All In For Kansas Kids

Strengthening Early Childhood in Kansas

WEBINAR OCTOBER 7, 2020

Kansas Children's Cabinet and Trust Fund

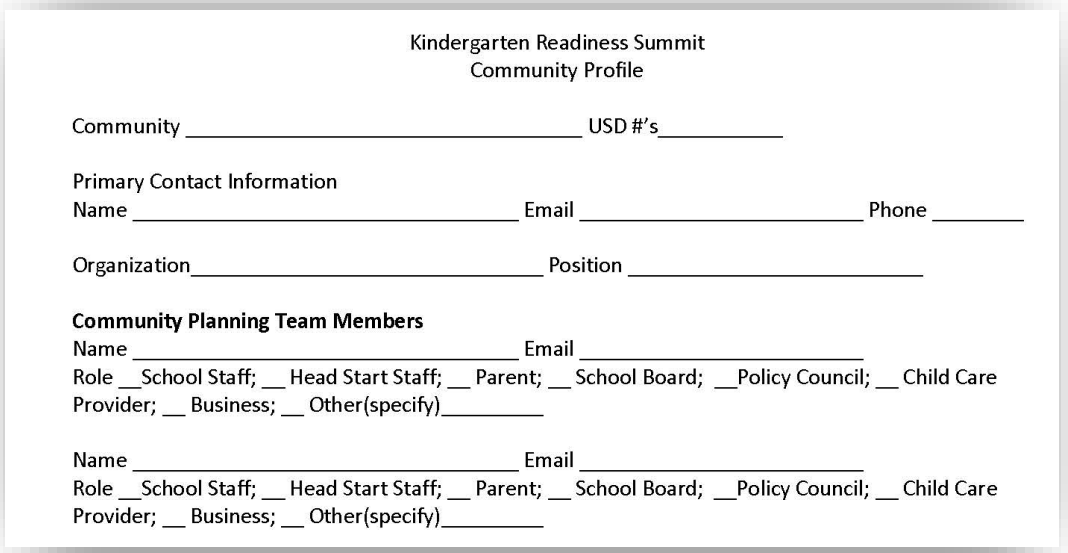
WELCOME

- Kindergarten Readiness Summit (November 13)
- Child Care Health Consultant Network and Facilities Grants
- Other Resources for Early Childhood
- Workforce Registry Presentation

Webinar Agenda

NOVEMBER VIRTUAL KINDERGARTEN READINESS SUMMIT

- **Friday, November 13 from 9am – 12pm**
- **Register Online:** https://www.surveymonkey.com/r/KTransitionSummit
- **Due Date – 10/30/2020**
- **Registration Questions:**
  - Experience of planning Team
  - Status of Transition Plan
  - What Resources would be most helpful
  - If planning has started, what shared beliefs and goals are guiding the work?



Kindergarten Readiness Summit
Community Profile

Community _____ USD #'s_____

Primary Contact Information
Name _____ Email _____ Phone _____

Organization_____ Position _____

Community Planning Team Members
Name _____ Email _____
Role __School Staff; __ Head Start Staff; __ Parent; __ School Board; __Policy Council; __ Child Care Provider; __ Business; __ Other(specify)_____

Name _____ Email _____
Role __School Staff; __ Head Start Staff; __ Parent; __ School Board; __Policy Council; __ Child Care Provider; __ Business; __ Other(specify)_____

Kindergarten Readiness

https://kschildrenscabinet.org/kindergarten-readiness-summit-2020/

CCHC – CHILD CARE AWARE OF KANSAS

- **Child Care Health Consultant (CCHC) Network & Facility Grants**
  - Technical assistance/consultation and to assess environments (virtual or on-site visits) to advise on actions needed to meet COVID-19 health and safety recommendations.
  - Facilities Grants then available to support actions/modifications (Open through November 3rd)
  - https://ks.childcareaware.org/child-care-health-consultant-network/
  - **Eligibility**:
    - All KDHE-licensed facilities are eligible to receive support from a CCHC, up to and including a virtual or on-site assessment (any program type).
    - Facilities that complete a self-assessment of the environment in partnership with a CCHC will be eligible to apply for a health and safety grant to mitigate the impact of COVID-19.

CARES Act Support

https://allinforkansaskids.org

TECHNOLOGY FOR FAMILIES AND HEALTHCARE FUND

- **Technology for Families Fund**
  - Connectivity, equipment, and devices to support virtual home visiting services for families
  - Eligible Home Visiting Models: Attachment & Biobehavioral Catch-up Intervention, Healthy Families America, Parents as Teachers, Early Head Start, Nurse-Family Partnership, Universal/Maternal & Child Health, Infant-Toddler Services/Part C
  - Online, rolling application through end of October 2020
- **Workforce Health Care Fund**
  - Pay or reimburse for medical expenses directly attributable to COVID-19 testing and treatment between 3/12/2020 and 12/1/2020, or until funds are gone.
  - Eligibility: Positive COVID-19 test and KDHE-licensed child care facility owner/operator, active licensed facility staff, or a home visitor delivering a state-funded HV model.

CARES Act Support

https://allinforkansaskids.org

REMOTE LEARNING GRANTS

- $40,000,000 available for remote learning supports for school-age children.
  - Must serve school-age children in grades K-6th
  - Must provide remote learning support (technology, support for school work, etc.) during the school day
  - NOT for birth through five services and NOT for holiday breaks or other non-school day time
- Eligible providers include providers who are licensed by KHDE to serve school-age children and providers who have demonstrated experience serving school-age children in learning environments.
- CAN be used for operations, overhead, staffing, supplies, and start-up costs.
- Application open – rolling deadline. Funds spent by December 2020.

CARES Act Support

https://allinforkansaskids.org

National Workforce Registry Alliance

The Power of Workforce Registries & Data in Professional Development Systems

National Workforce Registry Alliance

Workforce Registries:

- Broad Audience
- Needs vary, just like states
- Registries are unique solutions
- Do have common functions

Alliance Role:

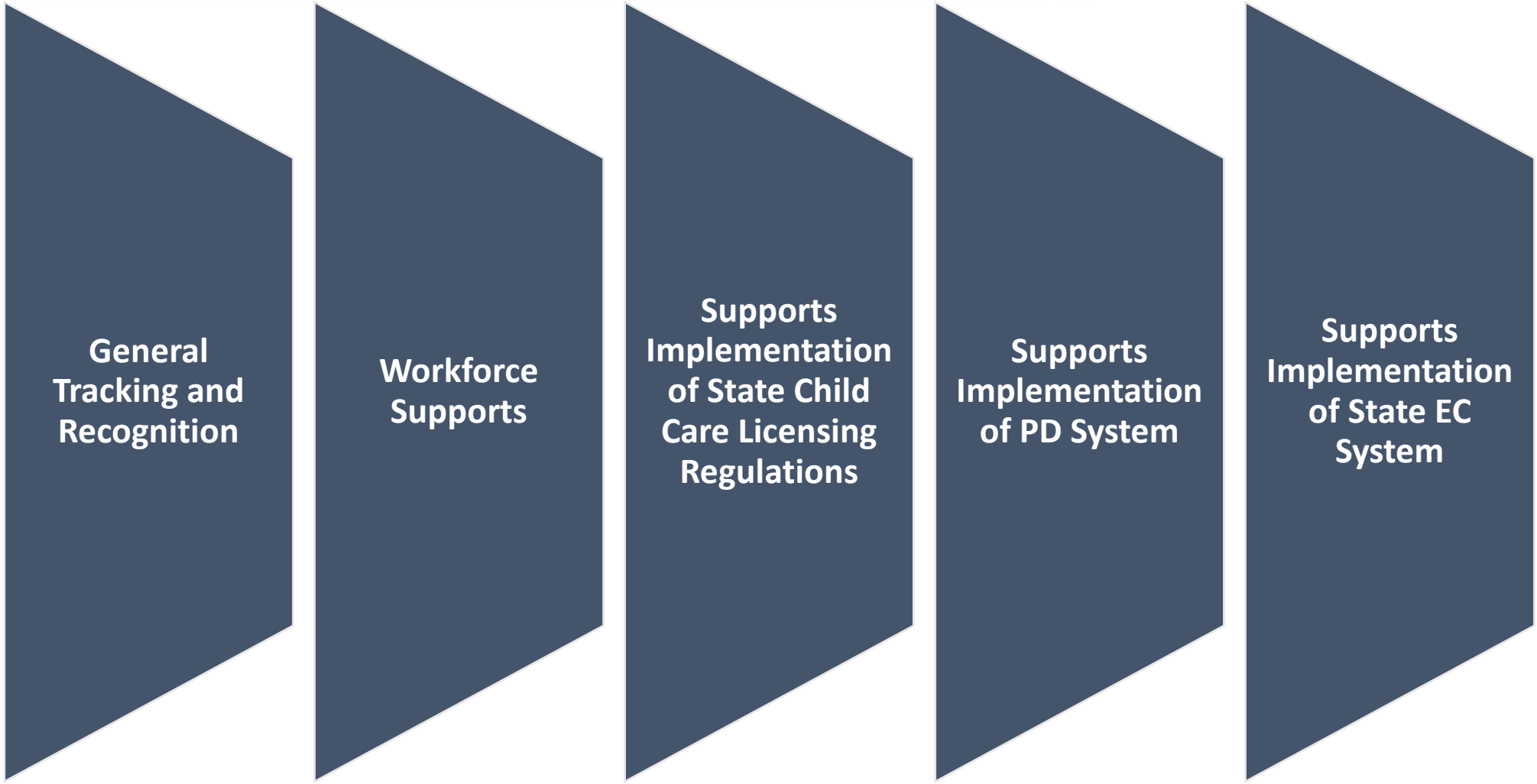
- Aggregate states' data
- Provide standards of quality
- Unified voice
- Membership Org supporting states

Functions of State Workforce Data Systems

- In lieu of a professional license, in ECE we register as professionals
- Registration provides several benefits:
  - Creates a dataset on the workforce/profession that informs policy/investments
  - Connects Early Learning Professionals to available workforce support
  - BIGGER numbers behind stories around inequity and the essential workforce
  - Recognizes professionals when they attain important qualifications
  - Helps us find you to give you important information exchange opportunities
- *Making a once invisible workforce visible…putting the power of BIG numbers behind the moving stories and voices from the field*

National Workforce Registry Alliance

What registries do? Five Main Functions



General Tracking and Recognition

- **Workforce ID**
- **Supporting Participants' PD Planning**
- **Award Credential**
- **Award Career Ladder/Lattice**
- **Supporting Directors' Administrative Tasks**
- **Racial & Cultural Equity Data (languages spoken, race, wage)**

Workforce Supports

- **Core Competencies Assessment**
- **Scholarships**
- **Job Board**
- **Professional Development Plan**
- **Stipends**
- **Resume Builder**

Supports Implementation of State Child Care Licensing Regulations

- **Lead Teacher Approval**
- **Director Approval**
- **Annual Training Compliance**

Supports Implementation of the State Professional Development System

- **Trainer Approval**
- **Training Approval**
- **Training Sponsor Approval**
- **Technical Assistance Provider Approval**
- **Technical Assistance Event Approval**
- **Attendance Verification**
- **Participant Registration/ Payment Services for Trainings**
- **Learning Management System**
- **Training Calendar**

Supports Implementation of the State Early Childhood System

- **Collect Program Structure Data**
- **Data Collection of Classroom Assessments**
- **Inform QRIS Rating**
- **State Systems Planning**

What We Know About the Workforce

- Is informed by the data we collect
  - 44 states have a registry
  - 28 have mandatory registries
  - 17 have registries that have data collection techniques approved to contribute to a national dataset.

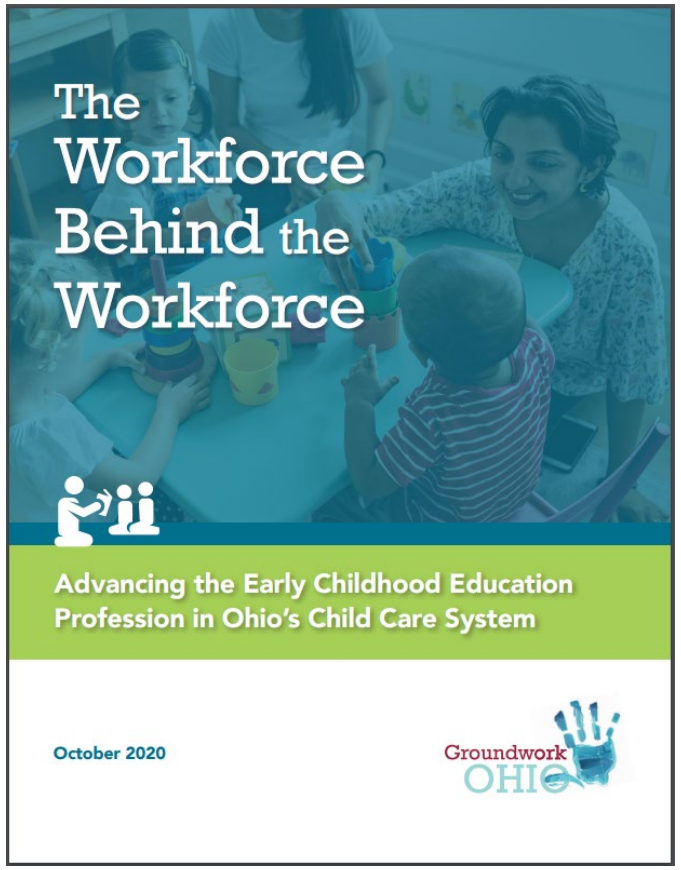
  - The national dataset tells us things about providers such as their languages spoken, wages, continuity in the field

What registries can do:

- One example…but many exist
- Hot off the Press: Ohio's Registry informed this publication.
- Accessible on their website:

https://www.groundworkohio.org/

- Collaboratively, they can mobilize a national effort…(Yale: 700,000+)



Who are Ohio's early childhood education professionals?

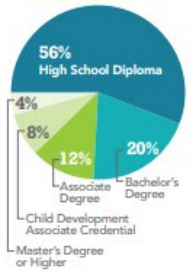
In Ohio, more than 70,000 early childhood educators have dedicated their careers to ensuring our young children—our state's future—receive the nurturing care and early learning experiences that support healthy development and lifelong success.

72,941 professionals worked in Ohio child care programs in 2019.[i]

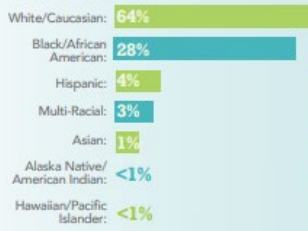
Gender:
95% of child care professionals are female.[ii]

Age:
37 is the median age of early childhood education professionals in Ohio.[vi]

Education:



Race:[iii]



This is despite Black Ohioans only making up 13.1% of the state's population.

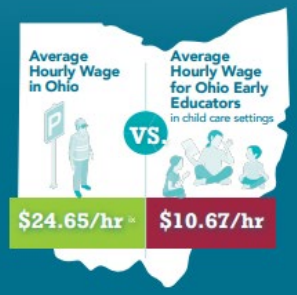
The early childhood education professionals in child care settings are disproportionately women of color.[iv] The proportion of Black early childhood education professionals has increased substantially over the last fifteen years—in 2005, Black educators made up about 9% of the child care workforce and in 2013, about 17.5% of the workforce.[v]

Compensation

The role of early childhood educators in Ohio has become increasingly important over the past decade as more households have all parents participating in the workforce, leaving more than half a million children under age six potentially in need of care. Despite the high demand for quality child care and an increased understanding of the importance of staff qualifications, Ohio's early childhood educators currently make less on average than parking lot attendants in our state.

Not only do early childhood educators make less than half of our state's average hourly wage ($10.67/hour for early childhood education professionals in child care settings vs. $24.65/hour state average), most receive no employer benefits, paid leave, or planning time and many qualify for public assistance.

Today's low wages and lack of benefits for early childhood educators are, like the makeup of the field itself, largely rooted in deep-seated historic gender stereotypes and racial biases.[vii] Women, and disproportionately women of color, have been called upon to nurture and educate our children—our state's future—but are expected to settle for poverty wages.



Annual Salary Comparison

Digging Deeper...

What other factors impact compensation in Ohio?

Teaching Position:

Lead ➡ $11.09/hr. ➡ 52% have a degree or credential beyond a high school diploma

Assistant ➡ $9.91/hr. ➡ 25% have a degree or credential beyond a high school diploma

Classroom Age:

On average, teachers in preschool-aged classrooms make an **additional 30 cents/hour compared to infant/toddler teachers in child care settings.**

Race[x]

Lead Teacher compensation:

Asian	$12.18/hr
Alaska Native/American Indian	$11.50/hr
White/Caucasian	$11.25/hr
Hispanic	$10.54/hr
Multi-racial	$10.37/hr
Black/African American	$10.35/hr
Hawaiian/Pacific Islander	$9.00/hr

Ethnicity[x]

Lead Teacher compensation:

Non-Hispanic	$10.88/hr
Hispanic	$10.78/hr

Program Type[xi]

Lead Teacher compensation:

Licensed Centers	$11.09/hr
Type A Homes	$10.32/hr
Type B Homes	$9.36/hr

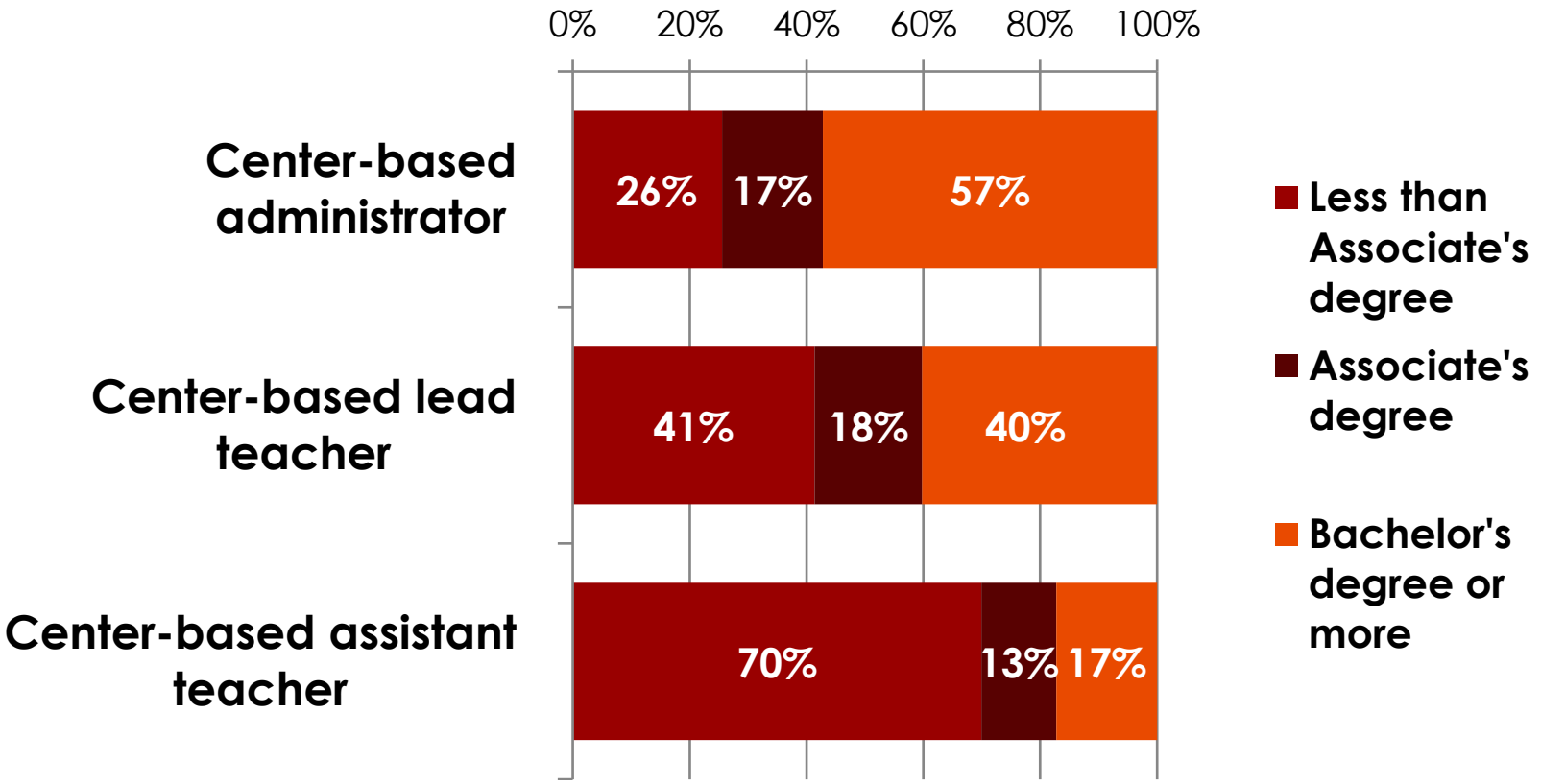
Step Up To Quality Rating

Lead Teacher compensation:

1-Star	$10.27
2-Star	$10.90
3-Star	$11.00
4-Star	$11.73
5-Star	$13.26

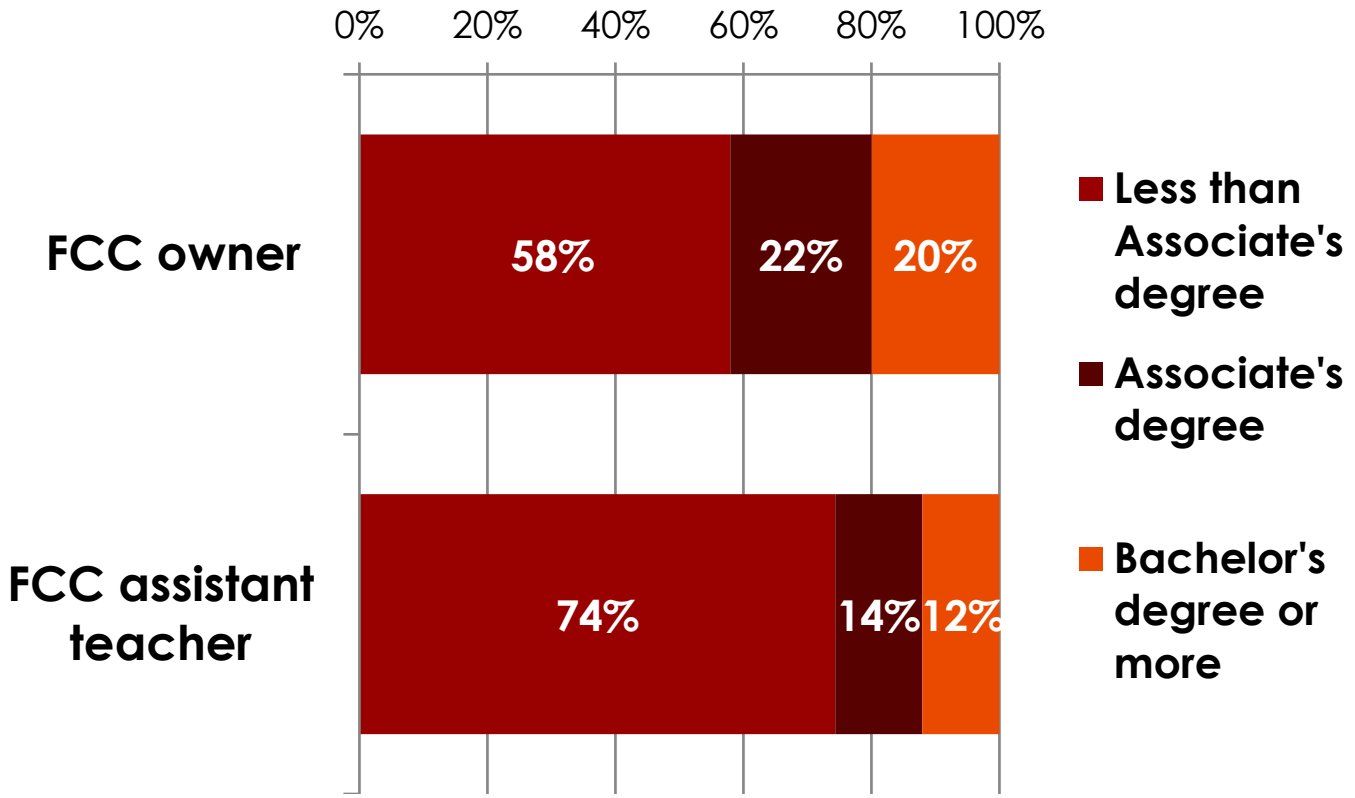
Some reporting examples from the national dataset:

"Highest level of education by role?"*



Data from 2019 National Workforce Registry Alliance Dataset

What is the highest level of education by role?



**Data from 2019 National Workforce Registry Alliance Dataset*

Data on Center Teachers Formal Education

Degree type	NSECE Study (*n* = 4,800)	2019 Alliance Dataset (*n* = 68,510)
Any degree	53%	59%
2-year degree	18%	18%
4-year degree	26%	31%
Graduate/ professional degree	9%	9%

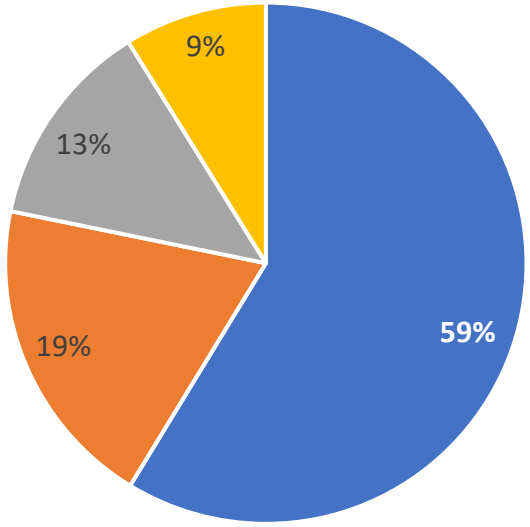
**Data from 2019 National Workforce Registry Alliance Dataset and 2012 National Survey of Early Care and Education*

An example of how the data on the workforce then informs policy.

Recommendations from Power to the Profession on Teacher Licensing

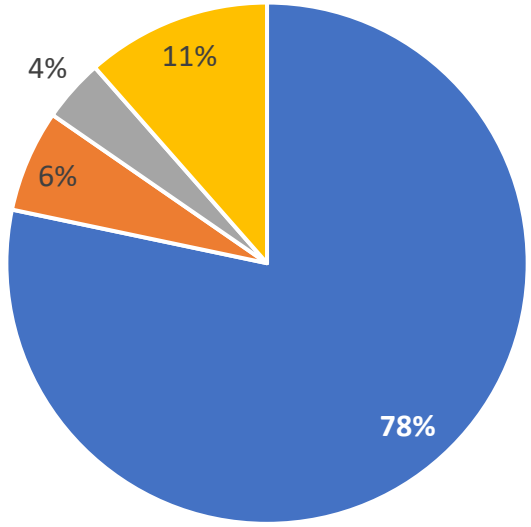
% Professionals That Meet Power to the Profession Recommendations: A Sample of Two States*

Oklahoma (n=12,410)



- **Less than CDA (Not included in P2P)**
- CDA (ECE I)
- ECE Associate's Degree (ECE II)
- ECE Bachelor's Degree or Higher (ECE III)

New York (n=22,966)



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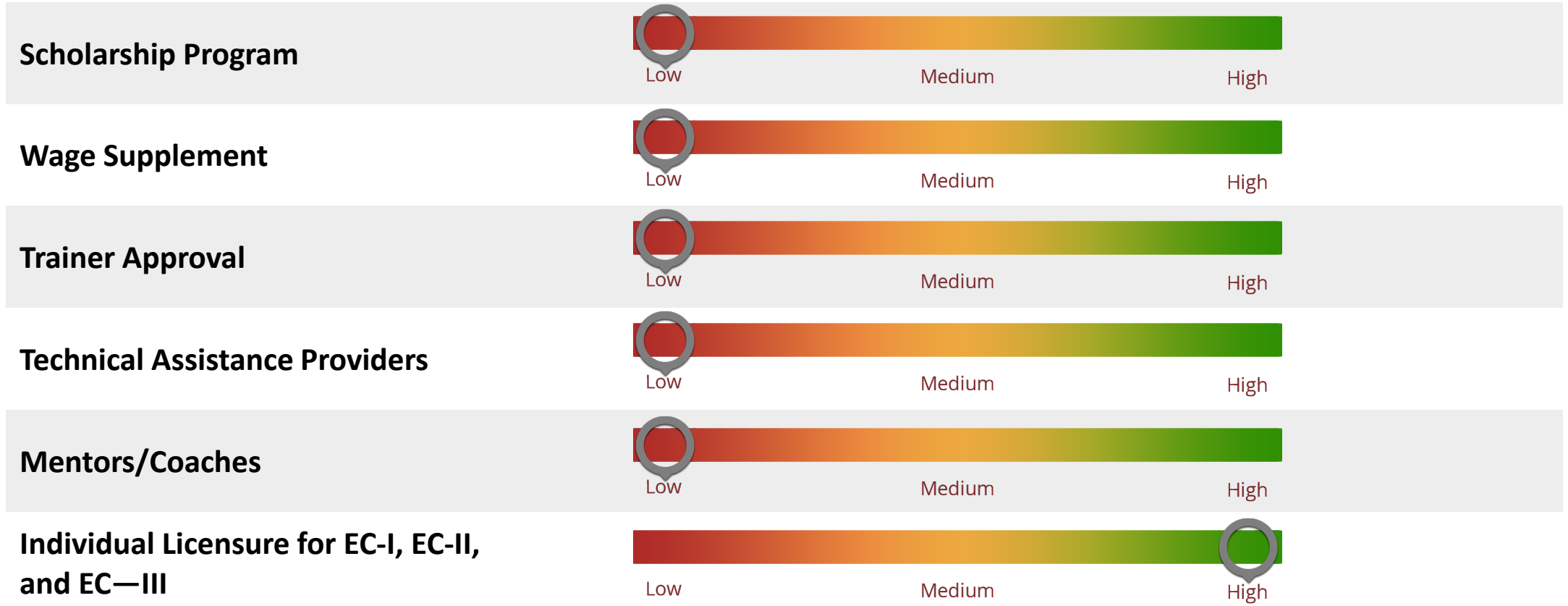
**Data calculated (with approval) from 2019 National Workforce Registry Alliance Dataset. Data reflect status within states during 2017-2018.*

Mandatory Participation
vs
Voluntary

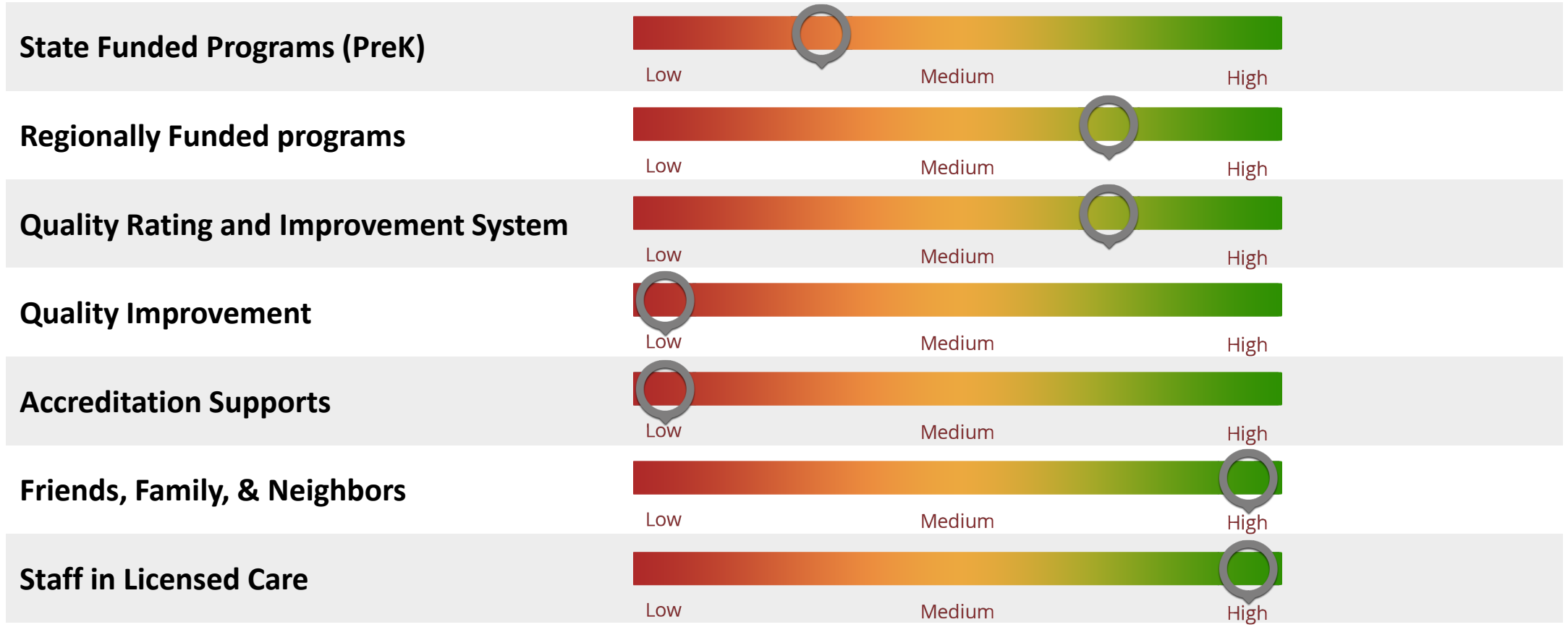
Impact on Saturation for Mandatory Workforce Data Systems



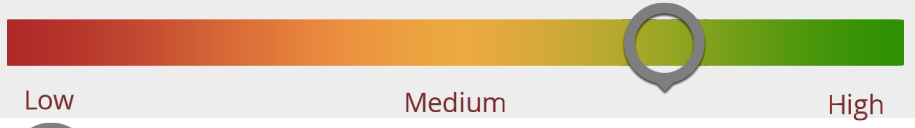
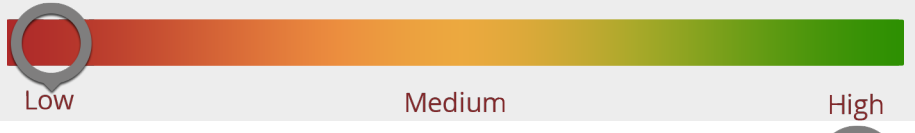
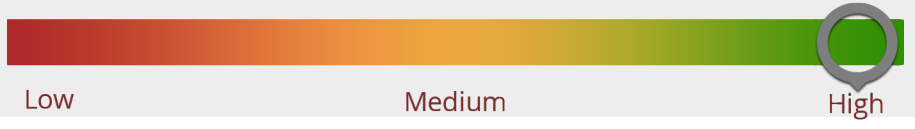
Impact on Saturation for Mandatory Workforce Data Systems

Scholarship Program		**19** Require
Wage Supplement		**10** Require
Trainer Approval		**20** Require
Technical Assistance Providers		**9** Require
Mentors/Coaches		**7** Require
Individual Licensure for EC-I, EC-II, and EC—III		**0** Require

Impact on Saturation for Mandatory Workforce Data Systems



Impact on Saturation for Mandatory Workforce Data Systems

State Funded Programs (PreK)		**14** Require
Regionally Funded programs		**6** Require
Quality Rating and Improvement System		**23** Require
Quality Improvement		**11** Require
Accreditation Supports		**4** Require
Friends, Family, & Neighbors		**5** Require
Staff in Licensed Care		**16** Require

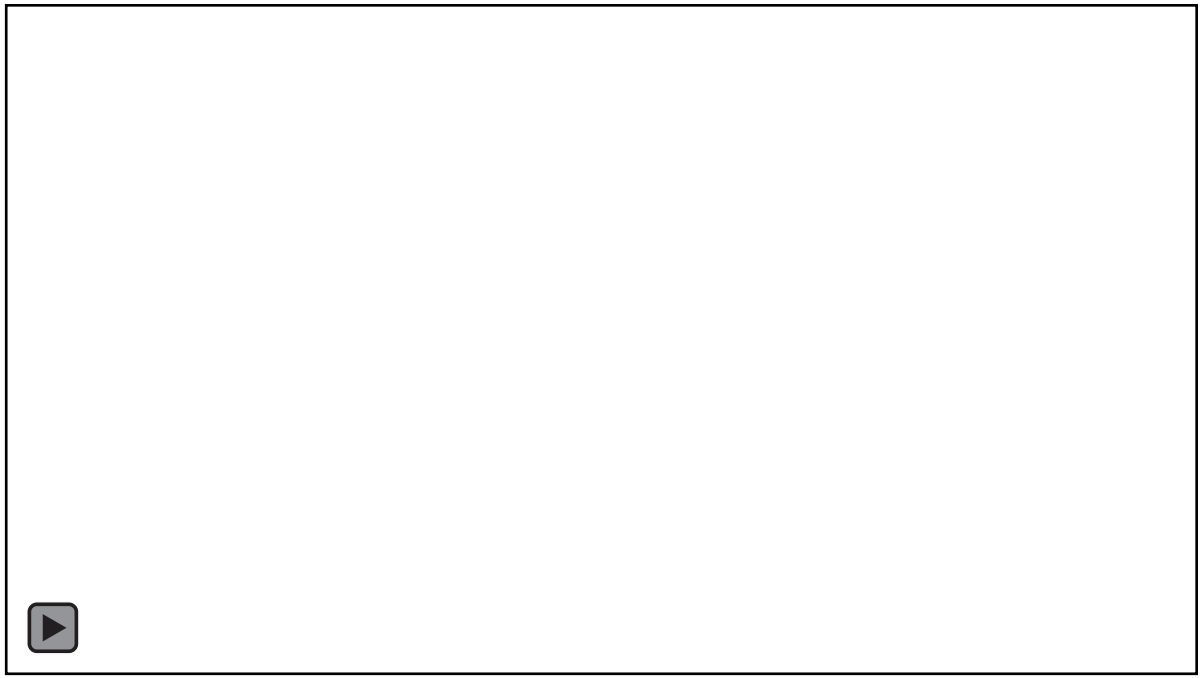
National Workforce Registry Alliance

Why Membership Matters

- What the Alliance does:
  - National Representation
  - National Dataset/Report
  - Data Collection Quality Standards Review & Recognition
  - Publications
  - Annual Conference
  - Training Org Recognition
  - Network Hub
  - Membership Services
- State Member Benefits:
  - 3 votes per state
  - Access to all NWRA resources
  - Discount conference registration
  - Access to Listserv(s)
  - Access State Profiles/contacts
  - Listed on National Map
  - PER eligibility for quality recognition

National Workforce Registry Alliance

Reach out if you have questions; we're here to help!



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605-939-0893

REMINDERS AND NEXT STEPS

- https://allinforkansaskids.org – Recorded Webinars and Details
- Next Webinar (11/4)
  - Kansas Power of the Positive Presentation
  - 1-800-CHILDREN Presentation
- Kindergarten Readiness Summit (10/30 deadline – 11/13 Summit)
- PDG Quality Subgrant Award Announcements (early November)

Systems-Building

https://allinforkansaskids.org

Thank you!

KSCHILDRENSCABINET.ORG/SHARE

Share Updates and Questions