

# Moving the Needle on Early Childhood Workforce Compensation

## State Accomplishments Brief: Research / Advocacy / Policy

The T.E.A.C.H. Early Childhood® National Center, using a multi-state team approach with funding from the Alliance for Early Success and the W.K. Kellogg Foundation, created *Moving the Needle on Early Childhood Workforce Compensation*. The Project focused on raising the awareness of early childhood workforce compensation issues and creating new or significantly expanding existing policy, advocacy and funding strategies to improve compensation within 8 states. Participating states were required to create diverse sector teams to address big policy and funding issues facing the early childhood workforce; develop an Advocacy, Funding and Policy State Action Plan; and work as a team to implement their plans. State teams were given a package of supports to help them do their work. The [full report](#) details the project.

### Participating States

- ❖ Florida
- ❖ Indiana
- ❖ Iowa
- ❖ Michigan
- ❖ Nebraska
- ❖ North Carolina
- ❖ Texas
- ❖ Wisconsin

All state teams made progress and identified accomplishments toward incremental change and in some ways more transformative change. These accomplishments are the result of a lot of time and effort, not a lot of money, and a focus on the problem. Accomplishments represent some similarities as well as a variety of directions that states explored. All states were encouraged to increase workforce investments. Most states attempted to affect public will through public awareness efforts, advocacy and research. Yet there are distinct state differences in the content, methods and results of the work of their teams. Given the fact that all of the team members volunteered their time, it was laudable that each team successfully accomplished one or more of their goals outlined in their State Action Plans. These accomplishments are organized by domains and coded by state abbreviation to demonstrate how states attempted to impact compensation issues in diverse ways. A number of these accomplishments may appear under more than one heading. While this brief focuses on Research, Advocacy and Policy, a second Accomplishment Brief focuses on [Strategies and Funding](#).

## Research

- Created and administered a survey to Early Learning Coalitions, Children’s Services Councils and statewide association leaders to gather information on their beliefs, values, and knowledge of compensation. (FL)
- Completed “The Voice of Early Childhood Education Professionals in Indiana” qualitative research conducted by the Workforce and Professional Development Workgroup of Indiana’s Early Learning Advisory Committee (ELAC), aiming to lift up the voice of early childhood education (ECE) professionals. (IN)
- Completed public opinion research study and learned that a significant majority of MI residents support the investment of public funds to support ECE workforce compensation. (MI)
- Awarded workforce study contract for completion in 2018. (MI)
- Reviewed the use of market rate study completed to determine if sites were able to access the increase and if those increases were used for compensation. Increased income was reported as used for salaries in 43% of centers. (NC)
- Made market rate data available and supported increased participation in survey responses. (MI)
- Completed salary scale survey with child care programs; focus groups currently underway. (NC)
- Deepened knowledge around shared services as a possible strategy. (TX) (WI)

## Advocacy Efforts

- Conducted advocacy to NE state senators in support of eliminating a freeze on School Readiness Tax Credits (SRTC) from legislative amendment; SRTC freeze was successfully eliminated. (NE)
- Contacted isolated groups and providers (e.g., providers in rural areas) to understand how they are thinking and talking about quality ECE. (MI)
- Increased outreach opportunities to the business community via chambers of commerce in a team member's region to help business groups understand market issues of supply and demand; developed a PPT used regionally. (MI)
- Developed an infographic and other pieces shared with legislature. (MI)
- Shared an Overview Document with stakeholders and workforce members in various meetings. (IN)
- Developed position paper and policy proposal with NC Early Childhood Coalition for consideration by policymakers. (NC)
- Included on the BUILD QRIS Think Tank to ensure compensation in the discussion. (NC)
- Reached out to policymakers to include compensation issue in Birth to Grade 3 Interagency Council and in strategies for NC Pathways to Grade-Level Reading. (NC)
- Increased capacity to advocate for compensation by engaging teachers in visits with legislators, creating a video of teachers speaking about their work and working conditions and forming a collaborative of community leaders. (NC)
- Developed curriculum to build the skills/knowledge of teachers to take a leadership role in advocacy. (NC)
- Successfully advocated for the Governor's Early Childhood Advisory Council (ECAC) to include a recommendation to the Governor on refundable tax credits for EC programs and educators. (WI)
- Successfully advocated for the Early Learning Coalition to include improved compensation and funding for T.E.A.C.H. & REWARD in their 2019-21 policy agenda. (WI)
- Provided legislators with district-specific information on impact of T.E.A.C.H./REWARD in their district. (WI)
- Successfully advocated for the addition of wage supplements as a strategy in the CCDBG state plan. (TX)

## Policy Efforts

- Passed legislation that moved the responsibility for tiered reimbursements payments based on quality indicators from local Early Childhood Coalitions to state Office of Early Learning, thus increasing local funds for Compensation. (FL)
- Supported successful legislation for higher funding for quality providers that increases funds for compensation. (FL)
- Gathered information from Florida/Iowa WAGE\$ Programs to support program implementation. (NE)
- Created stronger relationships with legislators and a dedicated group working to tackle issues of teacher licensure. (IA)
- Hosted a legislative lunch on compensation and how the child care workforce impacts Iowa's entire workforce. (IA)
- Drafted NC Pre-K parity policy brief. (NC)
- Drafted letter to DCDEE in support of a statewide compensation initiative, resulting in state RFP with priority focus on I/T workforce compensation and the award of \$3.1 million for new statewide I/T Educator supplement program. (NC)
- Supported NC Pre-K contractors to access unspent dollars from FY17-18 to use in the FY18-19 year. (NC)
- Identified NC Pre-K teacher compensation as a 'capacity-building' option. (NC)
- Selected to participate in NGA Early Care and Education Workforce Policy Academy with MtN team member. (NC)
- Supported passage of a bill that increases funding for Wisconsin Shares (state subsidy program) and enhances the tiered reimbursement payments for 4- and 5-star programs. (WI)
- Added new mandatory wage and benefit fields to the state Registry. (FL)

