

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

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- 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.

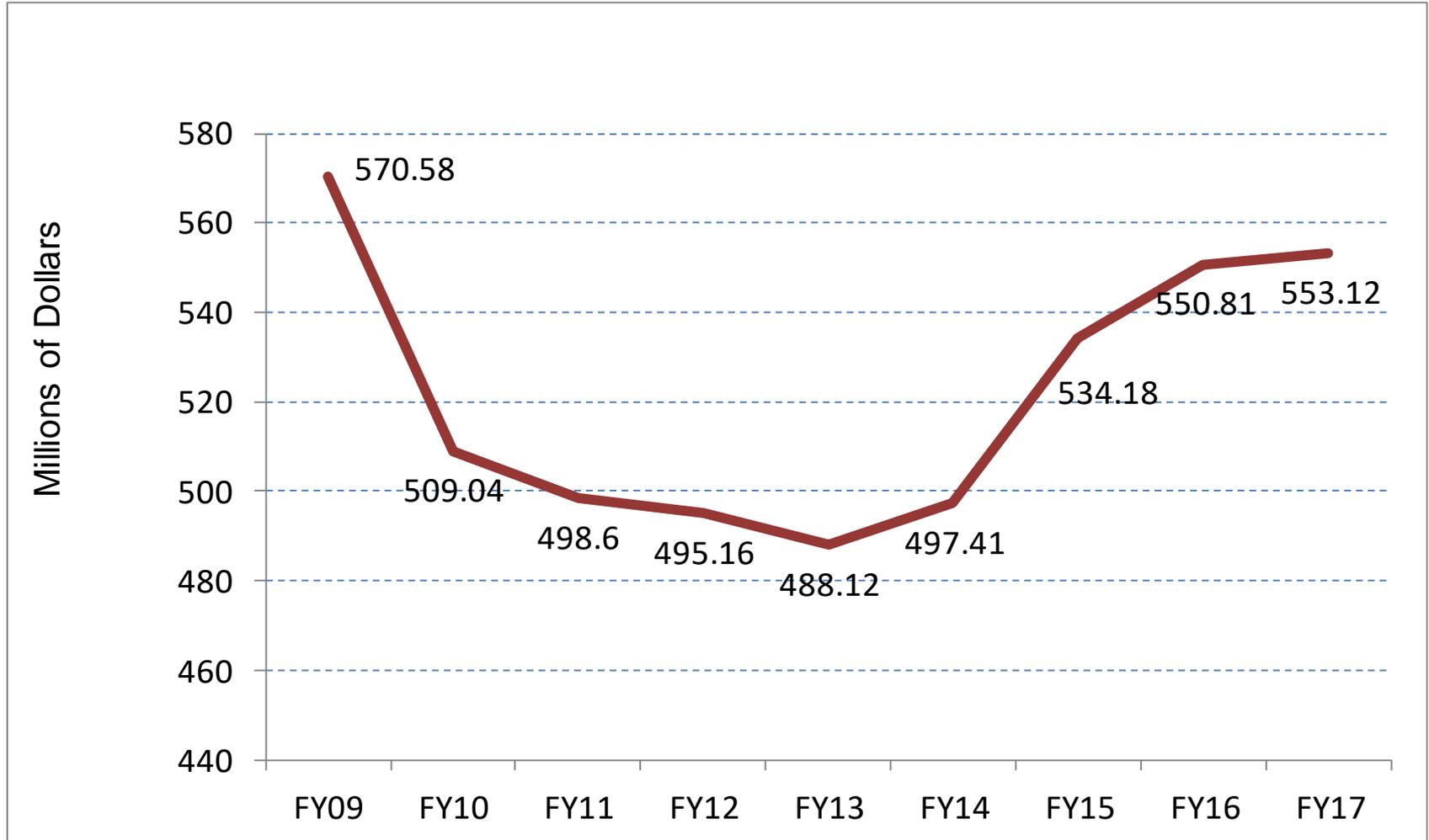
■ Research

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

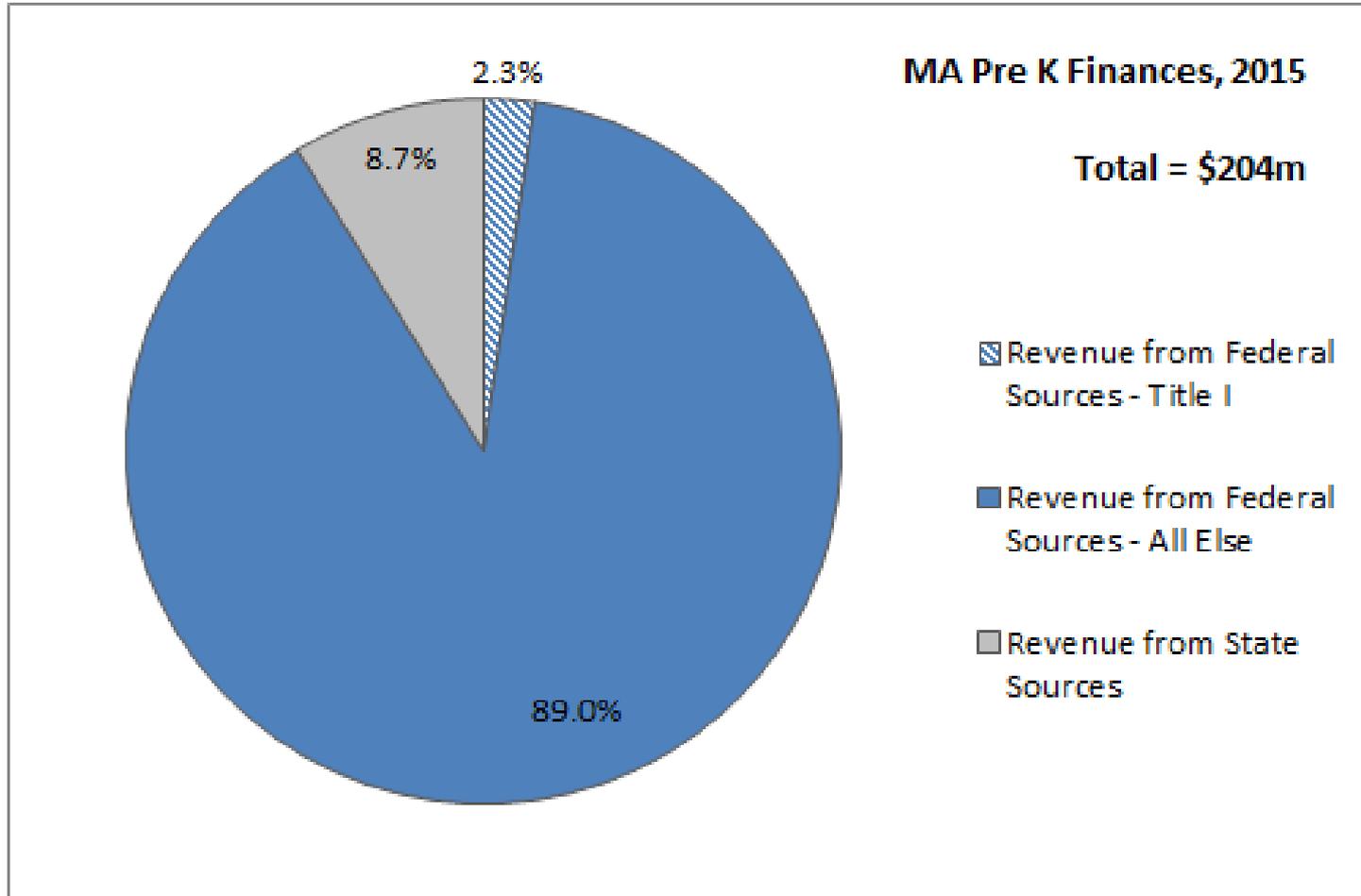
■ DATA

- 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

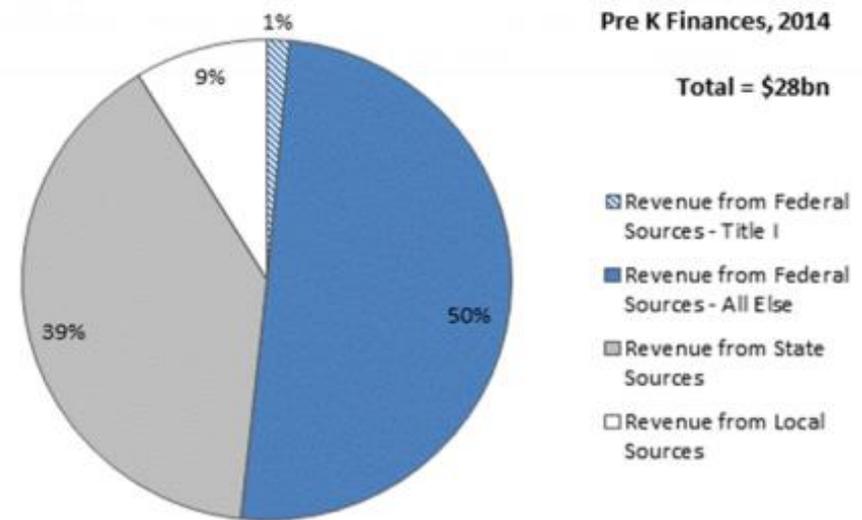
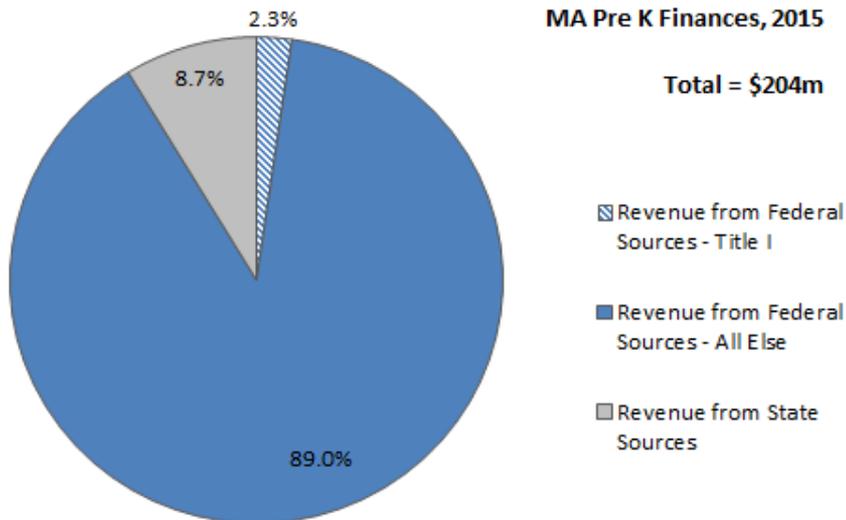


Kasmin, R. (2016, August 3). *Public Pre-K Financial Landscape*. National Institute for Early Education Research; Center on Enhancing Early Learning Outcomes. http://ceelo.org/wp-content/uploads/2016/08/ceelo_pdg_peer_exchange_finance_financial_landscape_kasmin.pdf

Mass. Spends Less on Pre-K Than Most States

Mass. = 8.7% state-funded

U.S. = 39% state-funded



- **Massachusetts ranks 29th** 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 ;

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

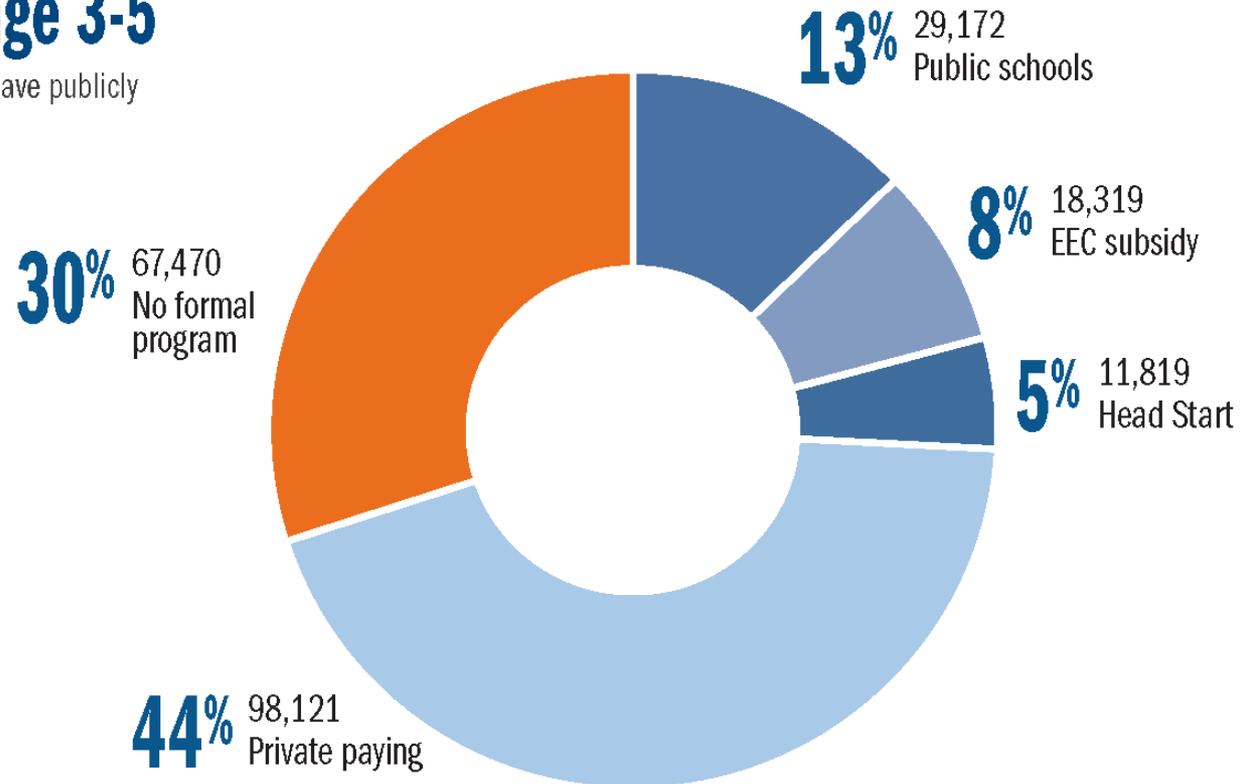
http://nieer.org/sites/nieer/files/Yearbook_2015_rev1.pdf

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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.

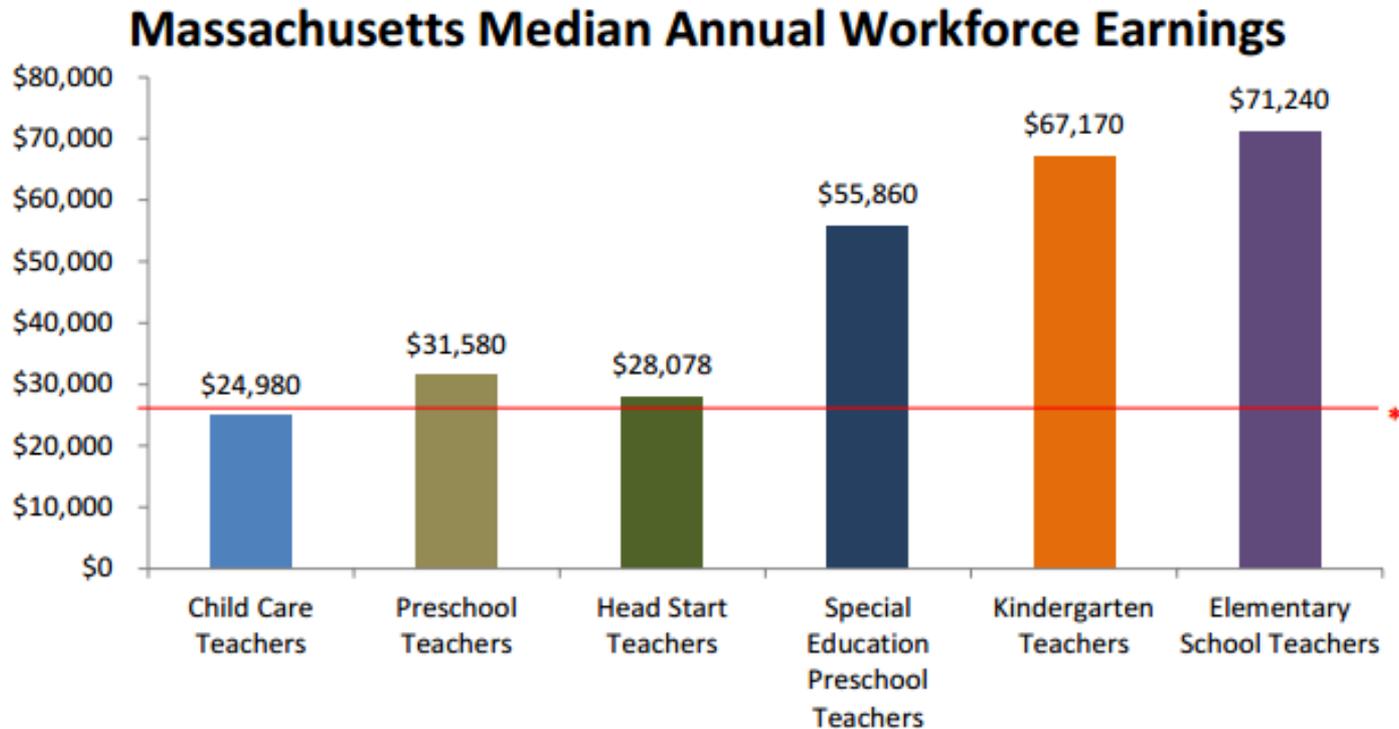


Chart source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015). Data in U.S. Department of Health and Human Services, U.S. Department of Education. (2016). High-Quality Early Learning Settings Depend on a High-Quality Workforce.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

- **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



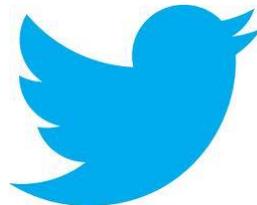
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