



NASLEE

Roundtable: Together Again
October 11-13, 2023





Let us know what you think!

Complete the Roundtable Evaluation Here:



Workforce Innovations in Early Childhood State Systems: What's New and What's Next?

8:30 am – 9:45 am



Moderator:

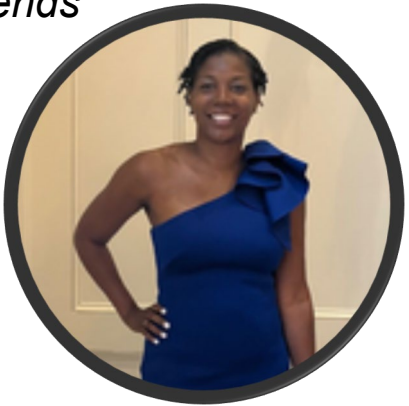
Dr. Crishana Lloyd, *Co-Director, The National Early Care and Education Workforce Center, Child Trends*



Tara Dwyer, *Registered Apprenticeship Programs Director, Early Care and Education Pathways to Success*



Sara Mead, *Deputy Superintendent of Early Learning, Office of the State Superintendent of Education, Washington, D.C.*



Tonya Coston, *Co-Director, The National Early Care and Education Workforce Center, The BUILD Initiative*



Dr. Kim Krzanowski, *Executive Director, Early Childhood Innovation Center, Delaware State University*



Dr. Amber Shelton, *Education Associate, Office of Early Learning, Delaware Department of Education*



EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

Presentation to National Association of State Leaders in Early Education

October 2023



 WE ARE
WASHINGTON
DC GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

What is the Early Childhood Educator Pay Equity Fund?

- The Early Childhood Educator Pay Equity Fund is a special fund of the District of Columbia Government used to increase compensation of child development facility staff.
- The program is administered by OSSE.
- OSSE is implementing the Early Childhood Educator Pay Equity Fund in accordance with statutory requirements and the recommendations of the [Early Childhood Educator Equitable Compensation Task Force](#).



FY22 and FY23

- In FY22 and FY23, OSSE partnered with AidKit to disburse supplemental payments directly to early childhood educators.



By The Numbers

FY22

3,217 early childhood educators received a supplemental payment

\$38,372,000

distributed to early childhood educators

FY23 (Q1-Q3)

3,854 early childhood educators received a supplemental payment

\$31,147,500

distributed to early childhood educators

**Numbers as of Aug. 16, 2023*

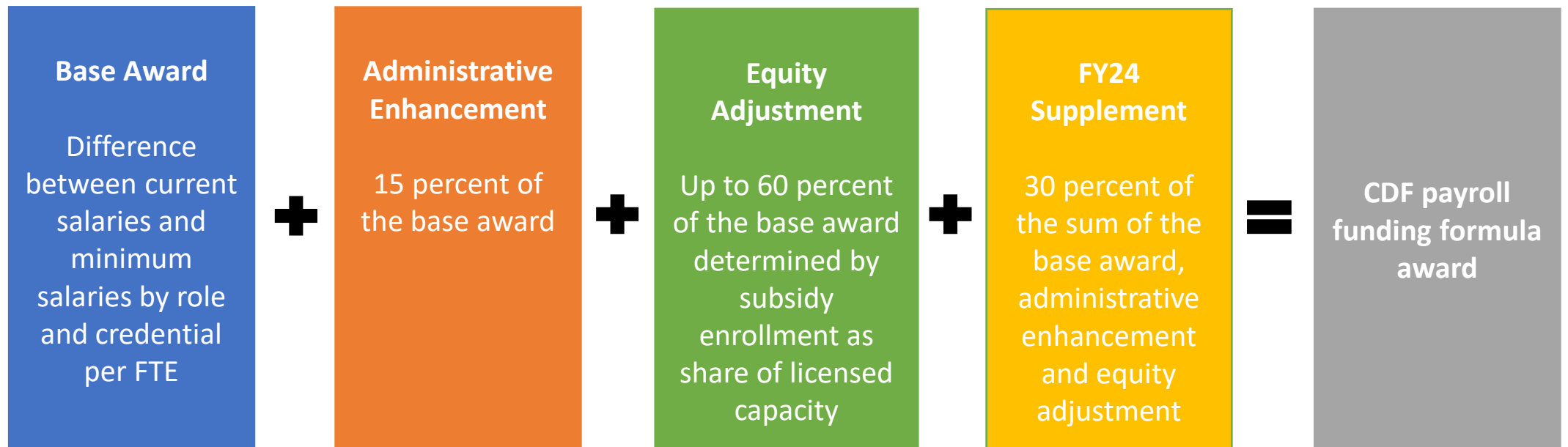
FY24 Early Child Educator Pay Equity Fund

- In FY24, OSSE will distribute Early Childhood Educator Pay Equity Funds directly to child development facilities to increase compensation for early educators through a [child development facility \(CDF\) payroll funding formula](#).
- Early childhood educators will no longer receive direct payments through AidKit.



The CDF Payroll Funding Formula

- In FY24, CDF payroll funding formula awards will be calculated and distributed once per quarter.
- The quarterly award for each child development facility will be the total CDF payroll funding formula award, divided by four.



HealthCare4ChildCare

- **DC Residents:** Provides free health insurance for District residents and their families who are employees of OSSE licensed child development centers and homes through DC Health Link's Individual and Family Marketplace. \$0 Premium with a choice of 3 Standard Silver Plans.
- **Non-District Residents:** Provides lower premiums or free health insurance for non-District residents who are employees of OSSE licensed child development centers and homes choosing to participate in through DC Health Link's Small Business marketplace (SHOP).
- **All Employees:** All full-time and part-time employees of an OSSE licensed center or home are eligible for free or lower premiums.

For more information on FY24 Early Childhood Educator Pay Equity Fund, please visit: osse.dc.gov/fy24ecepayequity.

FY24 Wage Supplements and Minimum Salaries

Role	Credentials	Wage Supplement for FY24 (annual)	Minimum Salaries for FY24 (annual salary)	Minimum Salaries for FY24 (hourly)
Assistant Teacher	Less than CDA	\$2,329	\$43,865	\$21.09/hour
	CDA	\$9,470	\$51,006	\$24.52/hour
	Associate degree or higher	\$12,726	\$54,262	\$26.09/hour
Lead Teacher	CDA	\$8,503	\$54,262	\$26.09/hour
	Associate degree	\$18,079	\$63,838	\$30.69/hour
	Bachelor's degree or higher	\$29,344	\$75,103	\$36.11/hour

- Employers may choose to pay some staff in these roles/credentials more, but participating employers may not pay them less.
- The FY24 minimum salaries are specific to the Early Childhood Educator Pay Equity Fund program. They are not the same as state and federal minimum wage requirements.

<https://www.youtube.com/watch?v=C8b3hqXuchY&t=1s>

Concurrent Breakout Sessions

**Apprenticeships
for the ECE
Workforce**

*Location:
Main Ballroom*

**Systems Thinking
for State Early
Childhood
Leaders**

Location: Rosedale

**Equity Audit:
Helping State
Leaders Assess
Equity in Their
Systems,
Practices, and
Outcomes**

Location: Cordell

Break

9:45 am – 10:00 am

NEW SLIDE DECK HERE

Breakout Sessions

10:00 am – 11:00 am

Envisioning State Governance Systems that Work for Children and Families

11:30 am – 11:55 am

Speakers:



Jeffrey Capizzano,
President and Founder,
Policy Equity Group



Adrienne Fischer,
Senior Policy Analyst,
Education Commission of the
States



The National Landscape of ECE Governance



NASLEE Roundtable Meeting
October 13, 2023



EDUCATION COMMISSION
OF THE STATES

| ecs.org

Early Care and Education Governance Structures

CREATED



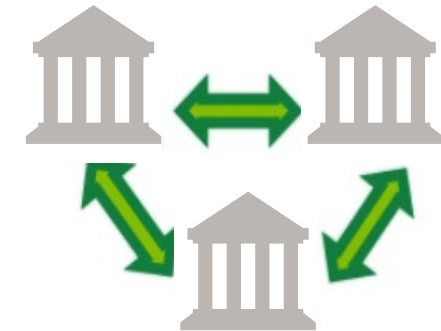
9 states have **created** a new entity to oversee several early care and education components.

CONSOLIDATED



13 states plus the District of Columbia have **consolidated** several agencies or programs into an existing entity that oversees multiple components.

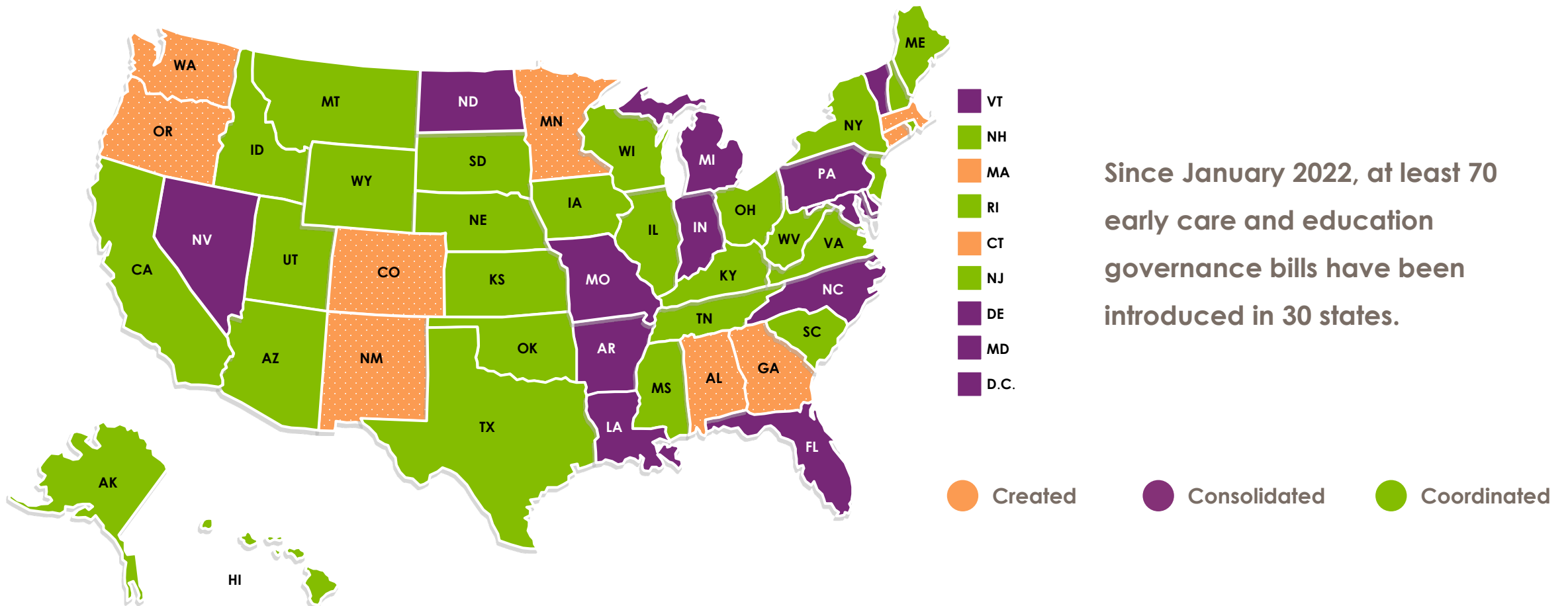
COORDINATED



28 states have agencies that provide programs and services that require a **coordinated** approach between agencies.

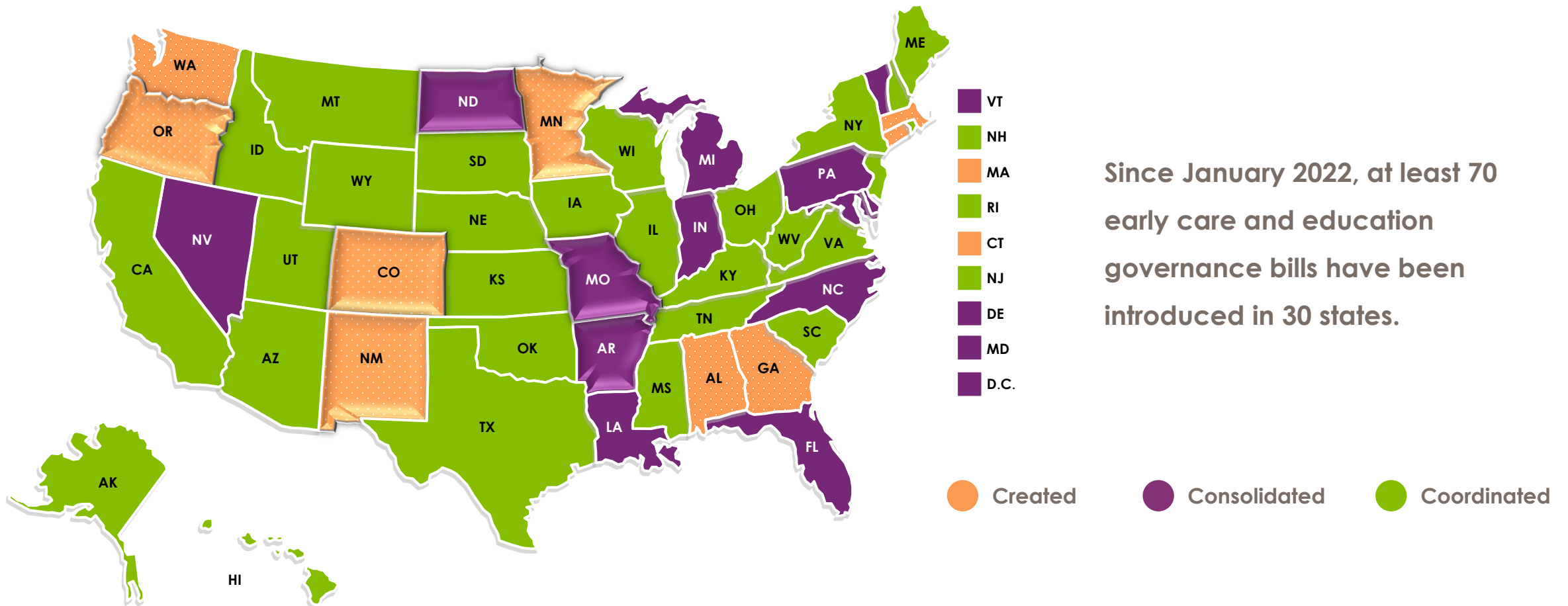
Early Childhood Governance Structures

National Landscape, 2023



Early Childhood Governance Structures

National Landscape, 2023





Additional Trends

- Making technical changes
- Forming study committees and working groups
- Modifying children's cabinets and ECE councils
- Others





**EDUCATION
COMMISSION**
OF THE STATES

Your education policy team.

THANK YOU

Adrienne Fischer
afischer@ecs.org



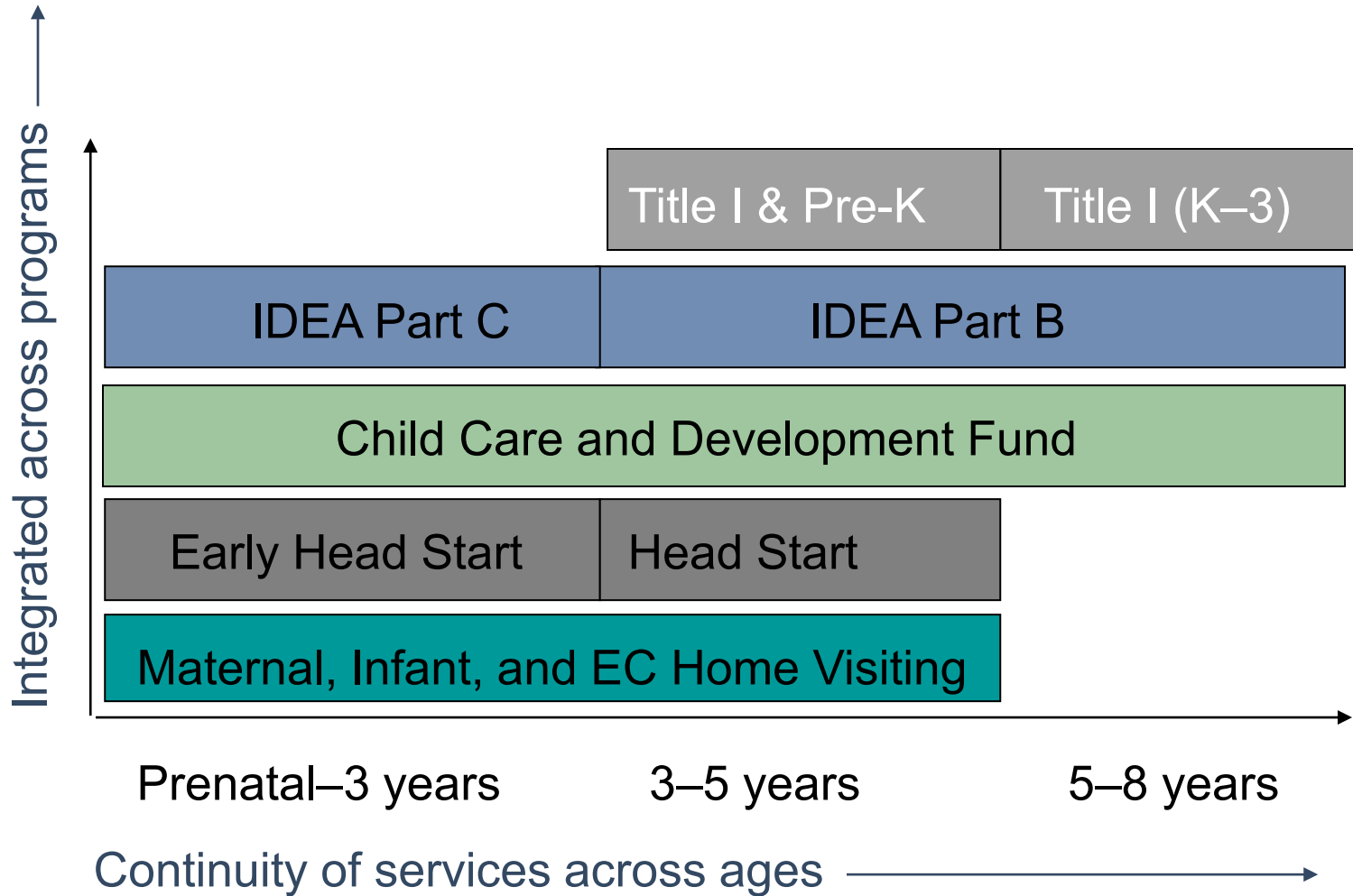
Envisioning State Governance Systems that Work for Children and Families

Jeffrey Capizzano, *President*

October 13, 2023

NASLEE 2023 Roundtable Discussion

Early Childhood Programs



Differences in Early Childhood Programs Make Alignment Difficult or Impossible

Administration

- Federal to local (Head Start); federal to state (CCDBG);
- Different funding vehicles for ECE services - grants, subsidies, direct service

Eligibility Thresholds

- Differences both in income eligibility and categorical eligibility

Program Standards

- Head Start Program Performance Standards v. Child Care Licensing v. QRIS v. Pre-K Standards

Workforce and Professional Development

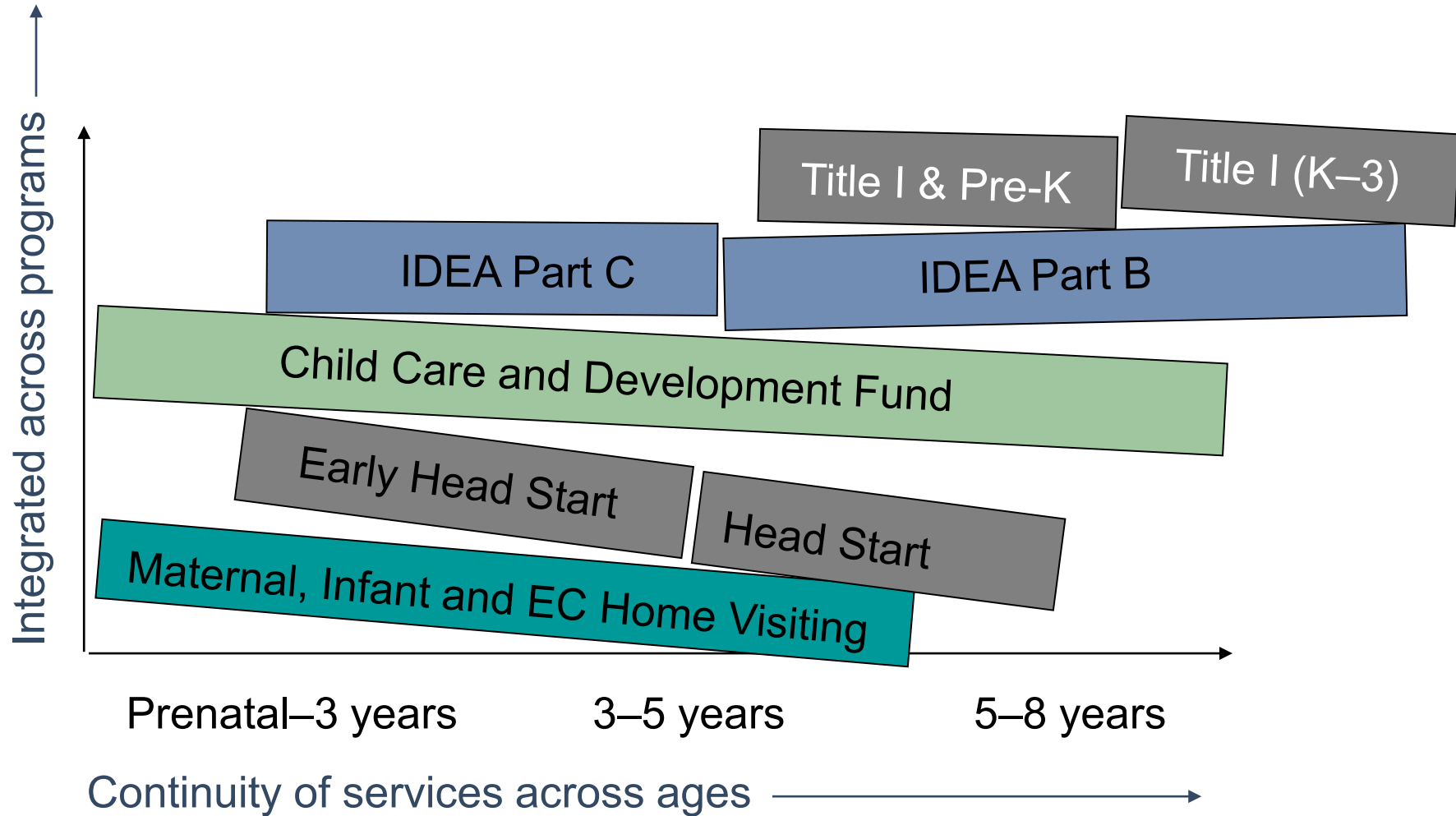
- Head Start National T/TA System, state-based registries, curricula companies

Accountability

- Head Start monitoring v licensing inspection v. Pre-K monitoring/compliance



Federal Policies Are Not Integrated



Discussion: Can Effective Governance Overcome the Root Causes of ECE Fragmentation?

Where does a unified governance structure make the most difference in coordinating ECE programs? What is working in your state right now?

If you do not have a unified governance structure, what is on your Wishlist?

If you could lead an advocacy effort at the federal level to overcome some of the fragmentation in early childhood policy or to improve how ECE programs are governed at the state level, what would you do?

As the foremost experts in the administration of ECE programs in the country, what federal changes would you recommend to federal policymakers to make the coordination better?





Let us know what you think!

Complete the Roundtable Evaluation Here:





Thank You