



P.O. Box 901
Chapel Hill, NC 27514

919-967-3272
fax: 919-442-1988

www.teachechnationalcenter.org

Moving the Needle on Compensation

Resource Bibliography Including Early Childhood Compensation Strategies, Education and Compensation, and Workforce Data and Demographics

May 2019

T.E.A.C.H. Early Childhood® National Center is a project of Child Care Services Association.



The resources in this bibliography have been collected as part of the Moving the Needle on Compensation Initiative at the T.E.A.C.H. Early Childhood® National Center and shared with members of eleven state teams participating in the Initiative. Center staff, state teams, and current events inform these selections. The resources fit (generally) into three categories with some overlap among categories.

- **Compensation Strategies** – These resource selections include those implemented by states and localities to influence compensation for the ECE workforce or funding mechanisms such as tax credits or shared services that have had prior success.
- **ECE Workforce Education and Compensation** – These resources and tools reflect one of the core compensation issues for the ECE workforce – the interplay of increased compensation and increased qualifications. Resources related to child outcomes and high-quality programs reflect the need for highly qualified staff with increased qualifications.
- **Workforce Data and Demographics** – The workforce compensation discussion has encouraged the creation of some demographic studies. This section highlights new and existing studies and databases that can help inform state teams.

Compensation Strategies

These resource selections include those implemented by states and localities to influence compensation for the ECE workforce or funding mechanisms such as tax credits or shared services that have had prior success.

Alliance for Early Childhood Finance. (2018). Shared Services. Retrieved from Alliance for Early Childhood Finance: <http://www.earlychildhoodfinance.org/shared-services>

Aurelian, M. and Sirota, A. (2019). A Two Generation Approach to Early Childhood: The Role of Wages and Compensation in Achieving Quality & Access Goals. Retrieved from North Carolina Justice Center. <https://www.ncjustice.org/publications/a-two-generation-approach-to-early-childhood-the-role-of-wages-and-compensation-in-achieving-quality-access-goals/>

Barnett, W. S., & Friedman-Krauss, A. H., (2016). State(s) of Head Start. New Brunswick, NJ: National Institute for Early Education Research. <http://nieer.org/headstart>

Bornfreund, a. (2017, August). Q and A with Elizabeth Groginsky on DC's New ECE Credentialing Requirement. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/q-elizabeth-groginsky-dcs-new-ece-credentialing-requirements/>

Boston Consulting Group. (2017). How - and WHY – U.S. Cities are Rethinking Early-Childhood Education. <https://www.bcg.com/publications/2017/education-public-sector-us-cities-are-rethinking-early-childhood-education.aspx>

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/>

Committee for Economic Development. (2017). Pathways to High-Quality Child Care: The Workforce Investment Credit. <https://www.ced.org/reports/early-learning/pathways-to-high-quality-child-care>

Committee for Economic Development. (2018). Child Care in State Economies. <https://www.ced.org/pdf/National%20Overview%20-%20Child%20Care%20in%20State%20Economies.pdf>

Compensation and Wage Augmentation Grants for Economic Support (C-WAGES). Retrieved March 2017, from San Francisco Office of Early Childhood Education: <http://sfoece.org/cwages/>

Cook, S., & Bornfreund, L. (2015, November). Starting Young - Massachusetts Birth-3rd Grade Policies that Support Children's Literacy Development. Retrieved from New America.org: <https://static.newamerica.org/attachments/11901-starting-young/StartingYoung11.13.3ebe6fdcefd4d86b28717e2399119af.pdf>

- Daniel, S. (2018). Low Pay, High Turnover Plagues Colorado Preschool Teachers. Retrieved from NIEER. <http://nieer.org/news/low-pay-high-turnover-plagues-colorado-preschool-teachers?platform=hootsuite>
- Douglass, A. (2018). Equal Pay for Early Educators Will Take More than Legislation. Retrieved from Edify. <https://www.wbur.org/edify/2018/07/25/commentary-equal-pay-early-educators>
- Douglass, A. (2018). To Improve Early Childhood Education, Nurture Teachers. Retrieved from WBUR. <https://www.wbur.org/cognoscenti/2018/01/12/to-improve-early-childhood-education-nurture-teachers>
- Early Care and Education State Budget Actions FY 2017. Retrieved from National Conference of State Legislators: <http://www.ncsl.org/research/human-services/early-care-and-education-state-budget-actions-fy-2017.aspx>
- Early Learning Performance Funding Project. (2017). Retrieved from Florida Office of Early Learning: http://www.floridaearlylearning.com/school_readiness/early_learning_performance_funding_project.aspx
- Elements of High Quality Preschool Programs. Retrieved March 2017, from New Jersey Education: <http://www.state.nj.us/education/code/current/title6a/chap13a.pdf>
- Gilmer, M. (2016, February 29). Lilly-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>
- Graham, M. (2017, August). T.E.A.C.H.: A Strategy to Strengthen the ECE Workforce. Retrieved from Early Childhood Action Collective: <http://ecactioncollective.org/index.php/blog/223-t-e-a-c-h-a-strategy-to-strengthen-the-ecw-workforce> This entry is from Voices but I would make an argument for it being here.
- Katz, A. and Loewenberg, A. (2019). Putting Degrees Within Reach: Strategies for Financing Early Educator Degrees. Retrieved from New America: Education Policy. <https://www.newamerica.org/education-policy/reports/putting-degrees-within-reach/>
- Legislature, Washington State. (n.d.). Child care workers - Career and wage ladder. Retrieved March 2017. <http://app.leg.wa.gov/RCW/default.aspx?cite=43.215.505>
- Lieberman, A., & Loewenberg, A. (2016, October). Slowly But Surely – How Indiana Is Building a Pre-K Program. Retrieved from New America: https://na-production.s3.amazonaws.com/documents/Slowly-But-Surely_NA.pdf
- 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/>

- Lieberman, A. (2018, April). How States Can Develop Their Early Education Workforce. Retrieved from Education Commission of the States: <https://www.ecs.org/how-states-can-develop-their-early-education-workforce/>
- Lutton, A. (2018). Apprenticeship as a Degree Attainment Strategy for the Early Childhood Workforce. Philadelphia Hospital and Health Care District 1199C Training & Fund. https://1199ctraining.org/docs/AllisonLutton_ApprenticeshipWhitePaper_formatted090418.pdf
- Mayor Bowser Highlights Early Education Initiative, Celebrates First Step CDA Program. (2017, July). Retrieved from DC.gov: <https://mayor.dc.gov/release/mayor-bowser-highlights-early-childhood-education-initiatives-celebrates-first-step-cda>
- McCarthy, M. A. (2017, October). The Crisis Facing America's Preschool Teachers. Retrieved from The Atlantic: <https://www.theatlantic.com/education/archive/2017/10/the-crisis-facing-americas-preschool-teachers/544002/>
- Meacham, D. (2018). How Can I Use the Early Childhood Workforce Index for Advocacy and Action in My State? Center for the Study of the Child Care Workforce. Berkeley: University of California. http://cscce.berkeley.edu/files/2018/11/2018-index-state-guide.pdf?utm_source=BUILD+Initiative+-+General+List&utm_campaign=4ba10c922f-EMAIL_CAMPAIGN_2018_11_09_COPY_02&utm_medium=email&utm_term=0_48a0135618-4ba10c922f-109592713
- Miller-Cox, M. (2018). In the Rush to Improve Early Education, Don't Forget About Teachers. Retrieved from Education Week. <https://www.edweek.org/ew/articles/2018/09/26/in-the-rush-to-improve-early-education.html>
- 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
- Mitchell, A., & Stoney, L. (2017). Pathways to High Quality Child Care: The Workforce Investment Credit. Committee for Economic Development. https://www.ced.org/pdf/Full_Brief_-_Child_Care_Tax_Credit_Brief_-_August_2017.pdf
- National Academies of Science, Engineering, & Medicine. (2018). Transforming the Financing of Early Care and Education. <http://nationalacademies.org/hmd/Reports/2018/transforming-the-financing-of-early-care-and-education.aspx>
- Ready Nation. (2018). Retrieved from Council for Strong America: <https://www.strongnation.org/readynation>

- Risk, C. A. (2018, January). Improving the Quality of Child Care Through Economies of Scale: A Look at Shared Services Approaches for Texas. Dallas: Children At Risk. http://childrenatrisk.org/wp-content/uploads/2018/01/Shared-Services-for-Texas_January-2018.pdf
- Robinson, A. and Luedtke, E. (2018). Taxing Sugary Beverages to Expand Prekindergarten: The Advocacy Lessons of Philadelphia and Santa Fe. University Of Maryland College Park. <https://www.publicpolicy.umd.edu/sites/default/files/Taxing%20Sugary%20Beverages.pdf>
- Russell, S. (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>
- Sachs, J. (2018, February). The Solution for the Workforce Dilemma is the Public Schools. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/solution-workforce-dilemma-public-schools/>
- Schimke, A. (2019). Seeking a pay bump for early childhood teachers, Colorado advocates look to the tax code. Retrieved from Chalkbeat. <https://www.chalkbeat.org/posts/co/2019/02/01/seeking-a-pay-bump-for-early-childhood-teachers-colorado-advocates-look-to-the-tax-code/>
- School Readiness Tax Credit. (2017, March). Retrieved from Nebraska Department of Revenue: http://www.revenue.nebraska.gov/info/School_Readiness_Notice.pdf
- Shared Services Central. (2017). Retrieved from Opportunities Exchange: <http://opportunities-exchange.org/shared-services-central/>
- Sirota, A. F., Reef, G., & Johnson, C. (2016). Local Funding for Early Learning: A Community Toolkit. Retrieved from North Carolina Early Childhood Foundation: <http://financingtools.buildthefoundation.org/>
- Stars Align for Early Education Workforce in Massachusetts. (2017, August). Retrieved from Alliance for Early Success: <http://earlysuccess.org/blog/stars-align-early-education-workforce-massachusetts>
- School Readiness Tax Credits for the Early Childhood Workforce and Step Up To Quality Program. (2016). Retrieved from Step Up to Quality: <https://www.education.ne.gov/StepUpToQuality/providers-educators/resources/tax-credits/>
- Stoney, L. (2013, August). Early Care & Education Compensation and Policy Options for Louisiana. Retrieved from Louisiana Early Childhood Advisory Committee: <http://www.earlychildhoodfinance.org/downloads/2013/Early%20Care%20and%20Education%20Compensation%20and%20Policy%20Options%20for%20Louisiana%20v.%203.pdf>
- Sugarman, J., and Park, M. (2017). Quality for Whom? Supporting Diverse Children and Workers in Early Childhood Quality Rating and Improvement Systems. Retrieved from Migration Policy Institute. <https://www.migrationpolicy.org/research/supporting-culturally-and-linguistically-diverse-children-and-workers>

Swan, R. (2017, June). Changes in SF's child care subsidies help some, panic others. Retrieved from San Francisco Chronicle: <https://www.sfchronicle.com/bayarea/article/Changes-in-SF-s-child-care-subsidies-help-some-11254508.php>

The Early Childhood Education Career and Wage Ladder. (2016, February). Retrieved from Economic Opportunity Institute: <http://www.eoionline.org/education/ladder/the-early-childhood-education-career-and-wage-ladder-2/>

The New World of Early Learning in Louisiana. Retrieved in 2018 from Policy Institute for Children: <http://www.policyinstitutela.org/school-tax-credits>

Trickey, E. Politico Magazine: How Julian Castro Bet on 4-Year Olds to Transform San Antonio. <https://www.politico.com/magazine/story/2017/08/17/san-antonio-pre-k-program-mayor-julian-castro-215497>

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

Williams, J. (2019). The Other Childcare Crisis. Retrieved from Romper. <https://www.romper.com/p/the-other-childcare-crisis-15830783>

ECE Workforce Education and Compensation

These resources and tools reflect one of the core compensation issues for the ECE workforce – the interplay of increased compensation and increased qualifications. Resources related to child outcomes and high quality programs reflect the interest in highly qualified staff with increased qualifications.

13% ROI for Birth to Five Programs. (2017). Retrieved from Heckman Equation: <https://heckmanequation.org/resource/13-roi-toolbox/>

Advocacy and Communication Solutions, LLC. (2018, Winter). 10 Issues to Watch in 2018. <http://www.advocacyandcommunication.org/winter-2018-newsletter-10-things-to-watch-in-2018/>

Advocacy and Communication Solutions, LLC. (2017). Every Student Succeeds Act at A Glance. http://www.advocacyandcommunication.org/wp-content/themes/acs/docs/resources/tools_and_resources_2017/ACS_ESSA_At_A_Glance.pdf

Advocacy and Communications Solutions, LLC. (2015). Infant and Toddler Messaging Guide. Retrieved from Zero to Three: <http://www.zerotothree.org/resources/479-infant-and-toddler-messaging-guide>

- Advocacy and Communication Solutions, LLC. (2017). Network Mapping Tool (2017). www.advocacyandcommunication.org/wp-content/themes/acs/docs/resources/tools_and_resources_2016/ACS_Network_Mapping.pdf
- Barnett, W. S., & Kasmin, R. (2017). Teacher Compensation Parity Policies and State Funded Pre-K Programs. New Brunswick: Rutgers University. http://nieer.org/wp-content/uploads/2017/04/Pre-K-Parity-Report_Final.pdf
- Bartlett, J. D. (2018, February). Resources to help children in the wake of a school shooting. Retrieved from Child Trends: <https://www.childtrends.org/resources-help-children-wake-school-shooting/>
- Berry, J. (2018, March). Formal Credentials and Degrees - Not Always the Best Starting Point for Early Childhood Teachers. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/formal-credentials-and-degrees-not-always-best-starting-point-early-childhood-teachers/>
- Bloom, S. (2005, September). Lesson of a Lifetime - Her bold experiment to teach Iowa third graders about racial prejudice divided townspeople and thrust her onto the national stage. Retrieved from Smithsonian: <https://www.smithsonianmag.com/science-nature/lesson-of-a-lifetime-72754306/>
- Bouffard, S. (2017, September). Preschool Teachers Deserve Better Pay – Investing in them would benefit all of us. Retrieved from US News and World Reports: <https://www.usnews.com/opinion/knowledge-bank/articles/2017-09-06/give-preschool-teachers-higher-salaries>
- Boyd-Swann, C., & Herbst, C. M. (2017). The Demand for Teacher Characteristics in the Market for Child Care: Evidence from an Field Experience. IZA Institute of Labor Economics. Retrieved from Child care Canada: <http://childcarecanada.org/documents/research-policy-practice/17/05/demand-teacher-characteristics-market-child-care>
- Businesses Have a Critical Role in Supporting Public Investments in Child Care. (2017, September). Retrieved from National Women’s Law Center: <https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2017/09/Businesses-Have-A-Critical-Role-in-Supporting-Public-Investments-in-Child-Care.pdf>
- Center Initiatives Compensation Project. (2017, December). <http://teachecnationalcenter.org/center-initiatives-and-resources/center-initiatives/compensation-project/>). Retrieved from T.E.A.C.H. Early Childhood® National Center.
- Child Care in State Economics Executive Summary. (2015, August). Retrieved from Committee for Economic Development: <https://www.ced.org/pdf/Exec.%20Summary%20-%20Child%20Care%20in%20State%20Economies.pdf>
- Child Care State Capacity Building Center. (2017). Shared Services. Retrieved from Office of Child Care, Administration of Children and Families: <https://childcareta.acf.hhs.gov/systemsbuilding/systems-guides/financing-strategically/maximizing-impact-public-funding/shared-services>

- Cohen, R. (2017, May). Why Did Brookings Ignore Federal Pre-K's Positive Results? Retrieved from American Prospect: <http://prospect.org/blog/tapped/why-did-brookings-ignore-federal-pre-ks-positive-results>
- Committee on Financing Early Care and Education with a Highly Qualified Workforce. The National Academies of Science, Engineering and Medicine. (2018, February). Transforming the financing of Early Care and Education. (2018, February). Retrieved from National Academies of Sciences, Engineering and Medicine: http://sites.nationalacademies.org/cs/groups/dbassesite/documents/webpage/dbasse_184874.pdf
- Cook, S. (2017). When Degree Programs for Pre-K Teachers Go Online. Retrieved from New America: <https://www.newamerica.org/education-policy/events/when-degree-programs-pre-k-teachers-go-online/>
- Council for a Strong America. Social-Emotional Skills in Early Childhood Support Workforce Success. (2017, April). Retrieved from Ready Nation: <https://www.strongnation.org/articles/393-social-emotional-skills-in-early-childhood-support-workforce-success>
- Early Care and Education. (2018, Winter). Retrieved from National Conference of State Legislators: <http://www.ncsl.org/research/human-services/early-care-and-education.aspx>
- Early Childhood Educators: Advancing the Profession – Executive Summary. (2015). Retrieved from National Association for the Education of Young Children: https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/our-work/initiatives/executive_summary_0.pdf
- Early Learning Fellows. (2019, April). Retrieved from National Conference of State Legislators: <http://www.ncsl.org/research/human-services/early-learning-fellows-program.aspx>
- French, R. (2018, January). Child Care Educators: Underpaid and Underappreciated, Analysts Say. Retrieved from Education Writers Association: <https://www.ewa.org/blog-educated-reporter/child-care-educators-underpaid-and-underappreciated-analysts-say>
- Hamm, K., & Kashen, J. (2017, September). Blueprint for Child Care Reform. Retrieved from Center for American Program: <https://www.americanprogress.org/issues/early-childhood/reports/2017/09/07/438428/blueprint-child-care-reform/>
- Hinton, M. (2018). Study Finds Big Early-Ed. Pay Gaps in Washington, D.C., Area. Retrieved from Education Week. http://blogs.edweek.org/edweek/early_years/2018/04/new_study_finds_big_pay_gaps_in_early-childhood_education_in_washington_dc.html
- Ho, Sally. (2018) 'Broken' economics for preschool workers, child care sector. Retrieved from Fox Business News. <https://www.foxbusiness.com/personal-finance/broken-economics-for-preschool-workers-child-care-sector>

- Hogan, L. (2017, November). Child Care Providers Want Degrees. We Have to Figure Out How to Pay for Them. Retrieved from Slate:
http://www.slate.com/blogs/better_life_lab/2017/11/08/child_care_providers_want_degrees_we_h ave_to_figure_out_how_to_pay_for_them.html.
- I-Fang Cheng, Robin Koralek, Adele Robinson, Sue Russell, Deena Schwartz, with Maureen Sarna. Career Pathways in Early Care and Education. (2018). U.S. Department of Labor.
<https://www.dol.gov/asp/evaluation/completed-studies/Career-Pathways-Design-Study/4-Career-Pathways-in-Early-Care-and-Education-Report.pdf>
- Kaplan, M., & Meade, S. (2017). The Best Teachers for Our Littlest Learners? Lessons from Head Start’s Last Decade. Boston: Bellwether Education Partners. <https://bellwethereducation.org/publication/best-teachers-our-littlest-learners-lessons-head-start%E2%80%99s-last-decade>
- Kashen, J., Potter, H., & Stettner, A. (2016). Quality Jobs, Quality Care. Retrieved from The Century Foundation. <https://tcf.org/content/report/quality-jobs-quality-child-care/>
- Levine, M. (2019). The Workforce Crisis in Child Care Grows More Dire. Retrieved from Nonprofit Quarterly. <https://nonprofitquarterly.org/2019/01/02/the-workforce-crisis-in-child-care-grows-more-dire/>
- Lieberman, A. (2017). Out Today: A Tale of Two Pre-K Leaders: How State Policies for Center Directors and Principals Leading Pre-K Programs Differ, and Why They Shouldn’t. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/two-pre-k-leaders/>
- Loewenberg, A. (2015). Starting Young: Massachusetts Birth–3rd Grade Policies that Support Children’s Literacy Development. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/startingyoung/>
- McCarthy, M. A. (2017, June). Rethinking Credential Requirements In Early Education Equity-based Strategies for Professionalizing a Vulnerable Workforce. Boston: New America. <https://www.newamerica.org/education-policy/policy-papers/rethinking-credential-requirements-early-education/>
- Manning, M. G., Garvis, S., Fleming, C., Wong, G.T.W. (2017, January). The relationship between teacher qualification and the quality of the early childhood care and learning environment. Campbell Collaboration Education Coordinating Group. https://campbellcollaboration.org/media/k2/attachments/0224_ECG-Manning-Teacher_qualifications.pdf
- Martin, J. (2017, August). Jim Martin: We have a major child-care problem. Retrieved March 2018, from Times-Call: http://www.timescall.com/columnists/opinion-local/ci_31183987/jim-martin-we-have-major-child-care-problem
- Media Toolkit. (2016, July). Retrieved from Center for the Study of Child Care Employment: <http://cscce.berkeley.edu/index-2016-media-toolkit/>

- 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
- Mitchell, M. C. (2018). Clarity and Accountability as Necessities for ECE Compensation: Power to the Profession. Washington DC: National Association for the Education of Young Children. <https://www.earlychildhoodwebinars.com/presentations/ece-compensation-necessities-clarity-accountability-path-forward-marcia-cox-mitchell/>
- 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
- National Governors Association. (2017, February 25). Early Education Takes Center Stage At Governor's Opening Session. Retrieved from National Governors Association: <https://classic.nga.org/cms/news/2017/early-education-center-stage>
- 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 Learners. Retrieved from New America.org: <https://www.newamerica.org/education-policy/early-elementary-education-policy/strong-early-childhood-workforce-strong-early-learners/>
- Overview: Power to the Profession. (2016). Retrieved from National Association for the Education of Young Children: <https://www.naeyc.org/our-work/initiatives/profession/overview>
- Paquette, D. (2016, July). Half of America's childcare workers need food stamps, welfare payments or Medicaid. Retrieved from The Washington Post: https://www.washingtonpost.com/news/wonk/wp/2016/07/11/the-people-taking-care-of-our-kids-live-in-poverty/?noredirect=on&utm_term=.609c542a5de4
- Phillips, D., Austin, L. J. E., Whitebook, M. (2016). The Early Care and Education Workforce. Future of Children, Vol 26, Number 2, pp. 139-158. Retrieved from Project Muse: <https://muse.jhu.edu/article/641247/pdf>
- Preparing Pre-K Teachers: Envisioning Equitable Pathways to High-Quality Bachelor's Degrees. (2018, February). Retrieved from New America: <https://www.newamerica.org/education-policy/events/preparing-pre-k-teachers-envisioning-equitable-pathways-high-quality-bachelors-degrees/>

- Russell, S. (2018, January). Education is a Game Changer for Women as Well as Children. Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/education-game-changer-women-well-children/>
- Ryan, S. (2017). Education, Compensation and Stability of the Early Childhood Workforce: What the research suggests for policies to improve program quality and child outcomes. Retrieved from T.E.A.C.H. Early Childhood® National Center: <https://www.youtube.com/watch?v=l8b5htXlkRo&feature=youtu.be>
- Scicchitano, E., and Moore, M. (2018). Little Money in Child Care Work. Retrieved from the Central Susquehanna Valley Daily Item. https://www.dailyitem.com/news/snyder_county/little-money-in-child-care-work/article_45a87bdb-9ede-56e3-85b6-d71af8e7a6ed.html
- Sharing Knowledge for Better Implementation from Beginning to End – Overview of the NYC Early Childhood Research Network: A Model for Integrating Research, Policy and Practice. (2018, February). Retrieved from Foundation for Child Development. <https://www.fcd-us.org/sharing-knowledge-better-implementation-beginning-end/>
- Stewart, S. K. (2018, February). Are Policymakers and Advocates Reducing or Increasing Early Childhood Education’s Inequities? Retrieved from New America: <https://www.newamerica.org/education-policy/edcentral/are-policymakers-and-advocates-reducing-or-increasing-early-childhood-educations-inequities/>
- Stevens, K. (2017). Workforce of Today, Workforce of Tomorrow: The Business Case for High-Quality Childcare. US Chamber of Commerce Foundation. https://www.uschamberfoundation.org/sites/default/files/Workforce%20of%20Today%2CWorkforce%20of%20Tomorrow%20Report_0.pdf
- Szekely, A. (2013, May). Leading for Early Success: Building School Principals’ Capacity to Lead High-Quality Early Education. Retrieved from National Governors Association: <https://classic.nga.org/cms/home/nga-center-for-best-practices/center-publications/page-education-publications/col2-content/main-content-list/leading-for-early-success-buildi.html>
- Whitebook, M. (2018). The 2018 Early Childhood Workforce Index Demonstrates the Urgency of Taking Action to Improve Early Childhood Jobs. <http://cscce.berkeley.edu/2018-early-childhood-workforce-index-demonstrates-urgency-of-taking-action-to-improve-early-childhood-jobs/>
- Whitebook, M., Austin, L. J., & Amanta, F. (2015). Addressing Infant-Toddler Teacher Compensation. Washington DC: Administration of Children and Families. <http://cscce.berkeley.edu/addressing-infant-toddler-compensation/>
- Whitebook, M., & McLean, C. (2017). In Pursuit of Pre-K Parity: A Proposed Framework for Understanding and Advancing Policy and Practice. Berkeley: University of California. http://nieer.org/wp-content/uploads/2017/04/Pre-K-Parity-Brief_Final-1.pdf

- Whitebook, M., Phillips, D., & Howes, C. (2014). Worthy work, STILL Unlivable Wages: The Early Childhood Workforce 25 Years after the National Child Care Staffing Study. Berkeley: University of California. <http://csce.berkeley.edu/files/2014/ReportFINAL.pdf>
- Workman, S. Hamm, K, Malik, R., and Novoa, C. (2018). Top 10 Early Childhood Ideas for States 2018. Retrieved from the Center on American Progress. <https://www.americanprogress.org/issues/early-childhood/reports/2018/03/14/447867/top-10-early-childhood-ideas-states-2018/>
- Worthy Work, Still Unlivable Wages. (2015, February). Webinar. Retrieved from Administrations for Children and Families, Offices of Child Care: <https://www.acf.hhs.gov/occ/resource/worthy-work-still-unlivable-wages-webinar>
- 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/>
- Zaragoza, A. (2017, September). Childcare Providers are Fighting for Their Livelihoods and a Seat at the Table. Retrieved from mitu: <https://wearemitu.com/things-that-matter/childcare-providers-are-fighting-to-for-their-livelihoods-and-a-seat-at-the-table/>

Workforce Data and Demographics

- The workforce compensation discussion has encouraged the creation of some demographic studies. This section highlights new and existing studies and databases that can help inform state teams.
- Barnett, W. S., & Friedman-Krauss, A. H., (2016). State(s) of Head Start. New Brunswick, NJ: National Institute for Early Education Research. http://nieer.org/wp-content/uploads/2016/12/HS_Full_Reduced.pdf
- Barnett, W. S., Kasmin, R. (2017). Teacher Compensation Parity Policies and State-Funded Pre-K Programs. http://nieer.org/wp-content/uploads/2017/04/Pre-K-Parity-Report_Final.pdf
- Barnett, W. S., Weisenfeld, G.G., Brown, K., Jim, S., & Horowitz, M. (2016). Implementing 15 Essential Elements for High Quality: A State and Local Policy Scan. New Brunswick: Rutgers University. <https://eric.ed.gov/?id=ED571657>
- Bipartisan Policy Center, Early Childhood Initiative. (2018). Building Support for Early Childhood Excellence. <https://bipartisanpolicy.org/wp-content/uploads/2018/09/Building-Support-for-Early-Childhood-Excellence.pdf>
- Child Care Economic Impact Studies. (2011). Retrieved from Cornell University, Restructuring Local Government: http://cms.mildredwarner.org/economic_impact_studies
- Datta, R. A. (2013). Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). Washington DC:

Administration for Children and Families.

https://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

Dresser, L., & Knauss, J. (2015). The US Child Care Industry. Center on Wisconsin Strategy.

<https://www.cows.org/the-us-child-care-industry>

Early Education and Child Care Bill Tracking Database. (2018, April). Retrieved from National Conference of State Legislators: <http://www.ncsl.org/research/human-services/child-care-and-early-education-legislation-databas.aspx>

Friedman-Krauss, A.H., Barnett, W.S., Weisenfeld, G.G., Kasmin, R., DiCrecchio, N., Horowitz, M. (2018) The State of Preschool 2017 State Yearbook, National Institute for Early Education

Research. <http://nieer.org/wp-content/uploads/2018/04/State-of-Preschool-2017-Full.pdf>

Learning Table Archives – Valuable Tools Including Research Briefs, Reports, Articles, PowerPoint Presentations and State Examples. (2017). Retrieved from Build Initiative:

<http://www.buildinitiative.org/OurWork/LearningCommunity/LearningTablesArchive.aspx>

Making the Case. (2017). Retrieved from Alliance for Early Success:

<http://earlysuccess.org/resources/making-case>

Miller, K. (2017). Deeper In Debt: Women and Student Loans. Washington DC: American Association of University Women. <https://eric.ed.gov/?id=ED580345>

North Carolina Early Childhood Foundation. (2018). NC Voters Want the State to Double Funding for Early Childhood. https://buildthefoundation.org/2018-voter-poll-toolkit/?mc_cid=6bc28e01bd&mc_eid=c96acbbb23

Quality Compendium – A Catalog and Comparison of Quality Initiatives like Quality Rating and Improvement Systems (QRIS). (2018). Retrieved from Build Initiative: <https://qualitycompendium.org/>

Region Track, Inc. (2015). Child Care in State Economies. Arlington: The Committee for Economic Development. <https://www.ced.org/childcareimpact>

Roberts, A. Gallagher, K. Sarver, S. Darci, A. (2018) Early Childhood Teacher Turnover in Nebraska. Retrieved from Buffett Early Childhood Institute.

https://issuu.com/buffettearlychildhoodinstitute/docs/early_childhood_staff_turnover_in_n

Roberts, A. M., Iruka, I. U., & Sarver, S. (2017). Nebraska Early Childhood Workforce Survey. Buffett Institute.

<https://buffettinstitute.nebraska.edu/-/media/beci/docs/workforce-survey-report-final.pdf?la=en>

Starting Strong: Key OECD indicators on Early Childhood Education and Care (2017.) Retrieved from OECD.

<http://www.oecd.org/education/starting-strong-2017-9789264276116-en.htm>

- State Data. (2017). Retrieved from Alliance for Early Success: <http://earlysuccess.org/resources/state-databases>
- The Current State of Scientific Knowledge on Pre-kindergarten Effects. (2017, May). https://www.brookings.edu/wp-content/uploads/2017/04/duke_prekstudy_final_4-4-17_hires.pdf
- Thomason, Sarah, Austin, Lea J. E., Bernhardt, Annette, Dresser, Laura, Jacobs, Ken, and Whitebook, Marcy. At the Wage Floor. (2018, May). Center for the Study of Child Care Employment. <http://csce.berkeley.edu/at-the-wage-floor/>
- U.S. Department of Education. (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>
- U.S. Department of Education. (2016, June). Troubling Pay Gap for Early Childhood Teachers – Fact Sheet. Retrieved from U.S. Department of Education: <https://www.ed.gov/news/press-releases/fact-sheet-troubling-pay-gap-early-childhood-teachers>
- Whitebook, M., Austin, L. J., & Amanta, F. (2015). Addressing Infant-Toddler Teacher Compensation. Early Educator Central. Washington DC: Administration of Children and Families. https://earlyeducatorcentral.acf.hhs.gov/sites/default/files/public/resources/Addressing%20Infant_Toddler%20Teacher%20Compensation.pdf
- Whitebook, M., McLean, C., & Austin, L. (2016). Early Childhood Workforce Index-2016. Retrieved from Center for the Study of Child Care Employment: <http://csce.berkeley.edu/early-childhood-workforce-index/>
- Whitebook, M., McLean, C., Austin, L. J. E., and Edwards, B. (2018) The Early Childhood Workforce Index 2018. Berkeley: University of California. <http://csce.berkeley.edu/early-childhood-workforce-2018-index/>