“Two roads diverged in a wood, and I — I took the one less traveled by, and that has made all the difference.”

Robert Frost
1 in 4 young children lives in poverty, inequality is rising, few have access to high quality pre-K
The Road to a High Quality Workforce

Vision and Public Will

Strong Policies

Continuous Improvement
A Little History of Change

• Elementary school teachers
  • 1920 less than half had 2 years of college
  • 1950 less than half had a BA degree
  • 1960 15% of all teachers had less than BA & 42 states require a BA
  • 1975 virtually all elementary school teachers have a BA

• Kindergarten
  • 1873 first K in the US
  • 1914 every major city had public K
  • 1950 38% enrolled in K
  • 1960 more than half in K
  • 1980 near universal K
A History of Little Change

Figure 1. Percentage of 3-, 4-, and 5-year-old children enrolled in preprimary programs: 1990 through 2014
Despite 50 Years of Targeting, Access is Highly Unequal
State Pre-K Enrollment Trends: two steps forward, one step back hinders progress

- 13 states decreased enrollment of 3- and 4-year-olds
- 28 states increased enrollment of 3- and 4-year-olds
- 84% of children served are 4-year-olds
Lessons Learned from History

• Real progress is not incremental—slow change is followed by rapid transformation

• Even rapid change takes 15-20 years nationwide

• Cities will lead the way—a national movement takes hold and *gets attention* locally first

• We must be both patient and impatient
Early Childhood Workforce(s)

- K-3: 1 million teachers
- Preschool Special Education
- State Pre-K
- Head Start
- Private Fee-Based Centers
- Informal Home Based

- Not just teachers: Assistants, Administrators, and Supporting Professionals
National Preschool Teacher Survey 2010

- 3 Sectors: Head Start, Public Pre-K, Private
- 1640 teachers
- The categories overlap and difficult to separate
  - Private fee paid only, public pre-K can be “private”
  - 8 percent of Head Start in public schools
- Teacher characteristics, working conditions, and practices
Pre-K Teacher Ethnicity

- **Black**: 18% (Private), 9%* (Public), 9%* (Head Start)
- **White/Caucasian**: 65% (Private), 61% (Public), 61% (Head Start)
- **Latino/Hispanic**: 11% (Private), 11% (Public), 13% (Head Start)
- **Asian**: 3% (Private), 2% (Public), 2% (Head Start)
- **Native American/Hawaiian**: 1% (Private), 1% (Public), 2% (Head Start)
- **Other**: 2% (Private), 3% (Public), 2% (Head Start)

*Percentages marked with an asterisk (*) indicate lower data availability.
Pre-K Teacher Language

- English: 81% (Private), 77% (Public), 78% (Head Start)
- Spanish: 15% (Private), 13% (Public), 16% (Head Start)
- French: 1% (Private), 1% (Public), 1% (Head Start)
- German: 1% (Private), 1% (Public), 0% (Head Start)
- Other: 5% (Private), 4% (Public), 5% (Head Start)

NIEER
Pre-K Teacher Education Levels

% of Teachers

- Private (N=1143)
- Public (N=705)
- HS (N=812)

- HS or Less
  - 25%*
  - 3.9%
  - 6%
  - 3.6%

- Currently Enrolled in AA
  - 3.6%
  - 0.1%*
  - 6%

- Currently Enrolled in BA
  - 5.1%
  - 1.8%*
  - 4.9%
  - 4.8%*

- AA
  - 18.3%
  - 45.80%*
  - 20.4%

- BA
  - 92.50%*
  - 67.1%*
Pre-K Teacher Years in Current Job

<table>
<thead>
<tr>
<th>Experience Level</th>
<th>Less than 1 year</th>
<th>1-2 years</th>
<th>3-5 years</th>
<th>6-10 years</th>
<th>More than 10 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>21%*</td>
<td>19%</td>
<td>18%</td>
<td>20%*</td>
<td>20%*</td>
</tr>
<tr>
<td>Public</td>
<td>23%</td>
<td>20%</td>
<td>14%</td>
<td>25%</td>
<td>27%</td>
</tr>
<tr>
<td>Head Start</td>
<td>9%</td>
<td>12%</td>
<td>16%</td>
<td>27%</td>
<td>29%</td>
</tr>
</tbody>
</table>

- Private
- Public
- Head Start

Less than 1 year
1-2 years
3-5 years
6-10 years
More than 10 years

NIEER
Pre-K Teacher Pay

Teacher Annual Salaries

<table>
<thead>
<tr>
<th></th>
<th>Private</th>
<th>Public</th>
<th>Head Start</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>$24,456</td>
<td>$43,338</td>
<td>$29,406</td>
</tr>
<tr>
<td>Median</td>
<td>$21,969</td>
<td>$42,000</td>
<td>$25,989</td>
</tr>
</tbody>
</table>

BA premium by sector

- $6,000  Private
- $11,000 Head Start
- $17,000 Public
Paid Sick Leave

- Private school (N=1145): 66.2%*
  - Received Paid Sick Leave: 33.8%*
  - No

- Public school (N=707): 97.4%
  - Received Paid Sick Leave: 2.6%

- Head start (N=812): 95.7%
  - Received Paid Sick Leave: 4.3%

* Indicates statistical significance.
Frequency of Lesson Planning

Private (N=1145):
- No: 6.0%*
- Weekly/Bi-Weekly: 65.9%
- Monthly/Bi-monthly: 15.0%
- Quarterly: 11%
- Other Frequency: 1.60%

Public (N=707):
- No: 2.5%
- Weekly/Bi-Weekly: 67.60%
- Monthly/Bi-monthly: 27.2%*
- Quarterly: 1.70%
- Other Frequency: 0.90%

Head Start (N=812):
- No: 0.4%
- Weekly/Bi-Weekly: 84.40%*
- Monthly/Bi-monthly: 11.7%
- Quarterly: 3.30%
- Other Frequency: 0.20%
FREQUENCY OF FEEDBACK FROM OBSERVATION

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Private</th>
<th>Public</th>
<th>Head Start</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>11%</td>
<td>10%</td>
<td>4%*</td>
</tr>
<tr>
<td>Everytime</td>
<td>58%</td>
<td>47%*</td>
<td>62%</td>
</tr>
<tr>
<td>Most of the time</td>
<td>20%</td>
<td>19%</td>
<td>14%*</td>
</tr>
<tr>
<td>Some of the time</td>
<td>13%</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td>Not often</td>
<td>9%</td>
<td>7%</td>
<td>7%</td>
</tr>
</tbody>
</table>
From the 2015 Yearbook

- Tables
  - State Pre-K Quality Standards
  - Pre-K Resources Per Child Enrolled by State

- Special Report: Dual Language Learners and Preschool Workforce

- Appendices
  - State Survey Data 2014-2015
  - Head Start Data
  - Census Population Estimate
  - Pre-K Special Education Enrollment
  - Supplemental Appendices
The Pre-K Workforce

- 33 programs require teachers to have a BA
- 16 programs require salary parity for lead teachers
- 5 states report salary parity policy for all teachers in state pre-K
- But reality is better and worse than policy suggests
Salary Parity

- Same Starting Salary
- Same Salary Schedule
- Same Fringe Benefits
- Same Paid Planning Time and/or PD

Number of Programs

- Teachers
- Assistant Teachers

www.ceelo.org | www.nieer.org
Percentage of Teachers with at least a BA

Legend:
- >90%
- >80-90%
- >70-80%
- >50-70%
- Less than 50%
- Unknown
- No program
What Do We Need to Do?

• Build a movement
  • A vision of quality for all young children
  • High expectations and high standards
• Never go backwards
• Be realistic about costs and finance
• Become a full part of public education system
• Seek new allies
• Collect more and better data

www.ceelo.org | www.nieer.org
Let's start down the road to high quality for all our children with the strong workforce that requires, today!