## ■ Access

- Waitlists, slots, funding streams

## ■ Quality

- The definition of “high-quality” early education , how to measure and support.

## ■ Workforce

- Credentials, compensation, recruitment, retention.

## ■ Cost

- Big price tag, multi-year phase-in, local planning and “readiness” to implement.

## ■ Research

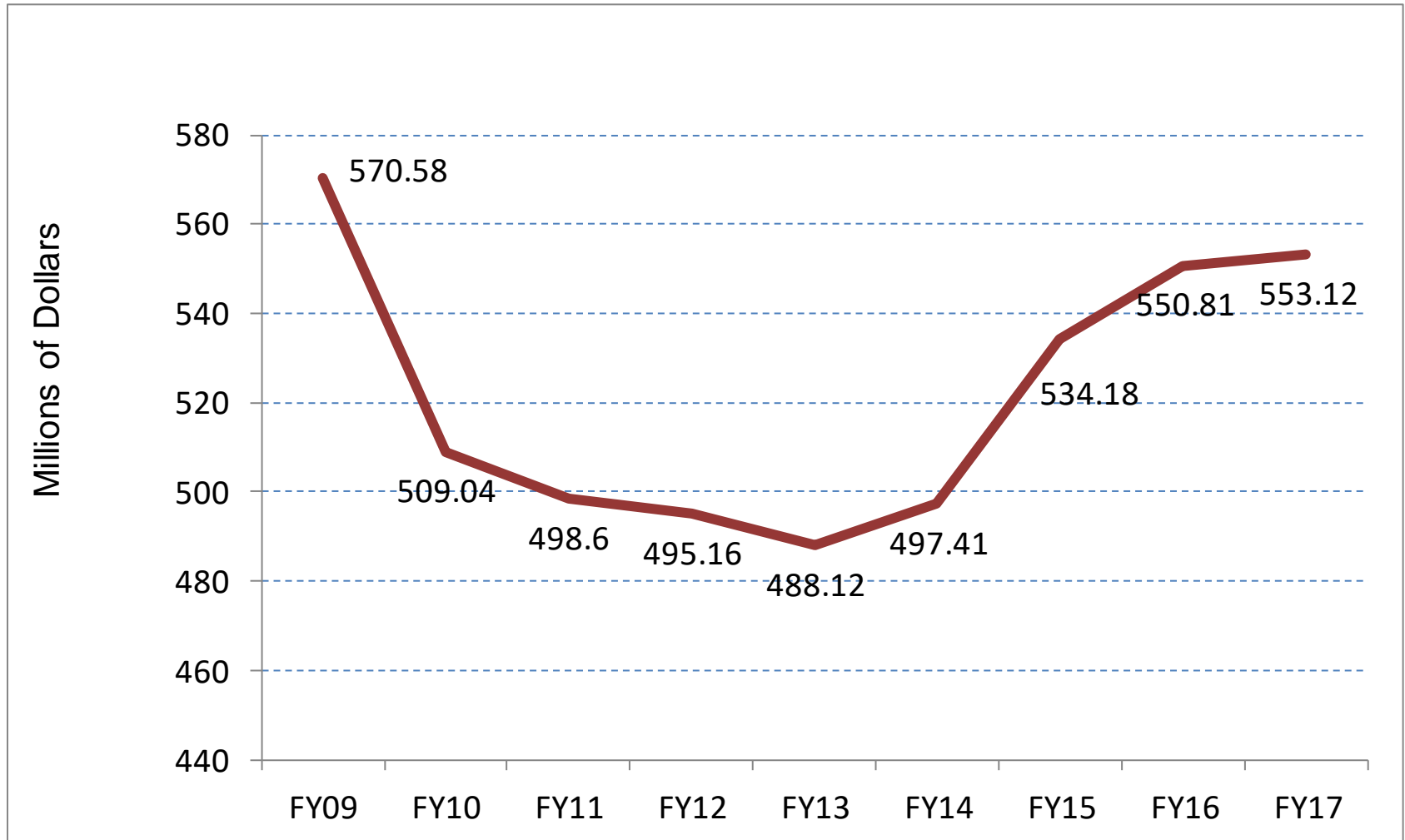
- Lots of studies, few Mass.-specific evaluations.

## ■ DATA

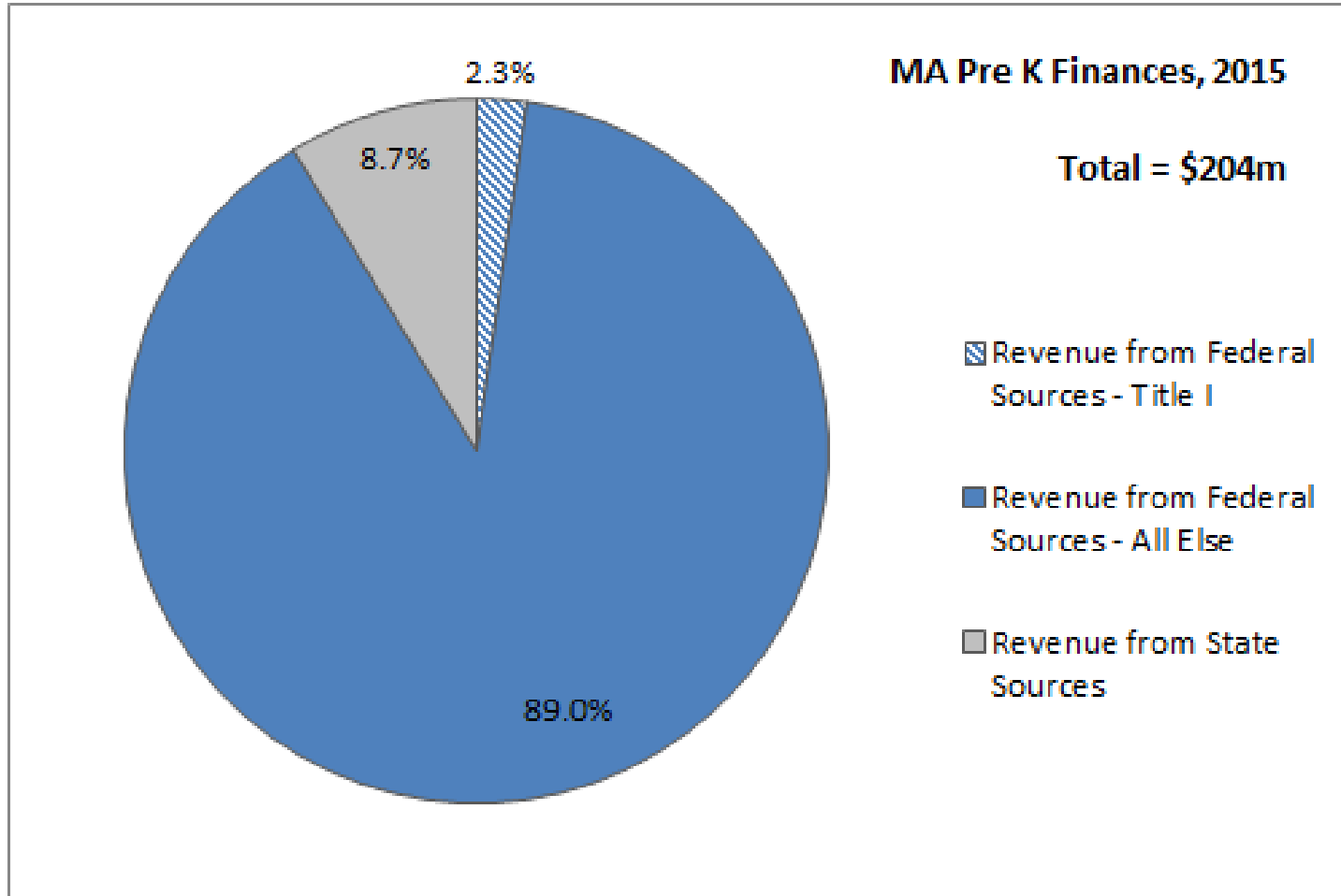
- How many children? How many educators? How many programs?

- Total population in Massachusetts: 6.5 million (2010 Census)
  - 752, 000 children, birth to 9
  - 442,592 children birth through age 5
- Mixed-provider system of early education (centers, public schools, family child care providers, Head Start, for-profit, non- profit)
- 83,000 educators in EEC’s Professional Qualifications Registry
- 400 operating school districts (351 cities and towns)
- 10,528 early education and care programs licensed by the Department of Early Education and Care
- No state funded pre-k program
- No shortage of networks, alliances, coalitions and task forces





## Unlike K-12, Pre-K Financing is Mostly Federal

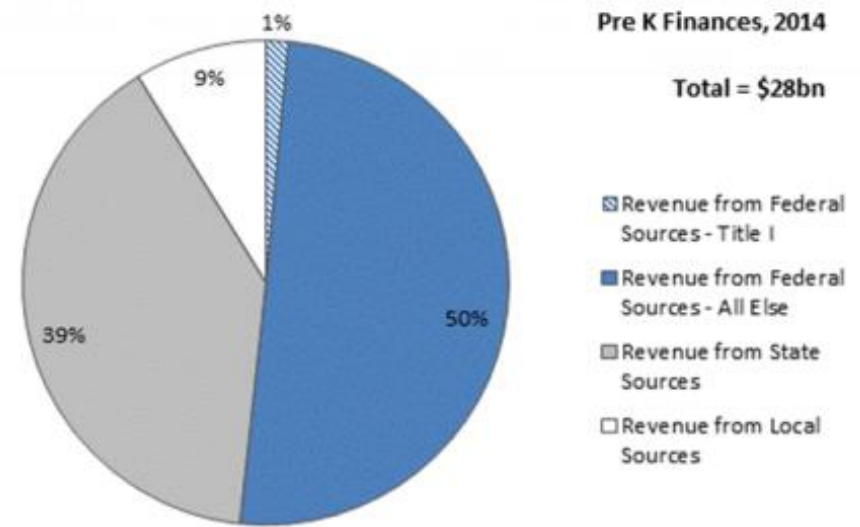
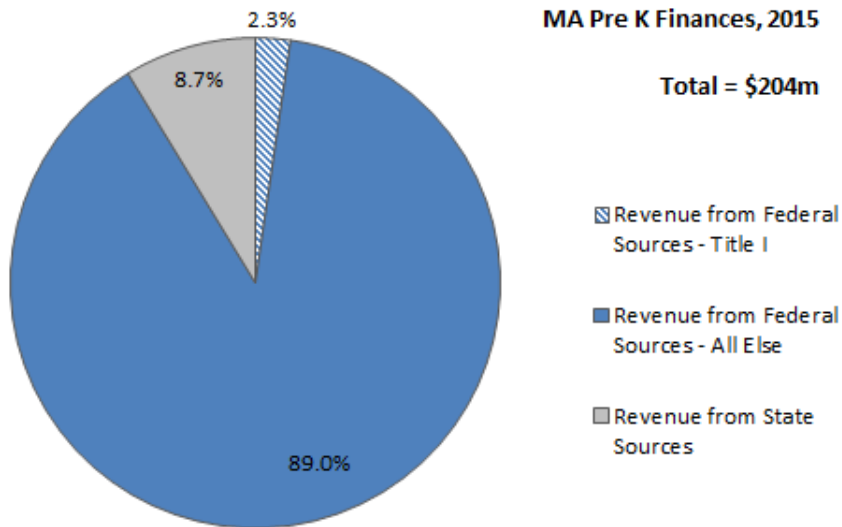


Kasmin, R. (2016, August 3). *Public Pre-K Financial Landscape*. National Institute for Early Education Research; Center on Enhancing Early Learning Outcomes. [http://ceelo.org/wp-content/uploads/2016/08/ceelo\\_pdg\\_peer\\_exchange\\_finance\\_financial\\_landscape\\_kasmin.pdf](http://ceelo.org/wp-content/uploads/2016/08/ceelo_pdg_peer_exchange_finance_financial_landscape_kasmin.pdf)

# Mass. Spends Less on Pre-K Than Most States

Mass. = 8.7% state-funded

U.S. = 39% state-funded



- **Massachusetts ranks 29<sup>th</sup>** in state preschool spending per child, behind New Jersey (2), Rhode Island (3), Connecticut (5), North Carolina (20).

Kasmin, R. (2016, August 3). Public Pre-K Financial Landscape. National Institute for Early Education Research; Center on Enhancing Early Learning Outcomes. [http://ceelo.org/wp-content/uploads/2016/08/ceelo\\_pdg\\_peer\\_exchange\\_finance\\_financial\\_landscape\\_kasmin.pdf](http://ceelo.org/wp-content/uploads/2016/08/ceelo_pdg_peer_exchange_finance_financial_landscape_kasmin.pdf) ;

State spending per child enrolled in pre-K, \$3,626 in Mass. National Institute for Early Education Research. (2016). The State of Preschool 2015.

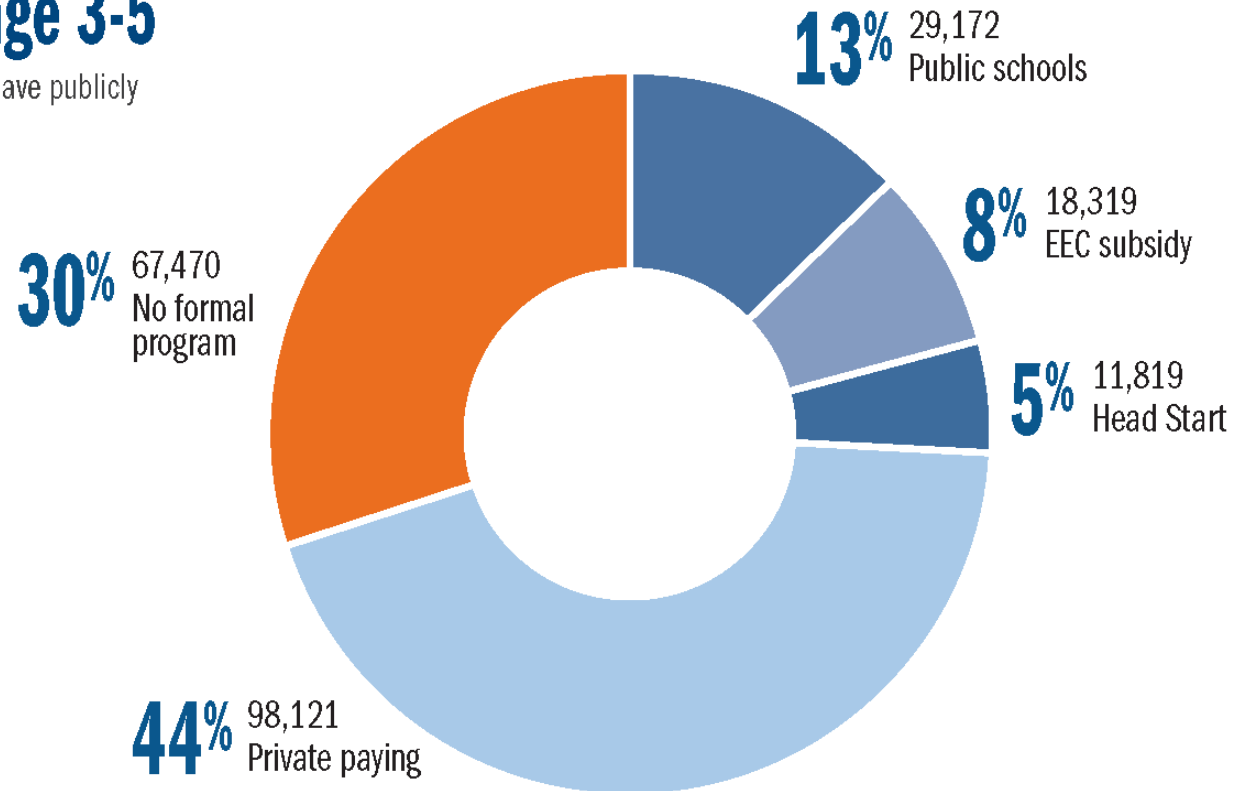
[http://nieer.org/sites/nieer/files/Yearbook\\_2015\\_rev1.pdf](http://nieer.org/sites/nieer/files/Yearbook_2015_rev1.pdf)

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# Where are Massachusetts Preschool-Age Children?

## 224,901 MA children age 3-5

Roughly one quarter of preschool-age children have publicly financed early education and care



Sources: Massachusetts Department of Elementary and Secondary Education, 2015-16 Enrollment By Grade Report; Massachusetts Department of Early Education and Care, subsidy count as of December 2014; Mass. Head Start 2014 enrollment; Census 2010. 70% of preschool age children (3-5) are enrolled in a formal early education and care setting; Opinion Dynamics Corporation. (2006). Statewide Parent Survey. Prepared for Strategies For Children.

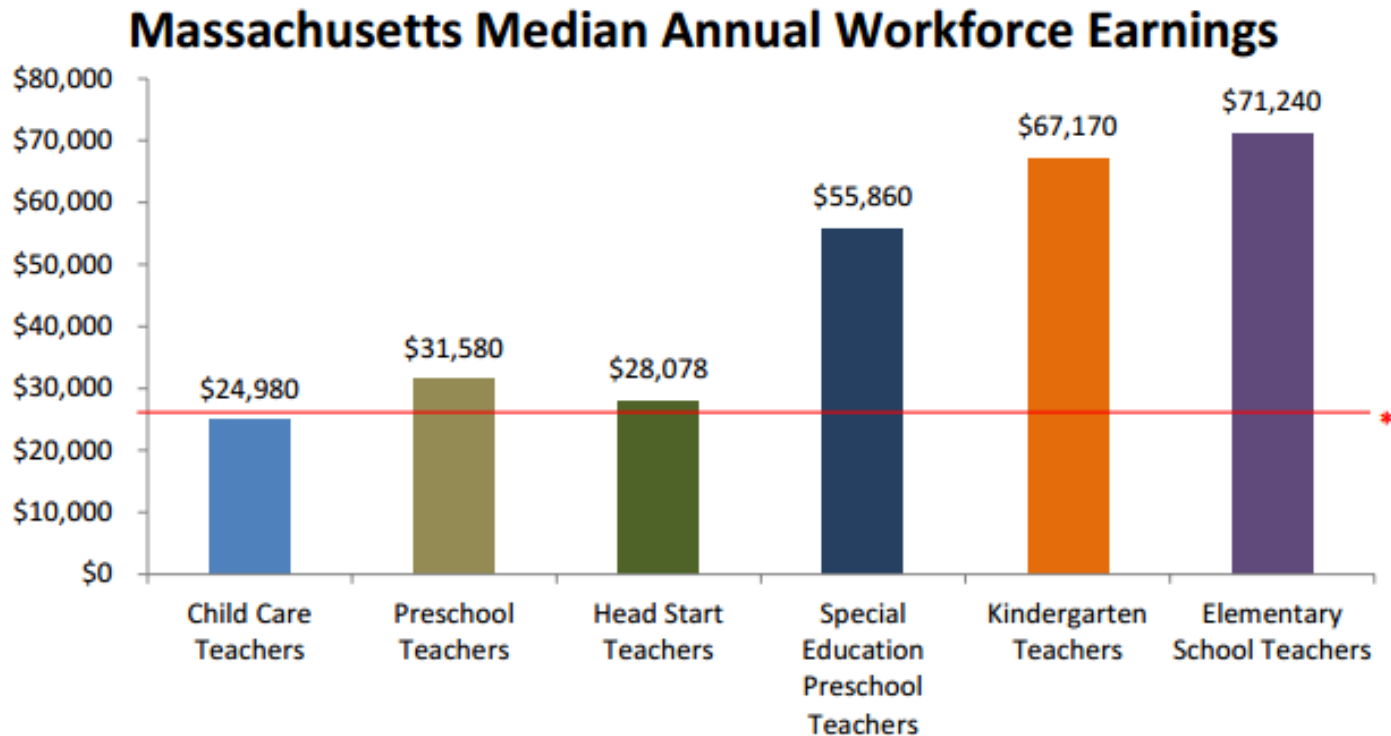


Chart source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015). Data in U.S. Department of Health and Human Services, U.S. Department of Education. (2016). High-Quality Early Learning Settings Depend on a High-Quality Workforce. Massachusetts Wage Profile. Retrieved from: [https://www.acf.hhs.gov/sites/default/files/occ/massachusetts\\_wage\\_profile.pdf](https://www.acf.hhs.gov/sites/default/files/occ/massachusetts_wage_profile.pdf)

- **Creation of the Massachusetts Department of Early Education and Care (FY05)**
  - One of the original charges of the Department was to oversee the development and implementation of a workforce development system designed to support the education, training, and compensation of the early education and care workforce.
- **Creation of Early Childhood Educators Scholarship (FY06)**
  - Updated in March 2017
- **Massachusetts Universal Pre-Kindergarten (UPK) pilot program (FY07); formal establishment of UPK in state law in 2008**
- **Quality Rating and Improvement System (QRIS) in 2011**
- **\$50 million federal Race to the Top – Early Learning Challenge Grant in 2011**

- Massachusetts is awarded **Federal Preschool Expansion Grant** - \$15 million a year for 4 years for five communities in 2015 - Boston, Holyoke, Lowell, Lawrence, and Springfield.
  - Delivered in mixed provider system, educators have to be paid comparable to public school salaries.
  - Created opportunity for different public / private collaboration.
- **Preschool Planning Grant** - \$500,000 in state funds to 13 communities: Athol, Brockton, Cape Cod, Fall River, Holyoke, Lawrence, Lowell, New Bedford, North Adams, Pittsfield, Springfield, Somerville, Worcester

- The \$40.5 billion budget - 4.3 % increase over current year spending.
- Department of Early Education and Care Funded at \$552.62 million.
- **\$7 million rate increase for early education and care workforce (3000-1042)**
  - **Moved line item into Department of Early Education and Care**
- Level funds consolidated quality initiatives (3000-1020)
  - QRIS, UPK, Early Childhood Mental Health, Services for Infants and Parents, and EEC administration.
- Full-day kindergarten (7030-1002)
  - Not funded in FY18
  - Eliminated by Legislature's Conference Committee in FY17



- **\$28.6 million for a six percent rate increase** for all early education programs that provide care for low-income families. This is the largest rate hike for subsidized early education and care programs in 10 years.
- Reinvest an additional **\$9.3 million on an annual basis to provide further rate hikes to some infant and toddler care providers** to ensure they are paid the median reimbursement rate.
- The Department of Early Education and Care (EEC) will also **increase access to child care - serving approximately 1,100 more children** during FY'18 - by reissuing vouchers from families that no longer need subsidized care during the year, which would have gone unused otherwise.
- EEC plans to ensure income-eligible children receive access to at least **12 months of continuous care, regardless of changes in family status.**

## **BREAKING NEWS...**

As the MA House of Representatives continued the budget process, a **\$5 million amendment was accepted to increase the rate increase to \$20 million,**

**\$15 million rate increase was included in the House Ways and Means Budget Proposal** for early education and care workforce (3000-1042)

- Moved into Department of Early Education and Care

- The \$40.3 billion budget represents a 3.8 percent increase over current year spending.
- Department of Early Education and Care Funded at \$562.57 million.
- **\$15 million rate increase** for early education and care workforce (3000-1042)
  - Moved into Department of Early Education and Care
- **Level funds consolidated quality initiatives** (3000-1020)
  - QRIS – includes \$4 million earmark plus funding for UPK, Services for Infants and Parents, and EEC administration.
- Pulls out **Early Childhood Mental Health** line item and doubles funding to \$2.5 million (3000-6075)
- Full-day kindergarten (7030-1002)
  - Eliminated by Legislature’s Conference Committee in FY17
  - Not funded in FY18

- Early Education for All Campaign (2001)
  - Coalition building and maintaining
  - Commissioning research
  - Sharing the research
  - Budget advocacy
  - Legislative advocacy
  - Electoral advocacy
  - Media strategies
  
- “Critical friend” of the state
  
- We need 201 champions in the State House





## 2015

- Advocates getting on the same page and advocating **together with a focus on the workforce.**
- Long and short term priorities.

- Preparing the Early Education and Care Workforce: The Capacity of Massachusetts Institutions of Higher Education (2005)
- MA UPK Quality Grants (2007)
- Workforce Development Task Force (2008)
- Strategies for Improving the Early Education and Care Workforce in Massachusetts (2010)
- Professional Qualifications Registry (2010)
- QRIS/ Race to the Top Early Learning Challenge (2011)
- Rate reserve – in budget and legislation filed fro 2017-18 session
- Massachusetts Early Childhood Educators Union (MECEU)
- SEIU – Local 509- Family Child Care Providers

- Governor Charlie Baker's \$28 million proposal
- Senate President Stan Rosenberg creates **Kids First Initiative** – Report expected in May 2017.
- House Speaker Robert DeLeo convened the **Business Advisory Council on Early Education and Care in Massachusetts** and released findings in February 2017.
- **Voices from the Field** - A series of blogs featuring first-person accounts from early educators across Massachusetts

- **Reactions?**
- **Anything resonate?**
- **Questions?**
- **Opportunities and challenges in your state?**



- What are 2 concrete steps you can take when you get back?
- What else do you need to know?
- Who can you partner with?
- Anything you have heard at the Summit so far connect?
- What else?



Visit our website and join our campaign.

[Strategiesforchildren.org](http://Strategiesforchildren.org)



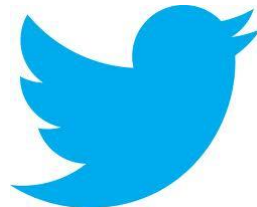
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