

2017 T.E.A.C.H. Early Childhood[®] National Compensation Summit

Compensation Resources

The resources provided are in two sections. **Compensation Strategies** provide examples of work already initiated by states and localities. Also included are links to compendiums of other resources. **Compensation Research and Reviews** provides access to research completed or in progress and some reviews of the research in three areas workforce compensation, demographics and education. There is overlap among the three categories.

Compensation Strategies Resources

Alliance for Early Childhood Finance. (2016). *Finance Strategies*. Retrieved from Alliance for Early Childhood Finance: <http://www.earlychildhoodfinance.org/finance/finance-strategies>
A compendium of finance strategies supported by this organization

Florida. (2016). *Labor Act, Minimum Wage*. Retrieved March 2017, from General Labor Regulations Title XXXI,,:
http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&Search-String=&URL+0400-0499/0448/Sections/0448.110.html
Florida minimum wage strategy

Lieberma, A., & Loewenberg, A. (2016, October). *Indiana-Slowly but Surely*. Retrieved March 2017, from New America: https://na-production.s3.amazonaws.com/documents/Slowly-But-Surely_NA.pdf
Indiana public-private partnership

Louisiana Policy Institute for Children. (n.d.). Retrieved March 2017, from School Tax Credits: <http://www.policyinstitutela.org/school-tax-credits>
Discussion of Louisiana's tax credit

National Academies of Sciences, Engineering, and Medicine. (2017). *Financing Early Care and Education with a Highly Qualified Workforce*. Retrieved from The National Academies of Sciences, Engineering, and Medicine:
http://sites.nationalacademies.org/DBASSE/BCYF/Finance_ECE/index.htm
Proposed discussion by the National Academies in regard to finance strategies

New Jersey (n.d.). *ELEMENTS OF HIGH QUALITY PRESCHOOL PROGRAMS*. Retrieved March 2017, from New Jersey Education Code, Subchapter 10:
<http://www.state.nj.us/education/code/current/title6a/chap13a.pdf>
New Jersey compensation parity

New America. (2017, January). *Education Agenda 2017 Top Priorities for State Leaders, the Next Administration and Congress*. Retrieved from New America.org: <https://na-production.s3.amazonaws.com/documents/Education-Agenda-2017-1.5.17-links.pdf>

New America. (2017). *Thriving Workforce; Thriving Early Learning*. Retrieved from New America.org: <https://www.newamerica.org/education-policy/early-elementary-education-policy/strong-early-childhood-workforce-strong-early-learners/>
A compendium of resources

Russell, Susan, (2017). *Compensation Strategies 101* Retrieved from T.E.A.C.H. Early Childhood National Center.
<https://www.youtube.com/watch?v=Hw4pXJUVknQ&feature=youtu.be>
An introductory webinar reviewing compensation strategies in early childhood

San Franciscos Office of Early Childhood Education. (n.d.). *Compensation and Wage Augmentation Grants for Economic Support (C-WAGES)*. Retrieved March 2017, from San Franciscos Office of Early Childhood Education: <http://sfoece.org/cwages/>
A strategy utilized by a municipality

Ullrich, R., Hamm, K., & Schochet, L. (2017, February). *6 Policies to Support the Early Childhood Workforce*. Retrieved from New America: <https://www.americanprogress.org/issues/early-childhood/reports/2017/02/06/298085/6-policies-to-support-the-early-childhood-workforce/>

United Way Partnership Sets Sights on Younger Generation. Retrieved from Indianapolis Star: <https://www.unitedway.org/the-latest/in-the-news/lilly-united-way-partnership-sets-sights-on-younger-generation>
Philanthropy and business strategy in Indiana

Van Hulle, L. (2015, December). *When Low Wage Worker's Problems Become a Company's Problem*. Retrieved from United Way: <https://www.unitedway.org/the-latest/in-the-news/when-low-wage-workers-problems-become-a-companys-problem>

Washington. (n.d.). *Child care workders-Career and wage ladder*. Retrieved March 2017, from RCW 43.215.505>Title 43>Chapter 43.21`5Section 43.215.505:
<http://app.leg.wa.gov/RCW/default.aspx?cite=43.215.505>
Washington State strategies

Compensation Research and Research Reviews

Workforce Compensation

Burbank, J. (2016, February). *The Early Childhood Education Career and Wage Ladder-The unfunded link essential for high quality early learning*. Retrieved March 2017, from Economic Opportunity Institute: <http://www.eoionline.org/education/early-learning/the-early-childhood-education-career-and-wage-ladder-2/>

Lieberman, A. (2017, March). *Better Compensation: A Necessary Component for a Strong Head Start Workforce*. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/head-start-workforce/>

Kaplan, M. a. (2017, February). *The Best Teachers for our Littlest Learners*. Retrieved from Bellwethereducation:
http://bellwethereducation.org/sites/default/files/Bellwether_HeadStartWorkforce.pdf

Mitchell, A. (2015). *Using the PCQC to develop cost of quality estimates for a State (Or other jurisdiction)*. Retrieved from Early Childhood Policy Research:
http://www.earlychildhoodfinance.org/dev/wp-content/uploads/2016/01/Considerations-for-Using-the-PCQC-in-a-State_2015.docx

U.S. Department of Education. (2017). *Fact Sheet: Troubling Pay Gap for Early Childhood Teachers*. Retrieved from Department of Education: <https://www.ed.gov/news/press-releases/fact-sheet-troubling-pay-gap-early-childhood-teachers>

U.S. Department of Education, U.S. Department of Health and Human Services. (2016, June). *High-Quality Early Learning Settings Depend on a High-Quality Workforce, Low Compensation Undermines Quality*. Retrieved from U.S. Department of Education:
<https://www2.ed.gov/about/inits/ed/earlylearning/files/ece-low-compensation-undermines-quality-report-2016.pdf>

Workforce Demographics

Barnett, S., & Friedman-Krauss, A. (2016). *State(s) of Head Start*. Retrieved from The National Institute for Early Education Research:
http://nieer.org/wp-content/uploads/2016/12/HS_Full_Reduced.pdf

Datta, R., & Goerge, R. (2016). *National Survey of Early Care and Education, 2010-2015*. Retrieved from Administration of Children and Families, Office of Planning, Research and Evaluation:
<https://www.acf.hhs.gov/opre/research/project/national-survey-of-early-care-and-education-nsece-2010-2014>

This review provides access to fourteen studies and six tools used to implement the studies

Garcia, E., & Weiss, E. (2015, June). *Early Education Gaps by Social Class and Race Start U.S. Children Out on Unequal Footing*. Retrieved from Economic Policy Institute:
<http://www.epi.org/publication/early-education-gaps-by-social-class-and-race-start-u-s-children-out-on-unequal-footing-a-summary-of-the-major-findings-in-inequalities-at-the-starting-gate/>

Whitebook, M., Austin, L., & Amanta, F. (n.d.). *Addressing Infant-Toddler Teacher Compensation*. Retrieved from Administration for Children and Families, Early EducatorCentral:
https://earlyeducatorcentral.acf.hhs.gov/sites/default/files/public/resources/Addressing%20Infant_Toddler%20Teacher%20Compensation.pdf

Whitebook, M., McClean, C., & Austin, L. (2016). *Early Childhood Workforce Index-2016*. Whitebook Retrieved from Center for the Study of Child Care Employment:
<http://cscce.berkeley.edu/early-childhood-workforce-index/>

Workforce Education

Cook, S., & Bornfreund, L. (2015, November). *Starting Young Massachusetts Birth-3rd Grade Policies that Support Children's Literacy Development*. Retrieved from New America: <https://static.newamerica.org/attachments/11901-starting-young/StartingYoung11.13.3ebe6fdcefde4d86b28717e2399119af.pdf>

Manning, M., Garvis, S., Fleming, C., & Wong, G. T. (2017, January). *The relationship between teacher qualifications and the quality of the early childhood care and learning environment*. Retrieved from Campbell Collaboration: <https://www.campbellcollaboration.org/library/teacher-qualification-and-quality-of-early-childhood-care-and-learning.html>

National Governors Association. (2017). *Policy Positions, Early Childhood Education*. Retrieved from National Governors Association: <https://www.nga.org/cms/home/federal-relations/nga-policy-positions/page-edw-policies/col2-content/main-content-list/early-childhood-education.html>

Szekely, A. (2013). *Leading for Early Success: Building School Principals' Capacity to Lead High-Quality Early Education*. Retrieved from National Governors Association Center for Best Practices: <https://www.nga.org/files/live/sites/NGA/files/pdf/2013/1306LeadingForEarlySuccessPaper.pdf>