High-Quality Early Learning Settings Depend on a High-Quality Workforce

Low Compensation Undermines Quality

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"In today's economy, when having both parents in the workforce is an economic necessity for many families, we need affordable, high-quality child care more than ever. It's not a nice-to-have – it's a must-have. It's time we stop treating child care as a side issue, or a women's issue, and treat it like the national economic priority that it is for all of us."

President Barack Obama, 2015 State of the Union Address

Today, in many families across the U.S., both parents are working, and more mothers are working now than a generation ago. This, combined with an increased understanding of the connection between high-quality early education, brain development, and school readiness, have contributed to increased demand for high-quality, affordable child care and other early education programs.

A high quality early education experience depends on a high-quality workforce of early educators. How we value and support those early educators as a nation – through access to higher education, professional development and commensurate compensation – has direct implications on their ability to do their difficult and important job well.

The research is clear on the benefits of high-quality early education for children from birth to age five.[1] For many working families, access to affordable, reliable, and high-quality child care and early education is both a necessity to attain and maintain a job and to foster the learning and development of their young children. Many children, particularly low-income children, depend on high-quality early learning settings for school readiness.

Early learning settings include programs serving children from birth through age five (or the age at which states mandate school attendance).

High-quality early education for young children is a multi-purposed strategy to support:

- Young children in their social, emotional, physical, and cognitive development, to ensure they are prepared for success in school and beyond;

- Working parents with their need for safe, reliable child care so they can work, go to school, or attend training; and

- Employers and the local economy, which are dependent on working parents.

The quality of any early learning setting is directly related to the quality of their staff, their understanding of child development, and their ability to translate that understanding into positive interactions, securely attached relationships, and age-appropriate learning opportunities with children.

This report discusses the importance of supporting the early learning workforce – nearly a totality of whom are women – not only to improve the quality of early learning programs, but also to ensure fair pay so that they can support their own families.

Percent of Mothers Working Today

- 64 percent of mothers with children under age 6
- 61 percent of mothers with children under age 3
- 58 percent of mothers with infants under age 1

Source: U.S. Bureau of Labor Statistics, 2015

According to the National Survey of Early Care and Education (NSECE), 97 percent of center-based[2] early childhood teaching staff are women[3] – many of whom earn such low wages that they qualify for public benefits. (Center-based care includes school-based care, Head Start programs, and child care centers).[4] These low wages undermine their ability to provide for their own families, as well as their ability to provide children with the high-quality early learning experiences they need to excel in school and in life.

High-Quality Early Learning Matters for Healthy Child Development

Neuroscientists and child development experts have shown that the first five years – in particular the first three – have the greatest potential for setting a strong foundation for lifelong learning and health.[5] Advances in neuroscience show that the earliest years are the most critical for brain development, that brain development is cumulative, and that future growth and development stems from a child's earliest experiences.[6]

Sixteen years ago, the National Research Council released a report, From Neurons to Neighborhoods: The science of early childhood development, that found, *"The time is long overdue for society to recognize the significance of out-of-home relationships for young children, to esteem those who care for them when their parents are not available, and to compensate them adequately as a means of supporting stability, and quality in these relationships for all children, regardless of their families' income and irrespective of their developmental needs."*

During this period, it is imperative that children be exposed to high-quality early learning experiences that support their comprehensive development and health, and that set their life trajectories in a positive direction.

About 14.8 million U.S. children younger than age 6 have working parents.[7] Many spend time in out-of-home settings each week while their parents work. About 60 percent of children age 3 to 6, not

The Science on Early Brain Development

- During a child's first few years, 700 - 1,000 new neural connections are formed every second.
- Both genetics and experience play a role in brain development. "Serve and return" relationships, where adults promote positive interaction help to promote social and emotional development as well as critical thinking skills.
- Studies show that babies as young as 18 weeks can differentiate sounds in various languages, which promote speech and language learning.
- Children from low-income families know 30 million fewer words by age three than children from higher-income families.
- A child's vocabulary at age three can predict third grade reading achievement without intervention efforts.

Source: Multiple, see endnotes

yet in kindergarten, are enrolled in center-based settings, which include child care, preschool, Head Start, and other early education programs.[8] Ensuring that they are supported in their social and emotional development, exposed to rich learning experiences, and are in settings that are safe and promote healthy development, is critical to laying a foundation for success in school and life.

Despite research recognizing the importance of high-quality early education to healthy child development, and research that indicates that high-quality providers and educators *are the single most important factors* in these early experiences, too many individuals within the early learning workforce earn low wages – sometimes at or near the Federal poverty line – even when they obtain credentials and higher levels of education.

Low pay makes it difficult to attract and retain more experienced staff with higher levels of education. In addition, low wages – particularly those that keep early educators and providers at or near poverty levels – also undermine wellness. Research indicates that mental health issues that are associated with income and lack of access to

supports– such as stress and depression- also influences the quality of care adults provide.[9]

Low earnings and insufficient resources for professional development can fuel turnover, which increases program costs. In 1990, the average annual turnover rate was 25 percent compared to 13 percent in 2012. Turnover rates among centers that experienced *any turnover* was 50 percent in 1990 and 25 percent in 2012, a decline, but still double the rate for the universe of centers as a whole. Although turnover rates among early childhood providers have dropped over the past two decades, the number of those leaving their program remains high.[10]

Evidence shows that when children are enrolled in centers where there is lower turnover and where providers earn higher wages, they spend more time engaged in positive interactions and developmentally appropriate activities with peers and teachers,[11] which contributes to healthy development and school readiness.

Staff turnover also undermines continuity of care, such that when providers leave, children's secure attachments and relationships are interrupted, which can influence their social-emotional and behavioral development. Turnover also affects the morale and culture of programs, which in turn affects the quality of services.

The Wage Gap Undermines Children's Outcomes –
A Look at Experience, Education and Wages of the Early Care and Education Workforce

The National Survey of Early Care and Education (NSECE) documents the nation's utilization and availability of early care and education, and provides comprehensive data on the current state of the workforce. The report collected data from a nationally-representative sample in all fifty States and Washington D.C. Findings from the report indicate that both center-based teachers (which includes Head Start, child care, and public or private preschool teachers who work in centers, including schools) and listed home-based providers[12] had 10 or more years of experience in the field[13] (See Figure 1).

Figure 1: Median Years Early Care and Education Experience for Teachers and Providers by Type of Program
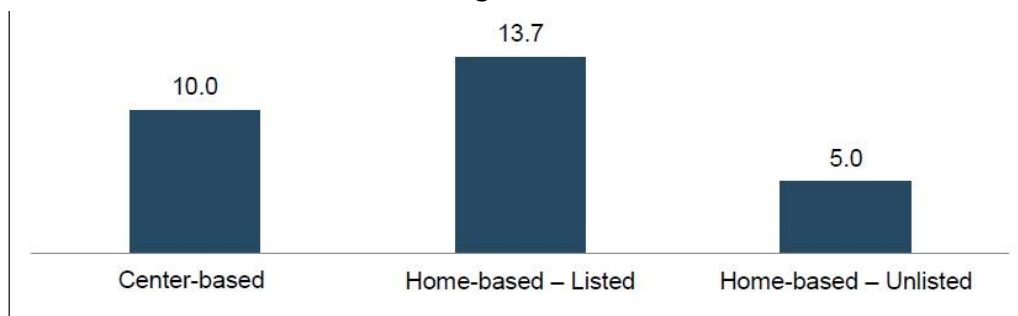
Source: National Survey of Early Care and Education, 2013.

In 2009-2010, studies found that about 36 percent of the early childhood workforce had some type of college degree.[14] The NSECE report found that by 2012, a majority (53 percent) of center-based and almost a third (30 percent) of home-based teachers and caregivers reported having college degrees (Associate degree or higher).[15] Despite improvement in the education and skills of the workforce over the years, little progress has been made to improve their earnings.

Figure 2: Median Hourly Wages of Center-based Teachers and Caregivers by Educational Attainment
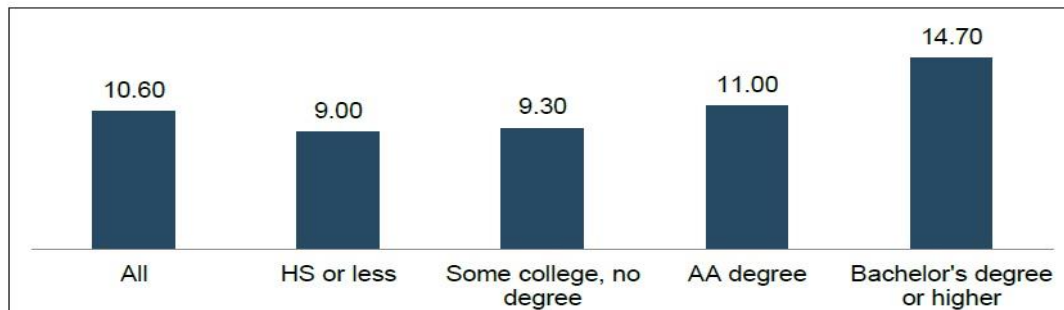
Among the 1 million teachers and caregivers[16] employed at 130,000 center-based programs, wages vary by educational level. (See Figure 2). Ninety-four percent of the early learning workforce are employed in community-based centers (non-school-based settings). Early learning teachers and caregivers[17] with a Bachelor's degree average **$14.70** per hour, which is nearly half the average earnings overall of those with a Bachelor's degree -- **$27 per hour**.[18]

Figure 3. Early Learning Workforce by Setting
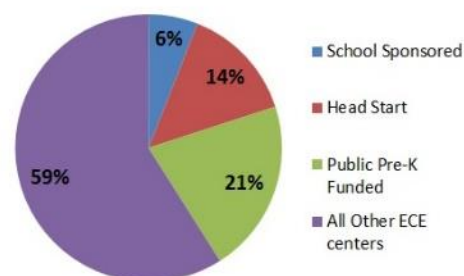
The NSECE report also shows that 59 percent of center staff are employed at private community-based programs. (See Figure 3). In looking at hourly wages across different sponsors of center-based settings, there is great variation in pay among individuals with the same level of education. (See figure 4). For example, there is a $6.70 per hour difference in the median wage between employment in a public school-sponsored program compared to a private community-based setting for those with a Bachelor's degree or higher. Therefore, if employed full-time for a standard 2,080 hour year, the difference translates to a gap of $13,936 per year for those working in community-based settings that do not receive Head Start or public preschool funding. Combined, this data indicate that the majority of early learning center-based staff are employed in private community-based settings, which pay the lowest wages. Only 6 percent of the workforce is employed in school-based settings, which pay the highest wages. (See figure 4).

Figure 4: Median Hourly Wages of Center-Based Teachers and Teachers by Education Type and Type of Funding
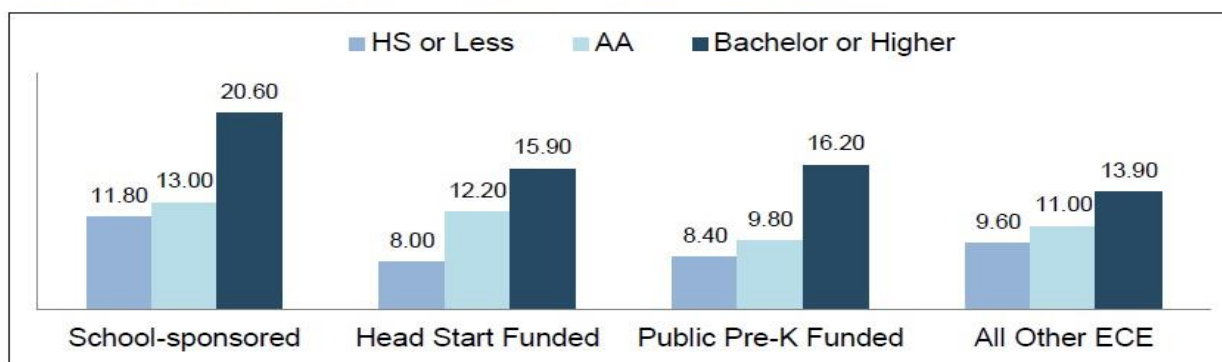
Note: 'Head-Start funded' category excludes school-sponsored programs; 'Public pre-k funded' category excludes school-sponsored and Head Start-funded programs.

The NSECE report also indicates that about 430,000 staff work with infants and toddlers (birth to age 3) in center-based settings. Of all center staff working with children, about 34 percent work only with infants and toddlers and another 9 percent work with infants and toddlers as well as older children ages 3 to 5.[19] Those who work with children under age three, earn on average about 70 percent of the hourly wage of those working with children ages 3-5[20] (See Table 1).

> *Those who work with children under age three, earn on average about 70 percent of the hourly wage of those working with children ages 3-5.[20]*

The wage gap between those who work with infants and toddlers and those who work with preschool age children is particularly stark when looking at annual wages. If employed full-time for a standard 2,080 hour year, the average staff salary would translate to a difference of $8,944 per year.

The lower wages of those working with infants and toddlers makes it even more difficult to attract and retain well educated and trained staff. Yet, we know from cutting-edge neuroscience, that the earliest years are when the architecture for brain development is wired – providing a strong or weak foundation for future social, emotional, physical, and cognitive development.[21]

Table 1. Hourly Wages of Center-Based Teachers and Caregivers Serving Children 0 - 3 Years Compared to Staff Hourly Wages for Individuals Working with Ages 3 - 5

Age Group	25th Percentile	50th Percentile	75th Percentile	Mean
Birth - 3 Years Old	$8.00	$9.30	$11.50	$10.40
3 - 5 Years Old	$9.20	$11.90	$16.90	$14.70

Source: Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE), Tables 12 and 13.

The median annual earnings of all child care teachers are particularly low. These earnings make many providers in every state eligible for public assistance (See Figure 5). In fact, in 32 States, the median annual earnings for a child care worker is below poverty for a family of three (i.e. $20,090 according to the 2015 poverty threshold). In all remaining States, the median annual earnings for a child care worker is below 150 percent of the poverty level.

Without a significant increase in annual earnings for teachers working with our nation's youngest children, there is little incentive for attaining higher credentials and seeking higher levels of education. The status quo makes it difficult to meet the recommendations outlined in the 2015 Institute of Medicine and National Research Council report, *Transforming the Workforce for Children Birth Through Age 8: A unifying foundation*, among them ensuring that all teachers of children, birth through age eight, across all settings, attain a Bachelor's degree.[22]

Figure 5: Child Care Workforce Median Annual Earnings Qualify for Public Benefits

SNAP Eligibility
In all states, the median annual earnings for the child care workforce would qualify a worker with a family of three for Supplemental Nutrition Assistance (SNAP) benefits (income below $26,124).

Child Care Median Earnings below Poverty (for a family of 3)

Child Care Median Earnings below 150% of Poverty (for a family of 3)

Source: Bureau of Labor Statistics (2015)
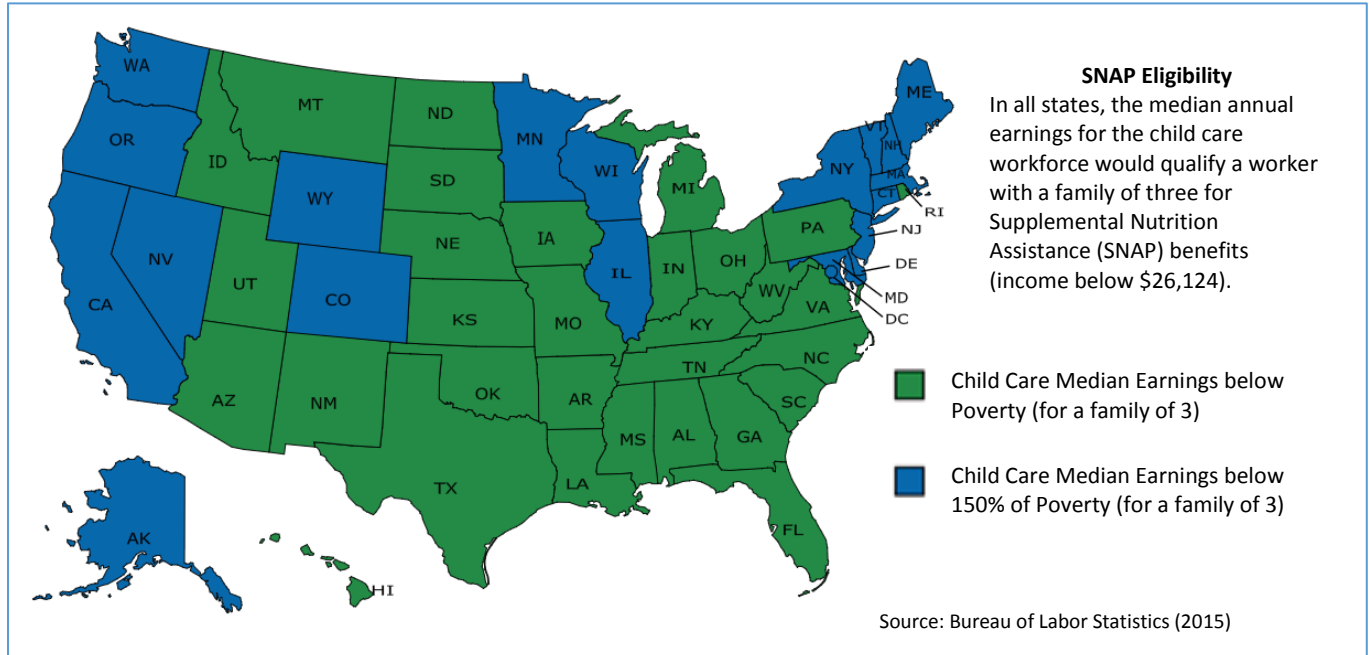
All children benefit from high-quality preschool experiences, however, children from low-income families benefit the most. In addition, children with disabilities and dual language learners, in particular, do better in kindergarten when they have attended a high-quality preschool.[23] Children who attend high-quality preschool are less likely to be retained in their grade, are more likely to graduate from high school, go on to college, and be employed than those who have not attended high-quality preschool programs.[24] Today, only 42 percent of three year-olds and 66 percent of four year-olds of all income levels are enrolled in some kind of preschool, including public preschool, Head Start and center-based child care.[25]

Between 2002 and 2014, State investments in preschool led to a doubling in enrollment in four year-olds in preschool programs.[26] The National Institute of Early Education Research (NIEER) *2015 Preschool Yearbook* indicates that – by their measures – 42 States and the District of Columbia had at least one publicly-funded State preschool program in place during the 2014-2015 school year.[27] Most states promote and provide preschool programs in a "mixed delivery" model – that is, child care, Head Start, and other community-based programs as well as public schools can deliver services if they meet state-determined standards.

> *Unfortunately, most early educators in publicly funded preschools earn less than their counterparts who teach kindergarten, first grade, and higher grades.*

Unfortunately, most early educators in publicly funded preschools earn less than their counterparts who teach kindergarten, first grade, and higher grades. Salary parity for early learning staff is a key component of high-quality care and early learning across systems, across settings, and across age groups. NIEER's report indicates that *"the majority of states do not have policies supporting compensation parity for the Pre-K workforce. In the states that do have these policies, they largely only apply to lead teachers working in public school settings."*[28]

Across the 42 states and the District of Columbia identified by NIEER as operating state preschool programs, only four states required salary parity for all lead teachers in their programs (Georgia, Missouri, Oklahoma, and Tennessee). Another eight states required salary parity for all lead teachers working in preschool programs located in public schools (parity in this case means salaries comparable for other public school teachers, which does not include wage parity for those working in publicly funded preschool in community-based settings).[29] Several large school districts have shown that it is possible to

scale-up high-quality preschool when maintaining quality standards. For example, preschool programs in Tulsa, Oklahoma, Boston, Massachusetts, and the Abbott School districts in New Jersey, have produced large gains in reading and math.[30]
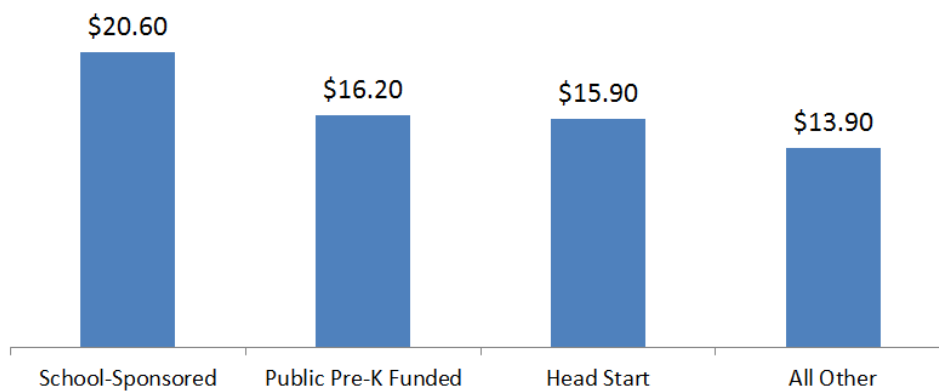
Higher Qualifications and Pay across Early Learning Settings

For the early childhood workforce, the qualification requirements that have changed the most are for preschool educators. Currently, 24 state preschool programs require a Bachelor's degree (with specialized concentration in early childhood) for lead teachers in at least one of their state preschool initiatives.[31] Right now, 45 percent of all preschool teachers working with children age 3-5 across the United States have Bachelor degrees. Although degree requirements and attainment have increased, wage parity has not.[32]

In addition, the Improving Head Start for School Readiness Act of 2007 required 50 percent of center-based Head Start teachers nationwide to have Bachelor's degrees by 2013. As of 2015, 73 percent of all Head Start teachers hold a Bachelor degree or higher.[33]

As states increase investments in preschool programs for four year-olds (and in some states three year-olds), early educator salaries differ greatly depending upon the setting – school versus community-based, even when educators have the same qualifications and the same standards are being met. For example, preschool teachers working in a program operated within a public school typically earn much higher wages than a preschool teacher working in a community-based setting despite having the same educational qualifications[34] (See Figure 6). This means that too often, funding sources- not teacher qualifications - determine salaries.

Figure 6:   Hourly Wages for Early Learning Teachers with a Bachelor's Degree by Setting Type

Setting	Hourly Wage
School-Sponsored	$20.60
Public Pre-K Funded	$16.20
Head Start	$15.90
All Other	$13.90

Source: National Survey of Early Care and Education, 2013.

In almost every state, median preschool teacher earnings - across settings, age ranges, and sectors- pale in comparison to the median earnings of kindergarten teachers and elementary school teachers.[35]

- In 2015, the median annual wage for preschool teachers at $28,570 was 55 percent of the wages earned by Kindergarten teachers ($51,640) and 52 percent of elementary school teachers ($54,890).

- The closest parity states include Louisiana where preschool annual wages were 84 percent of kindergarten teachers and Oklahoma where preschool annual wages were 82.6 percent of kindergarten teachers.

- Preschool teachers earned less than 50 percent of the annual wages earned by Kindergarten teachers in 13 states (California, Connecticut, Delaware, Idaho, Iowa, Massachusetts, Ohio, Oregon, Rhode Island, South Carolina, Tennessee, Wisconsin, and Wyoming).

- In 6 states (Arizona, Idaho, Ohio, Tennessee, Utah, and Wisconsin), preschool teacher annual wages were less than the 2015 federal poverty threshold ($24,036)[36] for a family of four.

Voices from the Field

Litia, Early Educator, California
My name is Litia, and I have been an early childhood educator for 10 years. I have my AA degree in Liberal Arts and Sciences, Bachelor's degree in Early Childhood Education, and now my Master's degree in Leadership in Education. In addition to my degrees, I have my Teacher's and Program Director's Permit. I have been offered $10.02 up to $10.20 per hour. I am faced with the stress of trying to pay back my student loans and take care of my family. I just hope someday that our profession will be taken seriously and paid to reflect the service that we give. We lay the foundation for all that is to come. That ought to be worth something that pays more than poverty wages.

Communications between an Early Childhood Educator and U.S. Department of Education, March 2016

Raquel, Preschool Teacher, New Jersey
My career in education was initiated when I took a job as a nanny for a young boy with cerebral palsy in his home. His mother encouraged me to seek a degree to become a teacher since she believed in my skills. I enrolled in the teacher education program in a university in New York City but I needed to look for a job to pay the tuition. I chose to seek work in a child care center in the town in which I lived. I was hired as a Teacher Assistant at Egenolf Early Childhood Center. I was so inspired to increase my skills that I embarked on a mission to earn a Child Development Associate credential. I met with the center Executive Director who encouraged me to have my Bachelor's degree from Brazil evaluated for equality in the United States. The report from the evaluation service determined that my B.A. was valid in the United States. At that time, the Abbott scholarship became available for those with a B.A. to earn their specialized certification for Preschool through Third Grade in order to lift the quality of teachers in state funded preschool classrooms. I immediately took advantage of the scholarship program and earned my certification. Teacher compensation is equal for all state funded preschool teachers regardless of the setting in which they work. So, I earn the same salary as teachers in the public school with the added pleasure of working in a family friendly early childhood program. I am grateful to have had access to the scholarship and to have landed in a program that deeply values young children.

Communications between Egenolf Early Childhood Center and Administration for Children and Families, U.S. Department Health and Human Services, April 2016

Wage Parity across Settings May Foster Quality in All Settings

Nearly three-fifths (59 percent) of the early care and education workforce is employed in private center-based settings (i.e., not sponsored by public schools, Head Start, or publicly-funded preschool).[37] Private sector programs have difficulty attracting and retaining staff with a Bachelor's degree or higher because the wages they can offer are dependent upon parent fees. Since staff wages comprise the largest component of center budgets, directors often restrict wages to keep programs affordable.[38][39] If programs *are* able to hire degreed teachers, it is often temporary, until teachers can move to a public school setting, where their salaries nearly double.

Figure 7: Annual Median Wage of Preschool Teachers, Excluding Special Education Teachers by State (May 2015)

- $35,160 - $29,970
- $31,110 - $33,690
- $27,260 - $30,990
- $21,930 - $23,890
- $24,040 - $26,670
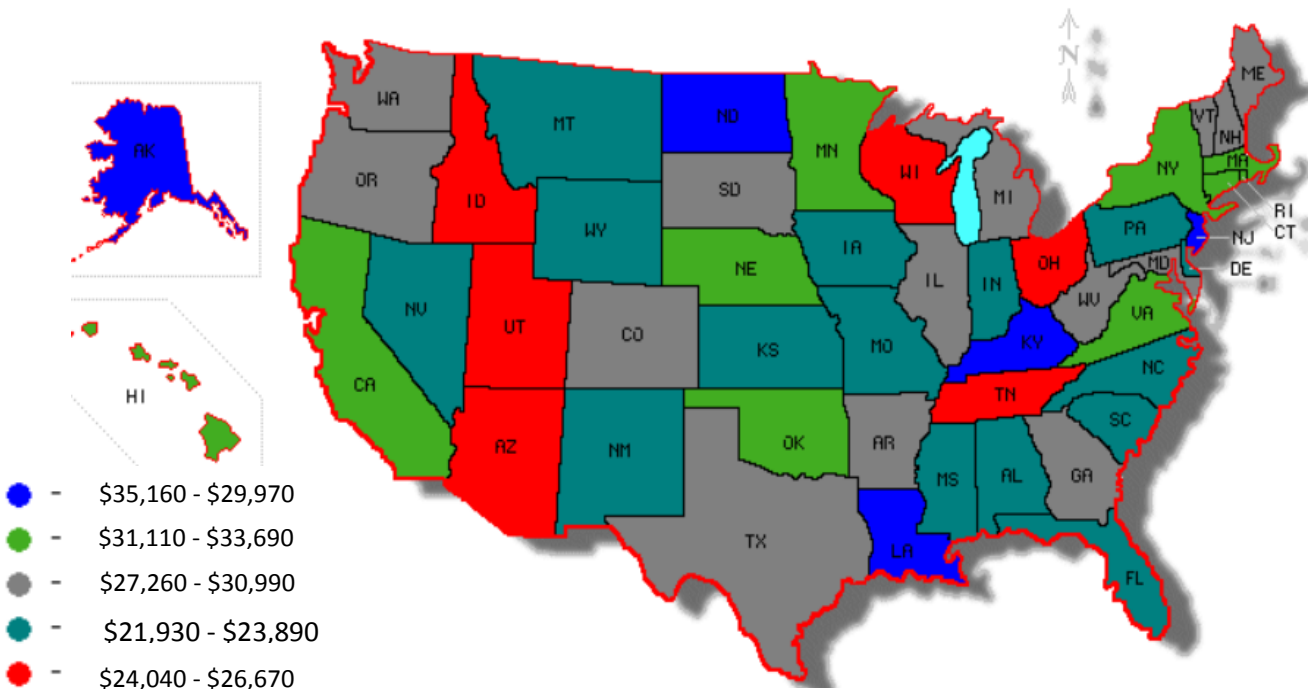
Source: Occupational Employment and Wages, May 2015 http://www.bls.gov/oes/current/oes252011.htm#st

Building on Progress toward Wage Parity

Although disparities in salary exist between preschool teachers across states, within states, and across sectors, there are some States and communities that are making strides in creating salary parity or comparability for preschool teachers across sectors and with K-12 teachers.

The District of Columbia

The District of Columbia (DC) provides universal preschool for all families who wish to enroll their 3 and 4 year-old children. DC has a three sector delivery system for preschool: public charter schools, DC Public Schools, and community based organizations. The majority of children are served through the public schools. DC Public Schools (DCPS) has a Head Start school-wide model which blends Head Start and state/local dollars to provide a Head Start experience for all pre-k students enrolled in DCPS Title I schools. Community-based organizations that participate in DC's universal Pre-K program are required to pay preschool teachers at the same rate as DCPS teachers commensurate with their credentials. Teachers in DCPS are on the same salary scale as K-12 teachers. Each public charter school has a different salary schedule designed to accommodate their innovative programs.

Source: Communications between the District of Columbia Office of the State Superintendent of Education, District of Columbia Public Charter School Board, and the U. S. Department of Education, June 2016

Abbott School Districts, New Jersey

As part of the New Jersey Supreme Court's 1998 school finance equity decision in Abbott v. Burke, the court required the state to invest in high-quality early childhood programs for four year-old children in each of 30 (now 31) of the state's most economically disadvantaged districts. Public school, Head Start, and private child care centers could participate in the state prekindergarten program if they met certain standards of high-quality, including teachers with a Bachelor's degree and state certification.

In 2002, the court also required that Head Start and child care programs in the Abbott prekindergarten program receive equal wages and benefits comparable to those of school district teachers. If they were unable to retain qualified teachers due to pay differences, the district had to provide additional funds. The state significantly invested in the teacher professional development infrastructure and in scholarships to help teachers in child care and Head Start meet the degree standard. In addition, the State revised its teacher licensure for a new P-3rd grade teaching certificate, which is currently under revision.

Between 2000 and 2007, about $21.7 million in scholarship funds were awarded to more than 6,600 preschool teachers, paid for through the Child Care and Development Fund. To receive a scholarship, individuals had to work a minimum of 30 hours per week as a head teacher, group teacher, or assistant teacher, maintain a B average or higher and remain employed with the same center for at least one year following completion of the degree program. The scholarship, which has been discontinued, was highly successful in enabling community-based preschool teachers to obtain a CDA, an Associate's Degree, a Bachelor's Degree, or an Early Childhood teacher certification, by the court-mandated deadline. Presently, all preschool teachers working under the Abbott prekindergarten program are required to have a Preschool-3rd grade teacher certification or equivalent whether they are teaching in a public school or a community-based setting.

Source: Communications between the New Jersey Department of Education and the U.S. Department of Education

One way in which States have been able to expand access to preschool and provide higher salaries for preschool teachers within school-based settings is by including preschool in the state's school funding formula. The National Conference of State Legislatures reports that states structure school funding

formulas for preschool in a variety of ways. Currently, 16 states and the District of Columbia use the elementary and secondary school funding or finance formula to fund preschool.[40]

For example, Iowa,[41] Nebraska, and Rhode Island fund preschool for three and four year-olds by including these students in a district's total student population count. Some states provide unrestricted eligibility, while others restrict eligibility by family income. Colorado changed its school finance law in 2013 to allow districts and charter schools to enroll all of the 3, 4, and 5 year-old children who meet eligibility requirements.[42]

Although funding preschool through the school funding formula expands access for children, many of the programs are in mixed delivery settings (to meet the needs of both children and working parents). The manner in which current wage data is collected does not enable review of wage parity for preschool teachers across settings.

Federal Initiatives that Support Early Educators and the Quality of Early Learning Programs

At the federal level, **President Obama proposed Preschool for All**, a $75 billion investment over 10 years that accelerates the work of states to expand and raise the quality of preschool for 4 year-olds through a new federal-state partnership. Preschool for All funds would be used to improve outcomes for children by expanding the number and availability of high-quality, inclusive preschool programs for children from low to moderate income families. Key among the requirements of the proposal is that preschool teachers would be paid a comparable salary to their K-12 counterparts.

While Congress has not yet passed Preschool for All, funding was appropriated to support competitive grants to states to develop or expand high-quality preschool in a mixed-delivery system. In December 2014, 18 states were awarded competitive Preschool Development Grants (PDG) in a program jointly administered by the U.S. Department of Education and the U.S. Department of Health and Human Services. Grantees were required to meet certain research-based standards of quality, including requiring that preschool teacher pay be comparable to salaries earned by local K-12 instructional staff.[43] Congress has further underscored the importance of the PDG program by authorizing it in the Every Student Succeeds Act of 2015.

Although none of the PDG states have implemented statewide programs, there are lessons to be learned about replication of the quality elements among additional communities.

Data from the first year's Annual Performance Reports (APRs) for the PDG grantees reveal both challenges and successes in achieving salary parity.

Figure 8. Preschool Development Grants
Funding Limited to 18 States

● Funded
● Non-Funded

11
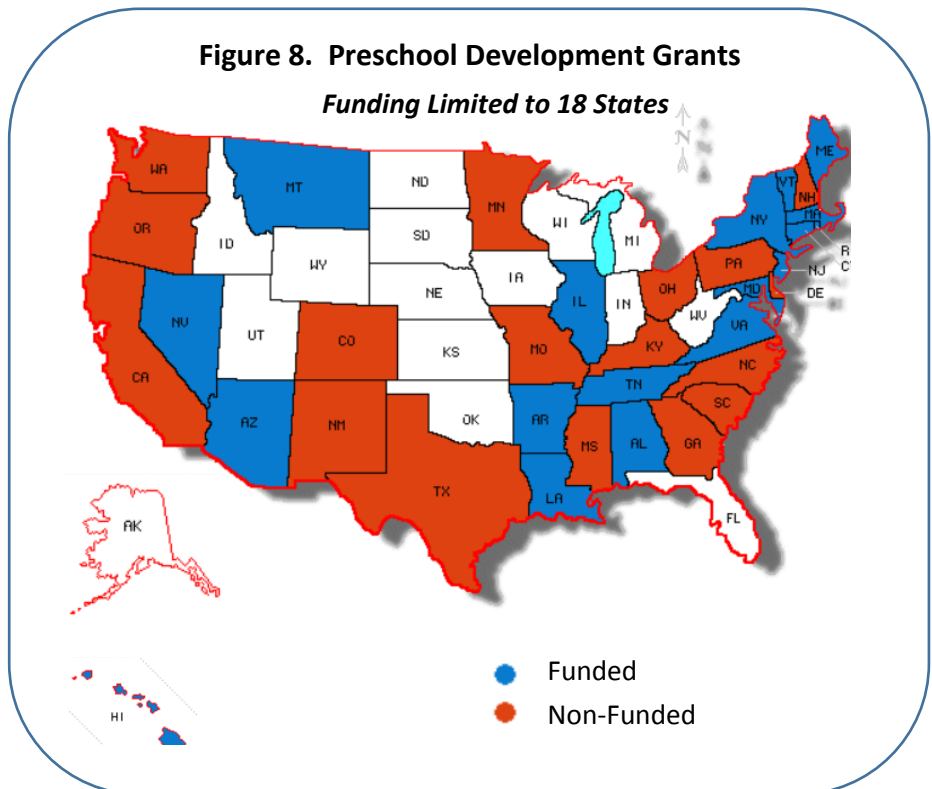
In addition to Preschool for All, **President Obama also proposed a landmark child care proposal** that would infuse an additional $82 billion over 10 years to expand access to the child care subsidy system for all low- and moderate-income working families with children under age four.
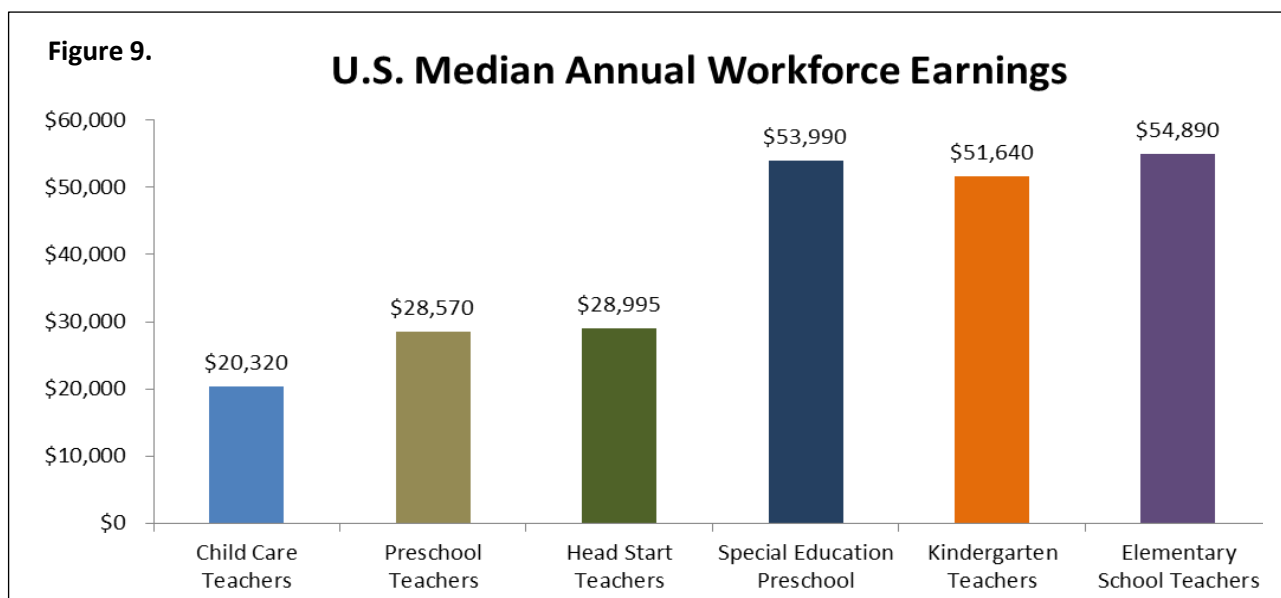
The President's plan would support higher quality care for infants and toddlers, enabled by greater resources and supports for early educators in these programs. A state that receives funding would be required to:

- Expand access to quality child care for infants and toddlers who currently do not receive assistance;

- Improve the quality of care for infants and toddlers who currently receive assistance, which could be done through investments in professional development; and

- Support child care subsidy payment rates for child care providers who serve infants and toddlers that reflect the cost of operating high-quality programs (which could include higher wages for staff working with young children).

Under the President's plan, grants would support quality standards that promote high-quality care, full-day, full-year care, and the use of evidence-based practices. Further, new funding to enhance the quality of child care as outlined in the proposal would enable providers to attain higher levels of education, coaching, and training.

The President's Preschool for All proposal is embodied in the *"Strong Start for America's Children Act,"* which was introduced by Senator Patty Murray in the U.S. Senate and Representative Richard Hanna in the U.S. House of Representatives. The President's child care proposal is embodied in *"the Child Care Access to Resources for Early-Learning Act (the Child C.A.R.E. Act),"* introduced by Senator Bob Casey in the U.S. Senate and Representatives Joseph Crowley and Lois Frankel in the U.S. House of Representatives.

Strengthening the workforce is one of the core goals of both bills and aligns with the recommendations in the 2015 Institute of Medicine and National Research Council Report for professional development and teacher qualifications of the early learning workforce. Across early education settings, efforts are underway at the federal level to improve program quality, beginning with a knowledgeable and skilled workforce.

Figure 9.

U.S. Median Annual Workforce Earnings

Child Care Teachers	$20,320
Preschool Teachers	$28,570
Head Start Teachers	$28,995
Special Education Preschool	$53,990
Kindergarten Teachers	$51,640
Elementary School Teachers	$54,890

Source: Bureau of Labor Statistics (May 2015)

Federal Efforts to Support the Early Childhood Workforce

Child Care and Development Fund (CCDF): Child care providers must receive training in health and safety; states must create a progression of professional development and set annual ongoing training requirements; quality dollars can be spent on supporting costs of professional development; and a percentage of all quality dollars is targeted for improving the quality of care for infants and toddlers.

Head Start and Early Head Start: The Head Start law sets qualifications for teachers and teaching assistants; requires ongoing professional development and individualized professional development plans. Head Start teachers in most programs have outpaced the expectations for degree attainment put forward in the law.

State Early Care and Learning Advisory Councils: Authorized in the Head Start Act, these collaborative councils must develop recommendations on statewide professional development and career advancement plans and assess the capacity and effectiveness of institutes of higher education to support the development of early childhood educators.

Early Childhood Training and Technical Assistance System: Various federal technical assistance centers develop and disseminate high-quality, evidence-based resources and practices, and provide training and technical assistance at the regional, state, and local levels.

Race To The Top - Early Learning Challenge grants: One of the five components of a state's grant is focused on early childhood workforce improvements.

Preschool Development Grants (PDGs): Comparable salaries for teachers in high-quality school and community-based classrooms is a requirement for programs funded by states using PDG funds.

The Elementary and Secondary Education Act: The education law, recently reauthorized through the Every Student Succeeds Act, includes opportunities to support the early childhood workforce.

Conclusion

Across the early learning workforce of those teaching children birth through age eight, salaries vary by title and setting with those working in community-based settings earning much less than those working in schools. (See Figure 9). The 2015 Institute of Medicine's (IOM) report, *Transforming the workforce for children birth through age 8: A unifying foundation*, reviewed the research on child development and called for a minimum standard of a Bachelor degree by 2025 for teachers across all early learning settings and sectors. In order to achieve this goal, the U.S. Departments of Health and Human Services and Education recommend:

- Career pathways to support professional development of the workforce and to meet the benchmark of a Bachelor's degree, at a minimum, for lead teachers of children birth through age eight;

- Earnings sufficient to attract and retain a high-quality workforce;

- Pay parity across settings so that all settings can be standard bearers for high-quality without one type of setting becoming the training ground for another; and

- Preschool lead teachers paid comparably to Kindergarten and elementary school teachers.

Because the majority of early learning programs that young children attend are funded through parent fees and most parents cannot afford to pay more, it is time to seriously look at a more effective way to fund the overall system of early learning in this country. As long as large pay disparities persist, it will be difficult to promote effective training and professional development, reduce workforce turnover, and establish sustainable high-quality early learning programs – all of which undermines the quality of early learning experiences we can offer our youngest learners.

Education, training, and fair compensation are essential to promoting high-quality experiences for all children, across all early education settings. In order for programs to be effective, early educators across all settings must be compensated at comparable rates to their elementary school counterparts. To truly attain a high-quality workforce across all sectors, the system requires an infusion of resources and adequate funding to support higher earnings. Throughout every community, our children depend on this critical work for success in school and life. And, the mostly women who take on the difficult, yet critical job or caring for – and educating – our youngest, depend on it too.

Annual Median Salary of Early Learning Practitioners and Elementary School Teachers, 2015

State	Child Care Workers Annual Median Wage	Head Start Teachers	Preschool Teachers	Preschool Special Education Teachers	Kindergarten Teachers	Elementary School Teachers
National Median:	$20,320	$28,995	$28,570	$53,990	$51,640	$54,890
Alabama	$18,210	$23,090	$26,570	$34,770	$47,820	$50,390
Alaska	$24,550	$29,881	$36,410	$70,580	$66,820	$71,490
Arizona	$20,070	$32,027	$23,560	$44,750	$40,230	$39,300
Arkansas	$18,290	$27,066	$28,170	$31,410	$45,390	$44,570
California	$24,150	$34,156	$31,720	$70,670	$63,940	$72,910
Colorado	$23,870	$31,255	$27,260	$52,390	$46,190	$48,130
Connecticut	$22,410	$34,176	$31,620	$70,190	$71,050	$75,930
Delaware	$20,690	$29,276	$25,450	NA	$58,540	$58,860
District of Columbia	$23,010	$68,100	$39,940	NA	$52,010	$67,090
Florida	$19,820	$28,073	$24,240	$46,860	$45,660	$46,060
Georgia	$19,050	$27,000	$28,190	$48,300	$53,840	$53,790
Hawaii	$18,860	$34,316	$33,690	NA	$44,350	$56,020
Idaho	$18,280	$22,000	$21,930	$38,280	$44,070	$44,940
Illinois	$21,830	$32,691	$28,670	$78,530	$48,710	$55,320
Indiana	$19,480	$23,231	$24,530	$48,570	$44,970	$48,710
Iowa	$18,480	$29,861	$24,040	$58,120	$50,030	$51,150
Kansas	$18,900	$31,680	$24,570	$44,680	$44,880	$45,110
Kentucky	$18,910	$26,316	$37,640	$46,550	$52,370	$51,850
Louisiana	$18,340	$26,739	$39,970	$48,230	$47,340	$47,460
Maine	$21,580	$24,818	$29,620	$32,480	$49,960	$51,170
Maryland	$22,120	$34,074	$27,980	$64,850	$55,900	$61,620
Massachusetts	$24,980	$28,078	$31,580	$55,860	$67,170	$71,240
Michigan	$19,620	$27,613	$27,740	$51,320	$52,460	$63,530
Minnesota	$22,470	$28,192	$32,130	$56,750	$53,110	$57,560
Mississippi	$18,140	$21,842	$24,970	$35,600	$39,800	$40,810
Missouri	$18,840	$23,870	$25,070	$47,360	$45,070	$48,030
Montana	$19,100	$19,537	$25,900	NA	$44,230	$48,550
Nebraska	$19,620	$35,545	$31,840	$51,650	$47,910	$50,600
Nevada	$21,120	$28,434	$24,640	$51,950	$48,700	$53,010
New Hampshire	$21,780	$21,720	$27,510	$48,930	$51,280	$55,690
New Jersey	$22,070	$35,468	$35,160	$62,700	$61,350	$63,960
New Mexico	$18,920	$28,588	$26,670	$61,420	$52,870	$56,750
New York	$25,450	$39,050	$31,100	$57,380	$60,120	$68,540

State	Child Care Workers Annual Median Wage	Head Start Teachers	Preschool Teachers	Preschool Special Education Teachers	Kindergarten Teachers	Elementary School Teachers
North Carolina	$19,650	$26,139	$25,970	$49,520	$39,930	$42,170
North Dakota	$19,200	$28,673	$35,410	NA	$44,360	$46,180
Ohio	$19,860	$24,255	$23,690	$52,240	$52,470	$59,620
Oklahoma	$18,520	$28,371	$32,030	$33,200	$38,750	$39,270
Oregon	$22,240	$27,065	$27,680	$67,850	$56,900	$57,820
Pennsylvania	$19,590	$26,908	$25,970	NA	$51,050	$59,780
Puerto Rico	$17,650	$22,650	$22,010	NA	$18,420	$36,290
Rhode Island	$19,720	$27,739	$32,900	$72,030	$69,870	$71,220
South Carolina	$18,370	$23,080	$24,620	$47,650	$51,150	$48,660
South Dakota	$19,340	$24,814	$28,710	$39,130	$38,560	$40,690
Tennessee	$18,560	$28,363	$23,840	$42,930	$47,950	$47,980
Texas	$18,970	$30,160	$30,990	$55,180	$50,910	$52,410
Utah	$19,700	$20,959	$23,030	$64,090	$43,320	$51,890
Vermont	$23,400	$26,153	$29,390	$52,560	$53,080	$53,360
Virginia	$19,510	$30,481	$32,490	$62,290	$57,100	$59,190
Washington	$23,520	$30,241	$27,810	$60,170	$55,020	$62,110
West Virginia	$18,890	$31,987	$30,640	NA	$47,880	$45,740
Wisconsin	$20,410	$29,714	$23,890	$38,250	$48,700	$54,120
Wyoming	$20,850	$27,181	$26,130	$47,900	$56,190	$57,550

UNITED STATES OF AMERICA

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

U.S. Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$20,320
Preschool Teachers	$28,570
Head Start Teachers	$28,995
Special Education Preschool Teachers	$53,990
Kindergarten Teachers	$51,640
Elementary School Teachers	$54,890

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
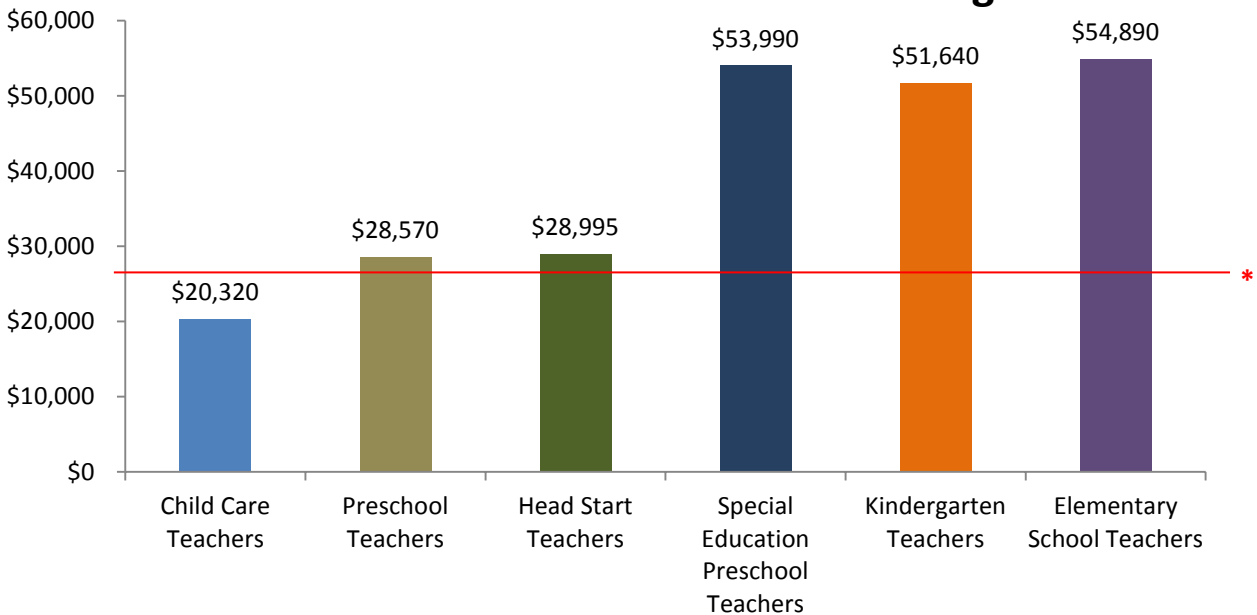
U.S. Demographics

- **23.7 million** Children Under Age 6
- **11.3 million** Children Under Age 6 Below 200% of Poverty
- **64.6%** Children under Age 6 Living in Households with All Parents Working
- **45.4%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **23.9%** Children Under Age 5 Living in Poverty

U.S. Median Annual Wages for Other Occupations
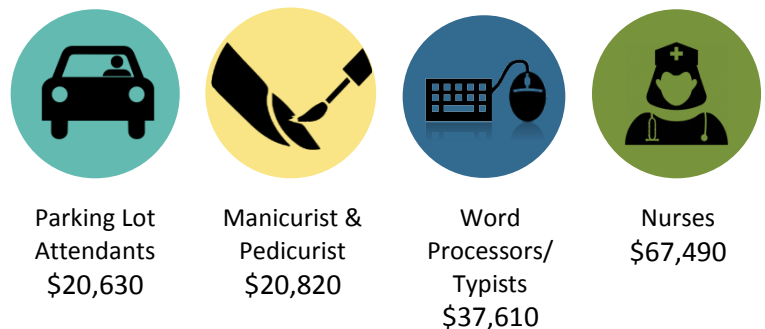
- Parking Lot Attendants $20,630
- Manicurist & Pedicurist $20,820
- Word Processors/Typists $37,610
- Nurses $67,490

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).

ALABAMA

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Alabama Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,210
Preschool Teachers	$26,570
Head Start Teachers	$23,090
Special Education Preschool Teachers	$34,770
Kindergarten Teachers	$47,820
Elementary School Teachers	$50,390

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Alabama Demographics

350,463 Children Under Age 6

197,396 Children Under Age 6 Below 200% of Poverty

63.8% Children Under Age 6 Living in Households with All Parents Working

51.5% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

31.1% Children Under Age 5 Living in Poverty

Alabama Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,900
- Manicurists & Pedicurists $19,720
- Word Processors/ Typists $30,060
- Nurses $55,530

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
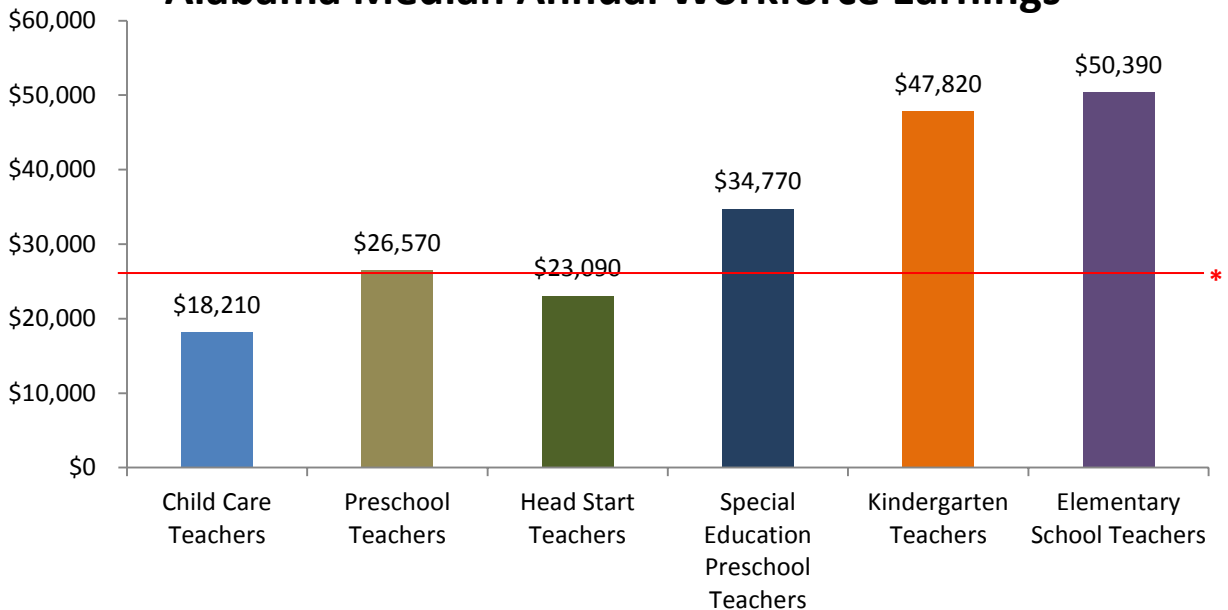
ALASKA

Access to High Quality Early Learning Matters!

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Alaska Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$24,550
Preschool Teachers	$36,410
Head Start Teachers	$29,881
Special Education Preschool Teacher	$70,580
Kindergarten Teachers	$66,820
Elementary School Teachers	$71,490

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Alaska Demographics

- **63,804** Children Under Age 6
- **25,530** Children Under Age 6 Below 200% of Poverty
- **58.6%** Children Under Age 6 Living in Households with All Parents Working
- **31.5%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **17.6%** Children Under Age 5 Living in Poverty

Alaska Median Annual Wages for Other Occupations

- Parking Lot Attendants $22,820
- Manicurists & Pedicurists $28,040
- Word Processors/ Typists $37,190
- Nurses $88,130

ARIZONA

Access to High Quality Early Learning Matters!

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Arizona Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$20,070
Preschool Teachers	$23,560
Head Start Teachers	$32,027
Special Education Preschool Teachers	$44,750
Kindergarten Teachers	$40,230
Elementary School Teachers	$39,300

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Arizona Demographics

- **526,134** Children Under Age 6
- **290,137** Children Under Age 6 Below 200% of Poverty
- **58.7%** Children Under Age 6 Living in Households with All Parents Working
- **36.2%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **28.3%** Children Under Age 5 Living in Poverty

Arizona Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,800
- Manicurist & Pedicurist $22,220
- Word Processors/ Typists $30,500
- Nurses $71,510

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
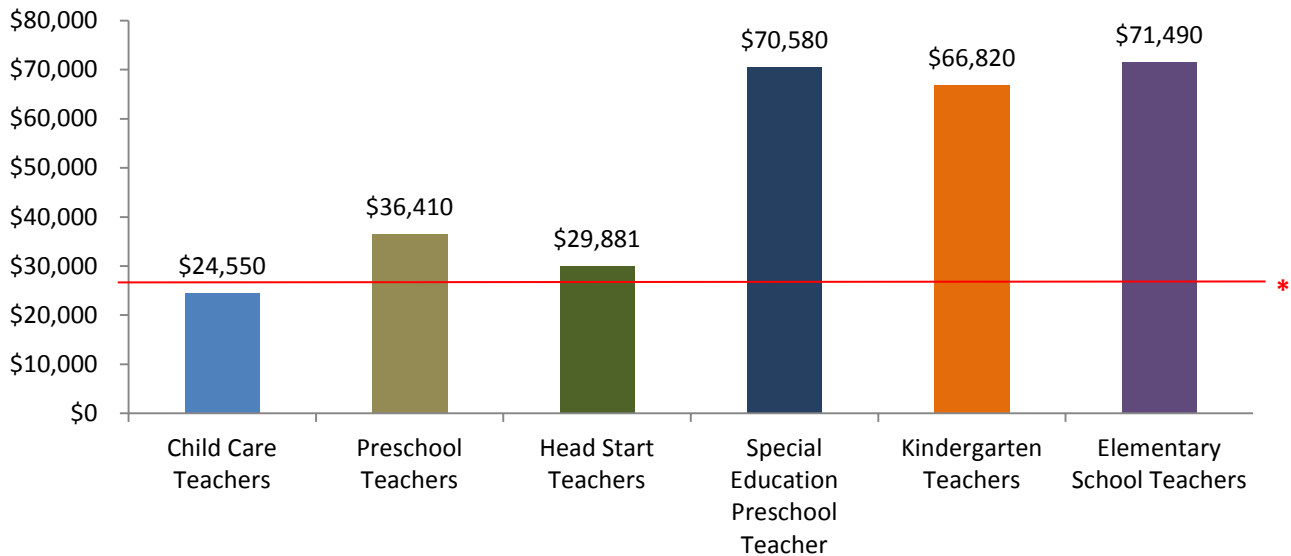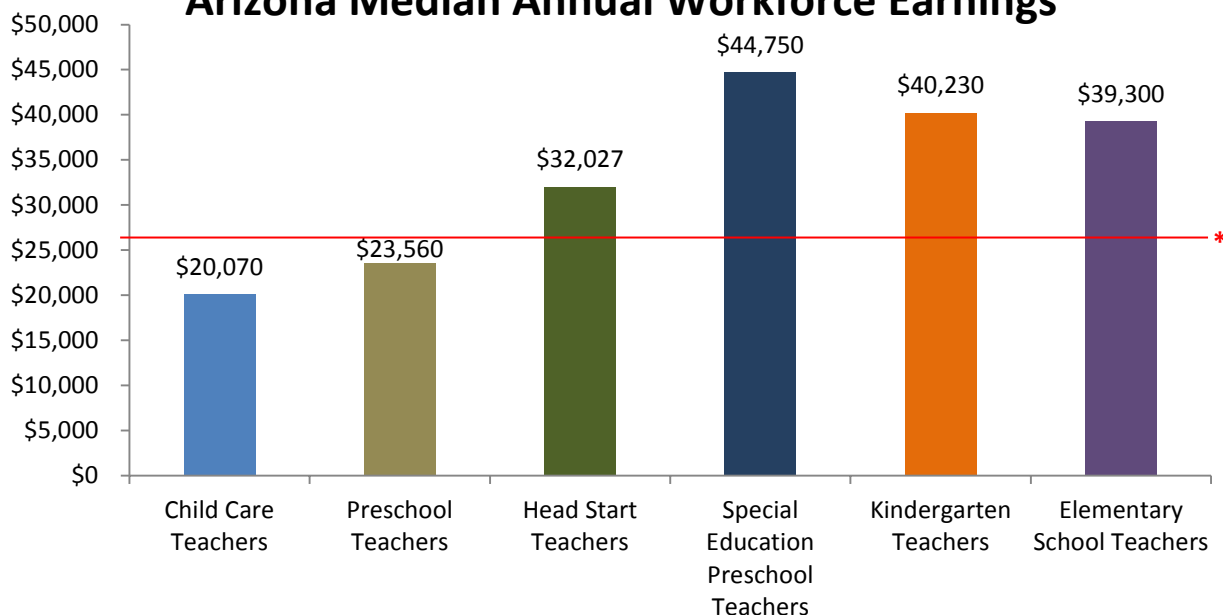
ARKANSAS

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Arkansas Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,290
Preschool Teachers	$28,170
Head Start	$27,066
Special Education Preschool Teachers	$31,410
Kindergarten Teachers	$45,390
Elementary School Teachers	$44,570

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Arkansas Demographics

228,326 Children Under Age 6

139,094 Children Under Age 6 Below 200% of Poverty

64.9% Children Under Age 6 Living in Households with All Parents Working

53.6% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

30.1% Children Under Age 5 Living in Poverty

Arkansas Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,500
- Manicurists & Pedicurist $19,230
- Word Processors/ Typists $34,890
- Nurses $55,660

CALIFORNIA

Research shows that during the earliest years of a child's life:

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

California Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$24,150
Preschool Teachers	$31,720
Head Start Teachers	$34,156
Special Education Preschool Teachers	$70,670
Kindergarten teachers	$63,940
Elementary School Teachers	$72,910

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

California Demographics

3 million Children Under Age 6

1.4 million Children Under Age 6 Below 200% of Poverty

60.5% Children Under Age 6 Living in Households with All Parents Working

37.7% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

23.4% Children Under Age 5 Living in Poverty

California Median Annual Wages for Other Occupations
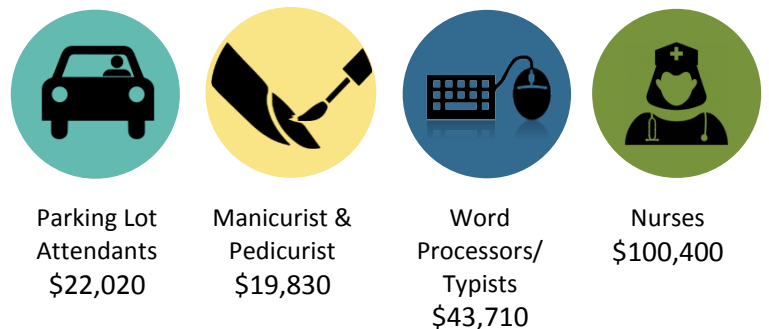
- Parking Lot Attendants $22,020
- Manicurist & Pedicurist $19,830
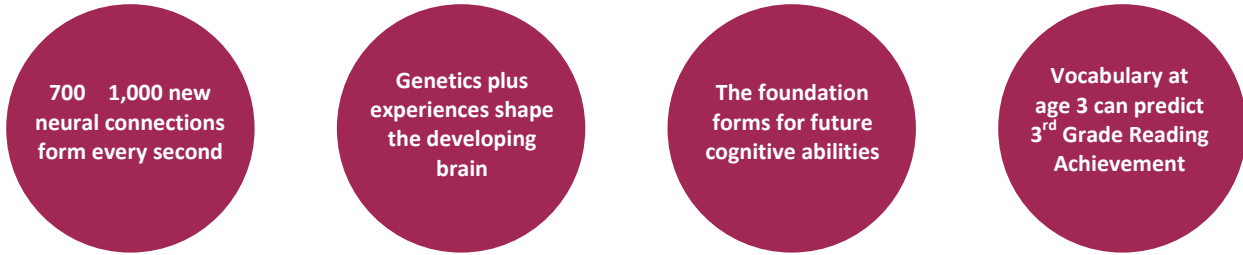- Word Processors/Typists $43,710
- Nurses $100,400

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
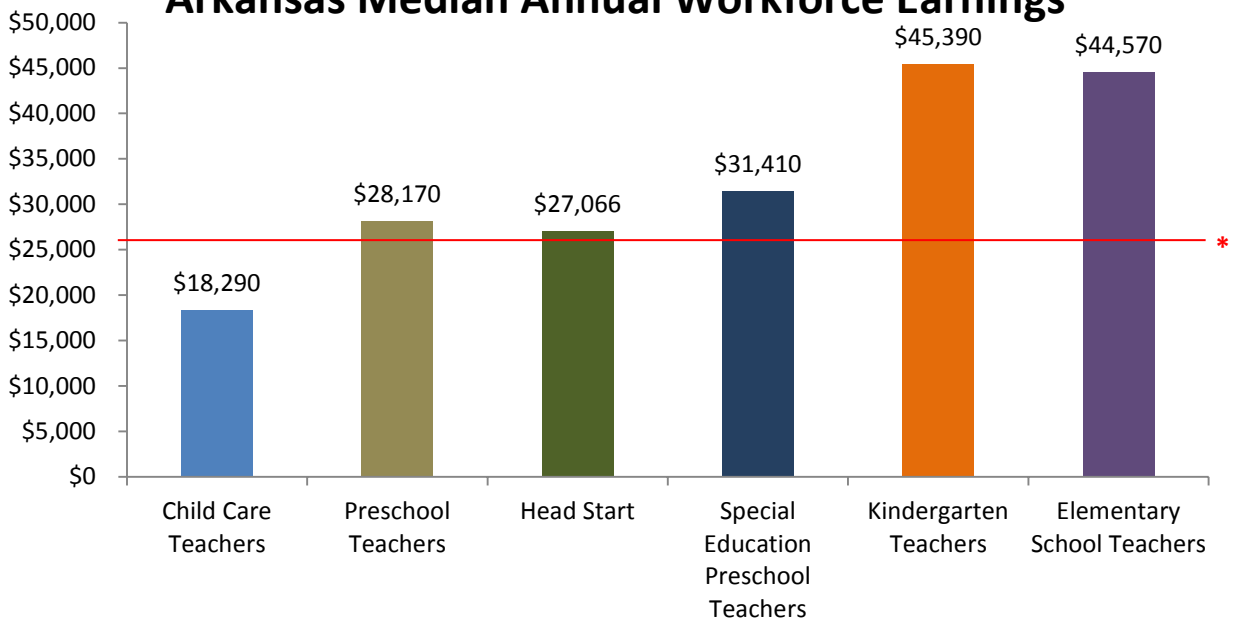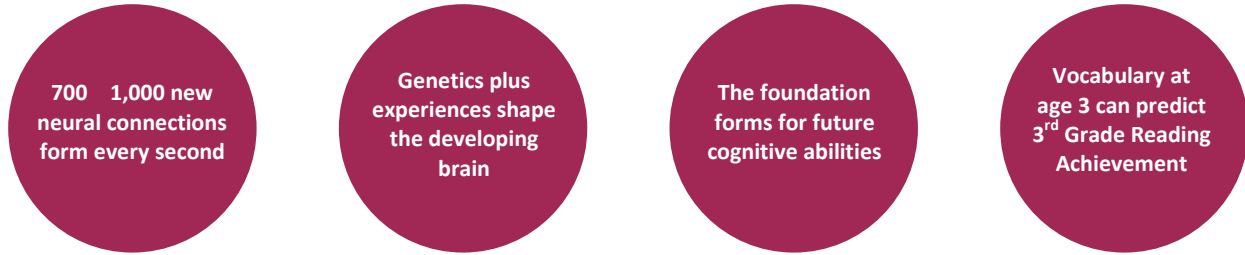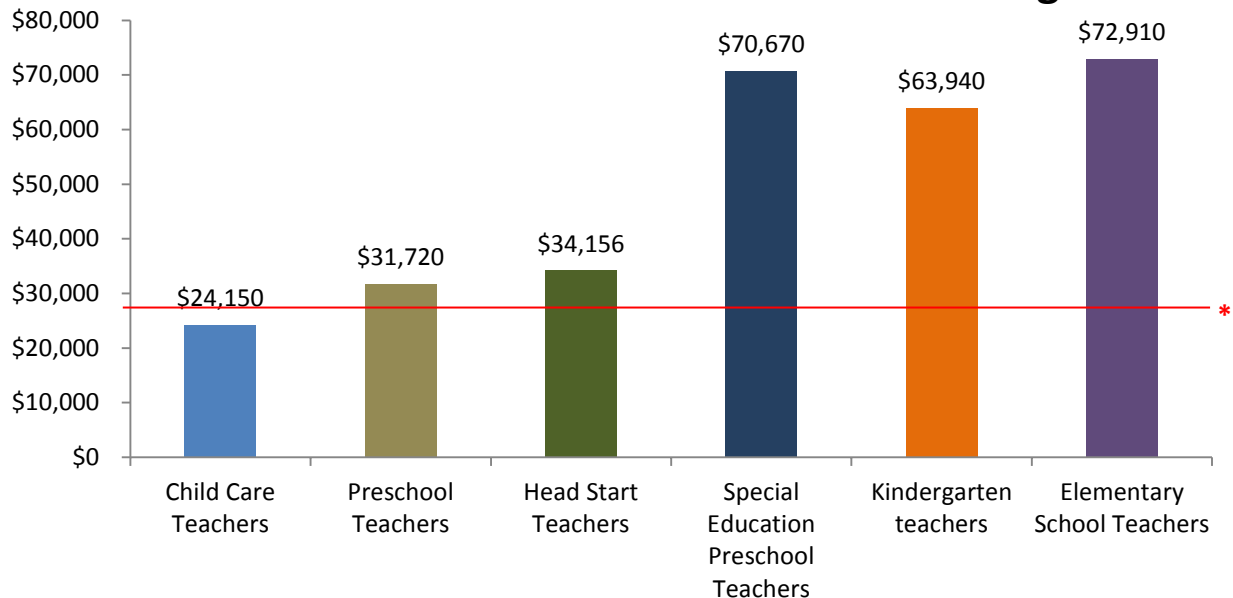
COLORADO

Access to High Quality Early Learning Matters!

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- 700   1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Colorado Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$23,870
Preschool Teachers	$27,260
Head Start Teachers	$31,255
Special Education Preschool	$52,390
Kindergarten Teachers	$46,190
Elementary School Teachers	$48,130

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Colorado Demographics

405,577 Children Under Age 6

163,289 Children Under Age 6 Below 200% of Poverty

63.9% Children Under Age 6 Living in Households with All Parents Working

36.4% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

16.2% Children Under Age 5 Living in Poverty

Colorado Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,710
- Manicurist & Pedicurist $19,710
- Word Processors/ Typists $35,970
- Nurses $68,540

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
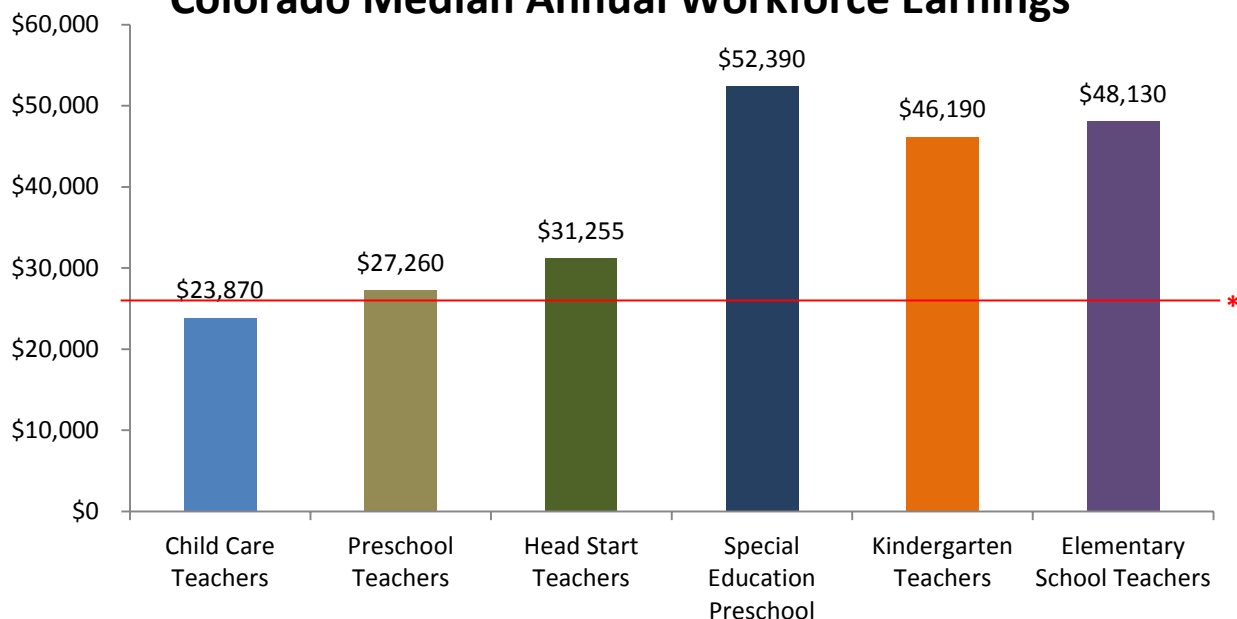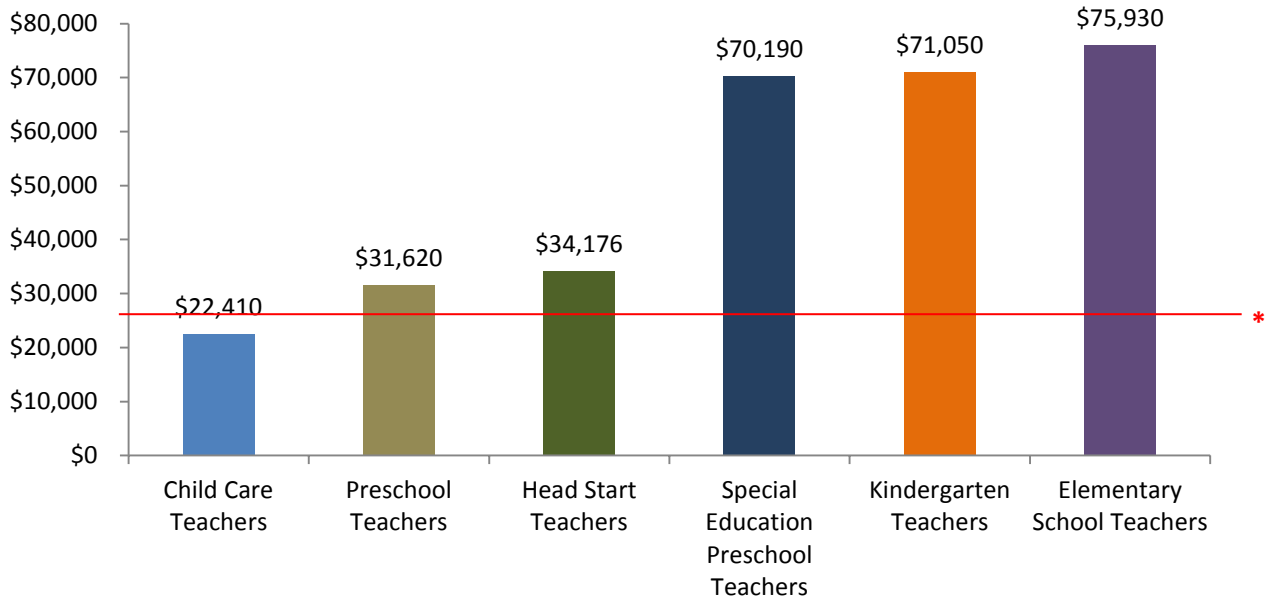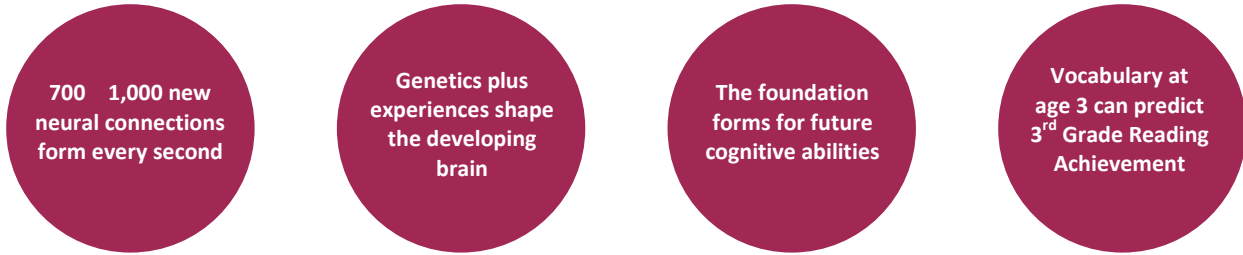
CONNECTICUT

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Connecticut Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$22,410
Preschool Teachers	$31,620
Head Start Teachers	$34,176
Special Education Preschool Teachers	$70,190
Kindergarten Teachers	$71,050
Elementary School Teachers	$75,930

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Connecticut Demographics

228,490	Children Under Age 6
83,556	Children Under Age 6 Below 200% of Poverty
70.8%	Children Under Age 6 Living in Households with All Parents Working
32.7%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
16.8%	Children Under Age 5 Living in Poverty

Connecticut Median Annual Wages for Other Occupations

- Parking Lot Attendants $22,340
- Manicurist & Pedicurist $19,760
- Word Processors/ Typists $40,120
- Nurses $76,460

DISTRICT OF COLUMBIA

Access to High Quality Early Learning Matters!

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

DC Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$23,010
Preschool Teachers	$39,940
Head Start Teachers	$68,100
Kindergarten Teachers	$52,010
Elementary School Teachers	$67,090

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Note: DC public school education begins at age 3 with Pre-K and Head Start embedded in the DC Public School system. Salaries for kindergarten teachers and elementary school teachers as reported by the Bureau of Labor Statistics include both public school salaries and charter school salaries. Charter school salaries tend to be lower, which is reflected in the overall median reported by BLS. Head Start programs are not located in charter schools and therefore salaries reflect wages paid on the public school teacher scale. The U.S. Bureau of Labor Statistics did not report separate wage data for DC preschool special education teachers.

District of Columbia Demographics

47,971 Children Under Age 6

18,841 Children Under Age 6 Below 200% of Poverty

73.8% Children Under Age 6 Living in Households with All Parents Working

32.9% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

24.3% Children Under Age 5 Living in Poverty

District of Columbia Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,320
- Manicurist & Pedicurist $31,970
- Word Processors/ Typists $45,190
- Nurses $79,630

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
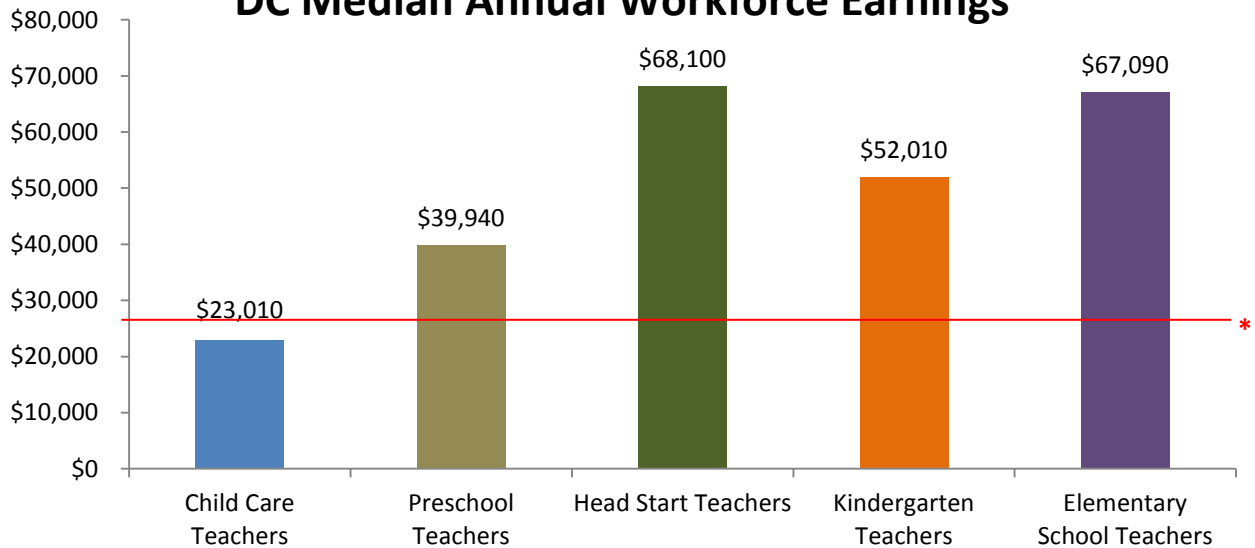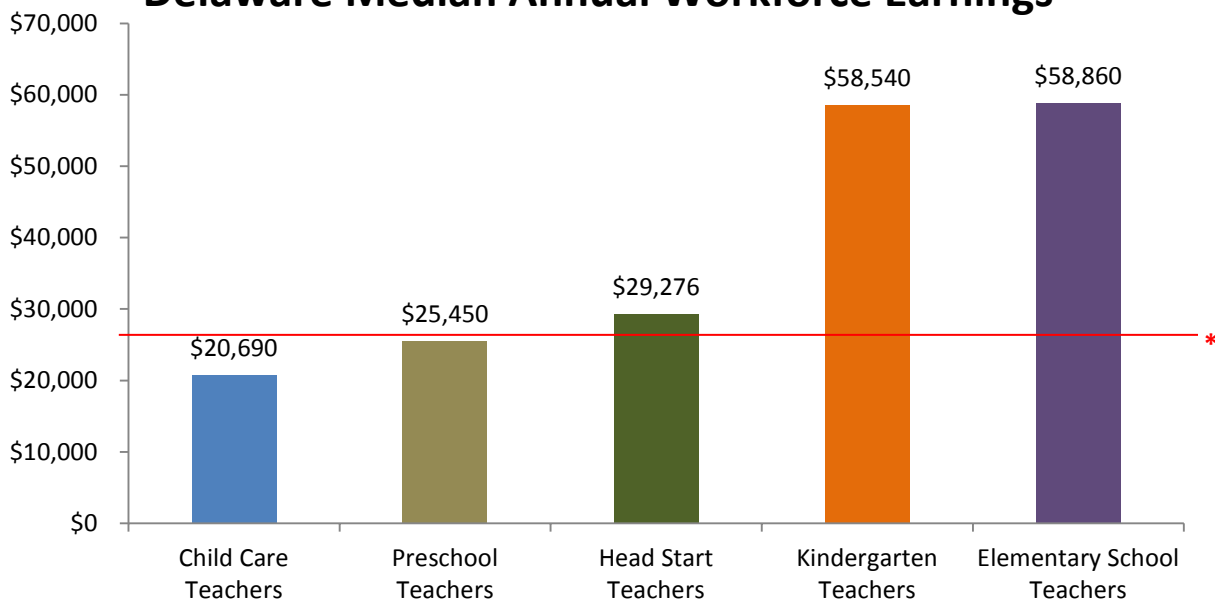
DELAWARE

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Delaware Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$20,690
Preschool Teachers	$25,450
Head Start Teachers	$29,276
Kindergarten Teachers	$58,540
Elementary School Teachers	$58,860

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Note: The U.S. Bureau of Labor Statistics did not report separate wage data for DE preschool special education teachers.

Delaware Demographics

68,812	Children Under Age 6
28,057	Children Under Age 6 Below 200% of Poverty
72.4%	Children Under Age 6 Living in Households with All Parents Working
26.7%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
20.5%	Children Under Age 5 Living in Poverty

Delaware Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,660
- Manicurist & Pedicurist $20,940
- Word Processors/ Typists $44,370
- Nurses $71,060

FLORIDA

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Florida Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,820
Preschool Teachers	$24,240
Head Start Teachers	$28,073
Special Education Preschool Teachers	$46,860
Kindergarten Teachers	$45,660
Elementary School Teachers	$46,060

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Florida Demographics

- **1.3 million** Children Under Age 6
- **698,770** Children Under Age 6 Below 200% of Poverty
- **65.7%** Children Under Age 6 Living in Households with All Parents Working
- **42.7%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **26.2%** Children Under Age 5 Living in Poverty

Florida Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,890
- Manicurist & Pedicurist $24,600
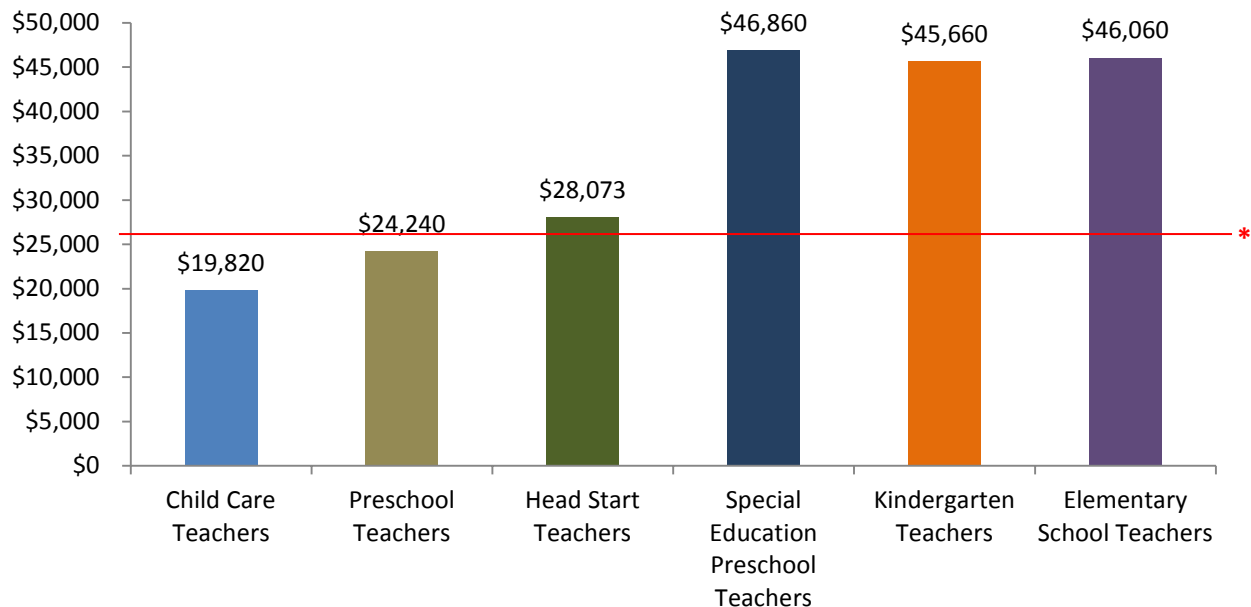- Word Processors/ Typists $28,980
- Nurses $62,140

GEORGIA

Access to High Quality Early Learning Matters!

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700 – 1,000 new neural connections form every second

Genetics plus experiences shape the developing brain

The foundation forms for future cognitive abilities

Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Georgia Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$19,050
Preschool Teachers	$28,190
Head Start Teachers	$27,000
Special Education Preschool Teachers	$48,300
Kindergarten Teachers	$53,840
Elementary School Teachers	$53,790

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Georgia Demographics

793,291 Children Under Age 6

432,062 Children Under Age 6 Below 200% of Poverty

65.2% Children Under Age 6 Living in Households with All Parents Working

46.1% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

29.8% Children Under Age 5 Living in Poverty

Georgia Median Annual Wages for Other Occupations

Parking Lot Attendants $19,400

Manicurist & Pedicurist $22,200

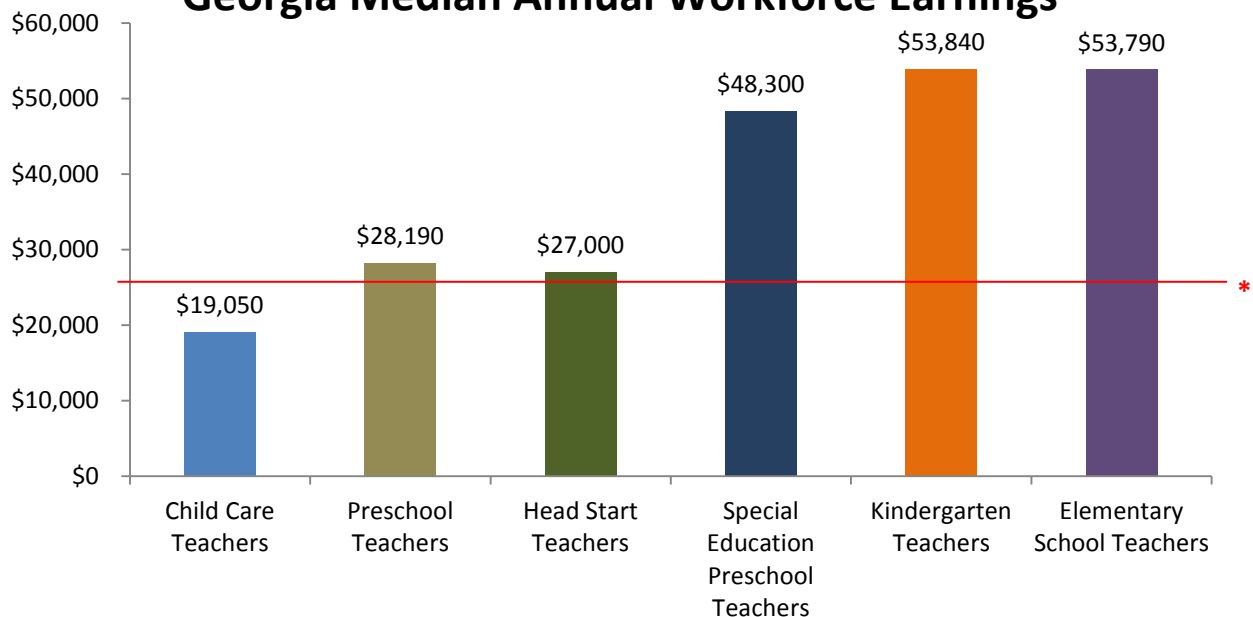Word Processors/ Typists $33,090

Nurses $63,140

HAWAII

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Hawaii Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,860
Preschool Teachers	$33,690
Head Start Teachers	$34,316
Kindergarten Teachers	$44,350
Elementary School Teachers	$56,020

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Note: The U.S. Bureau of Labor Statistics did not report separate wage data for HI preschool special education teachers.

Hawaii Demographics

- **106,260** Children Under Age 6
- **37,584** Children Under Age 6 Below 200% of Poverty
- **61%** Children Under Age 6 Living in Households with All Parents Working
- **31.5%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **13.8%** Children Under Age 5 Living in Poverty

Hawaii Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,270
- Manicurist & Pedicurist $20,230
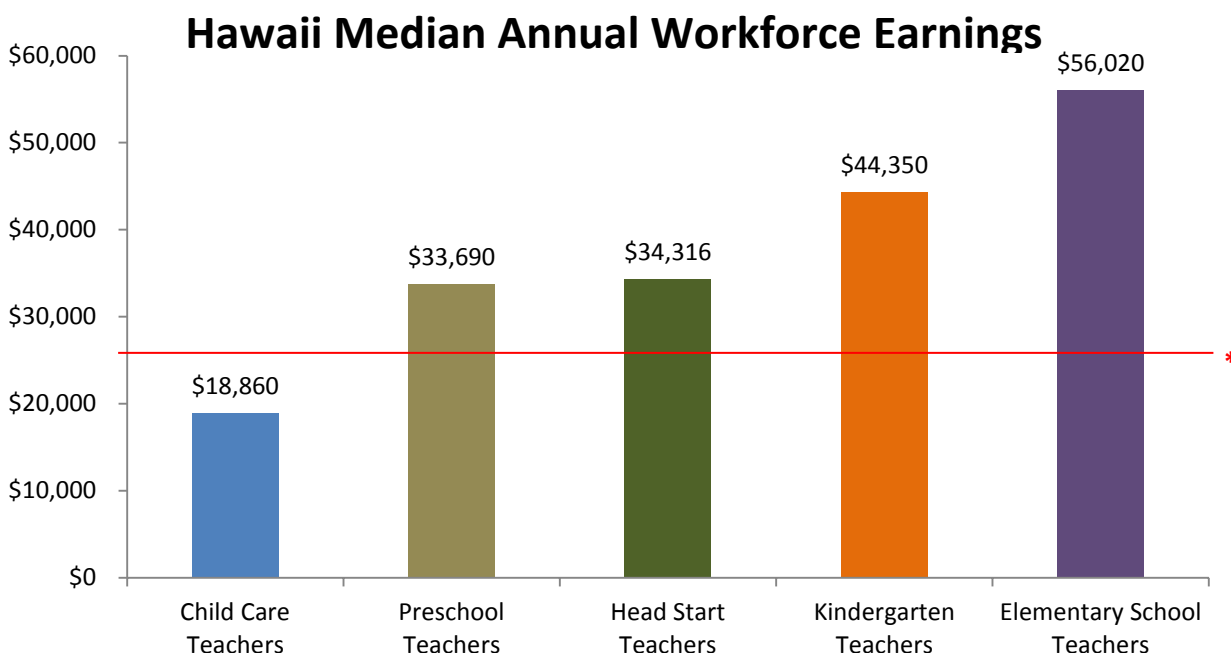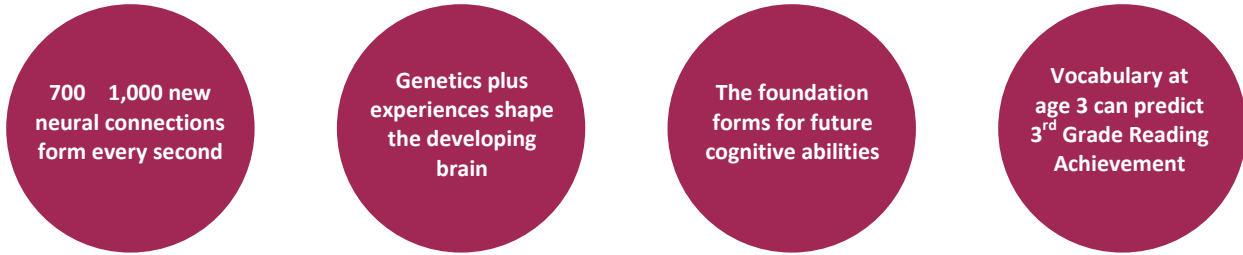- Word Processors/ Typists $30,220
- Nurses $92,290

IDAHO

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Idaho Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,280
Preschool Teachers	$21,930
Head Start Teachers	$22,000
Special Education Preschool Teachers	$38,280
Kindergarten Teachers	$44,070
Elementary School Teachers	$44,940

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
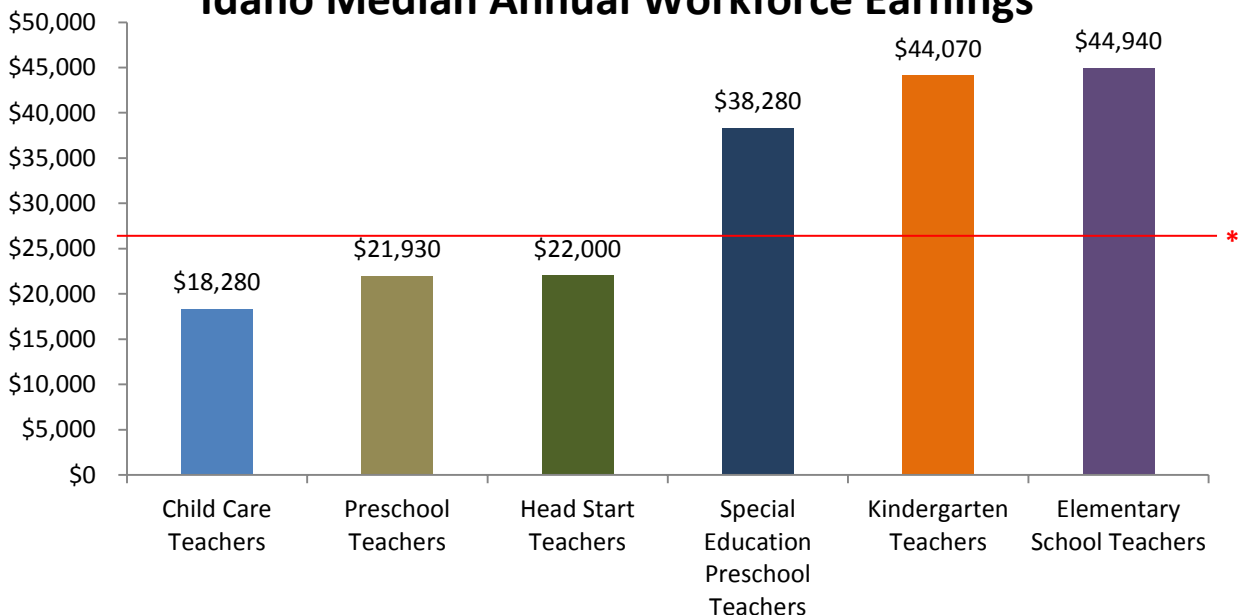
Idaho Demographics

135,838 Children Under Age 6

70,888 Children Under Age 6 Below 200% of Poverty

56.3% Children Under Age 6 Living in Households with All Parents Working

47.5% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

22.3% Children Under Age 5 Living in Poverty

Idaho Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,010
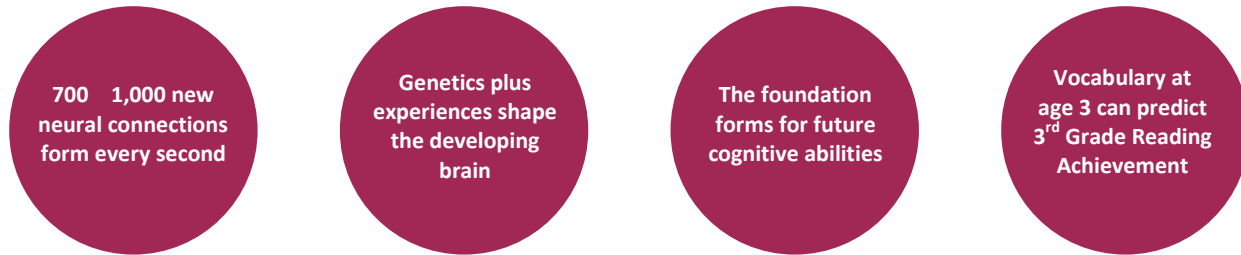- Manicurist & Pedicurist $20,600
- Word Processors/ Typists $19,570
- Nurses $60,960

ILLINOIS

Access to High Quality Early Learning Matters!

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- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Illinois Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$21,830
Preschool Teachers	$28,670
Head Start Teachers	$32,691
Special Education Preschool Teachers	$78,530
Kindergarten Teachers	$48,710
Elementary School Teachers	$55,320

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
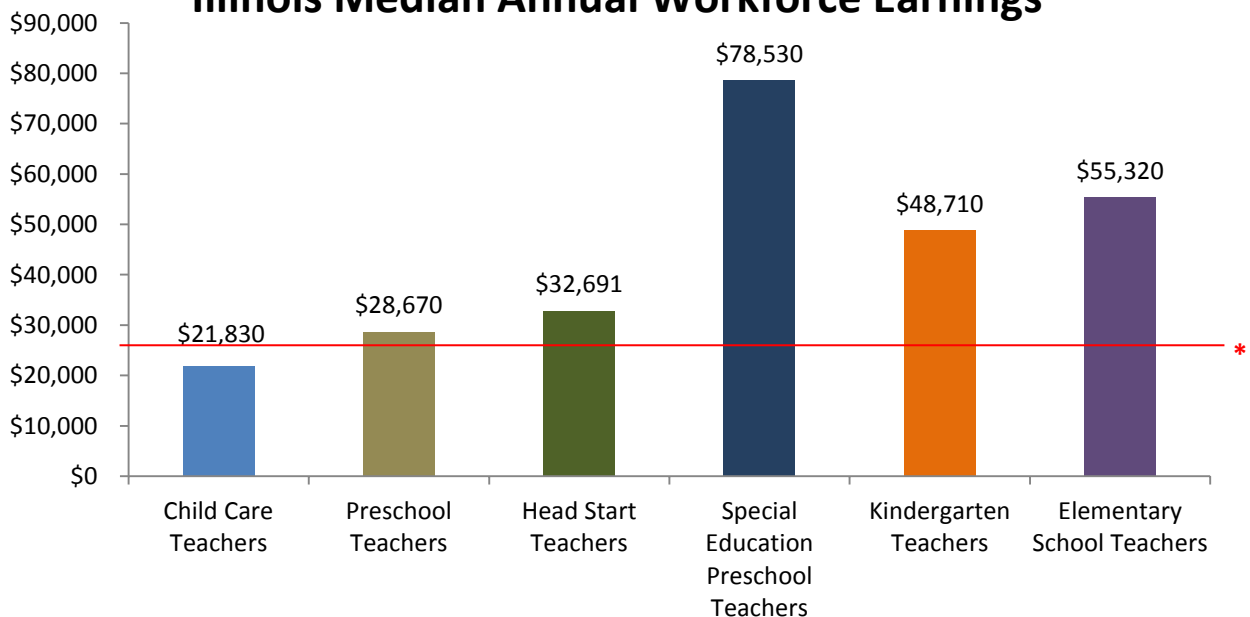
Illinois Demographics

955,983 Children Under Age 6

405,574 Children Under Age 6 Below 200% of Poverty

65.8% Children Under Age 6 Living in Households with All Parents Working

45.5% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

22.8% Children Under Age 5 Living in Poverty

Illinois Median Annual Wages for Other Occupations
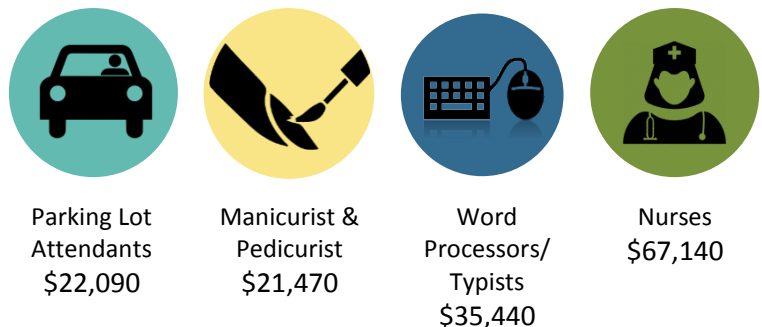
- Parking Lot Attendants $22,090
- Manicurist & Pedicurist $21,470
- Word Processors/ Typists $35,440
- Nurses $67,140

INDIANA

Research shows that during the earliest years of a child's life:

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Indiana Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,480
Preschool Teachers	$24,530
Head Start Teachers	$23,231
Special Education Preschool Teachers	$48,570
Kindergarten Teachers	$44,970
Elementary School Teachers	$48,710

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
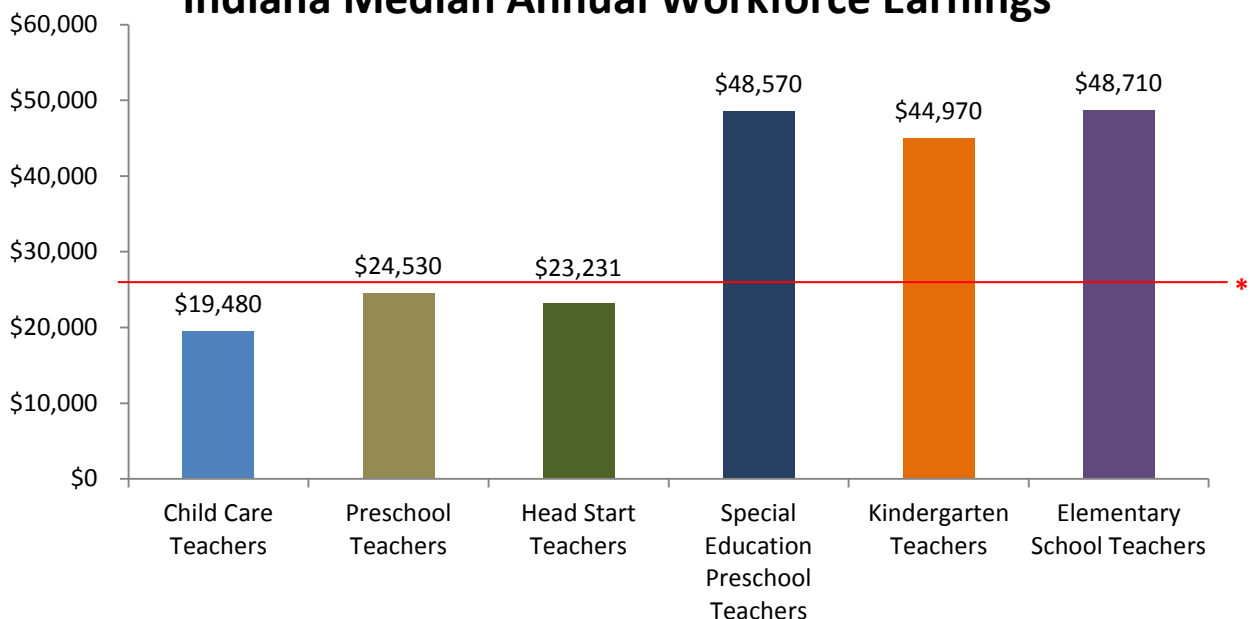
Indiana Demographics

- **506,001** Children Under Age 6
- **264,261** Children Under Age 6 Below 200% of Poverty
- **6.8%** Children Under Age 6 Living in Households with All Parents Working
- **5.6%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **2.6%** Children Under Age 5 Living in Poverty

Indiana Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,490
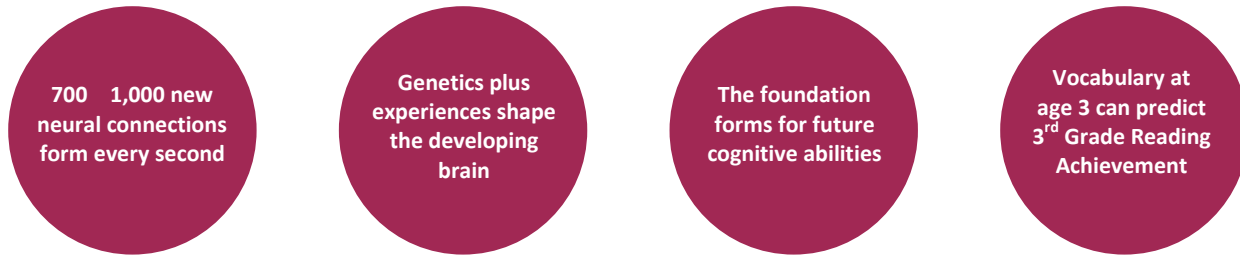- Manicurist & Pedicurist $18,480
- Word Processors/Typists $29,380
- Nurses $57,890

IOWA

Access to High Quality Early Learning Matters!

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Iowa Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,480
Preschool Teachers	$24,040
Head Start Teachers	$29,861
Special Education Preschool Teachers	$58,120
Kindergarten Teachers	$50,030
Elementary School Teachers	$51,150

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Iowa Demographics

- **233,351** Children Under Age 6
- **90,723** Children Under Age 6 Below 200% of Poverty
- **75.9%** Children Under Age 6 Living in Households with All Parents Working
- **45.7%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **16.3%** Children Under Age 5 Living in Poverty

Iowa Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,510
- Manicurist & Pedicurist $30,400
- Word Processors/Typists $38,180
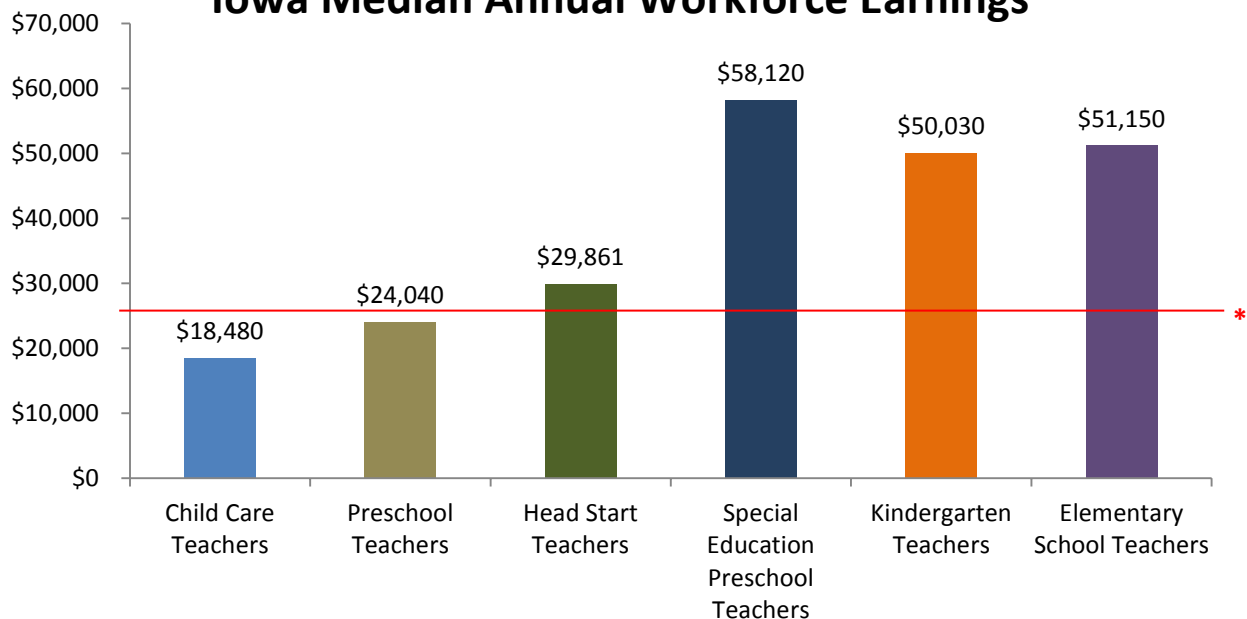- Nurses $53,910

KANSAS

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Kansas Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,900
Preschool Teachers	$24,570
Head Start Teachers	$31,680
Special Education Preschool Teacher	$44,680
Kindergarten Teachers	$44,880
Elementary School Teachers	$45,110

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Kansas Demographics

244,763 Children Under Age 6

116,756 Children Under Age 6 Below 200% of Poverty

6.6% Children Under Age 6 Living in Households with All Parents Working

4.1% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

1.9% Children Under Age 5 Living in Poverty

Kansas Median Annual Wages for Other Occupations
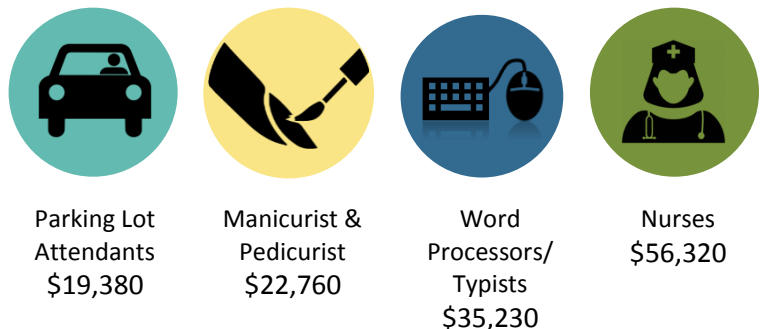
- Parking Lot Attendants $19,380
- Manicurist & Pedicurist $22,760
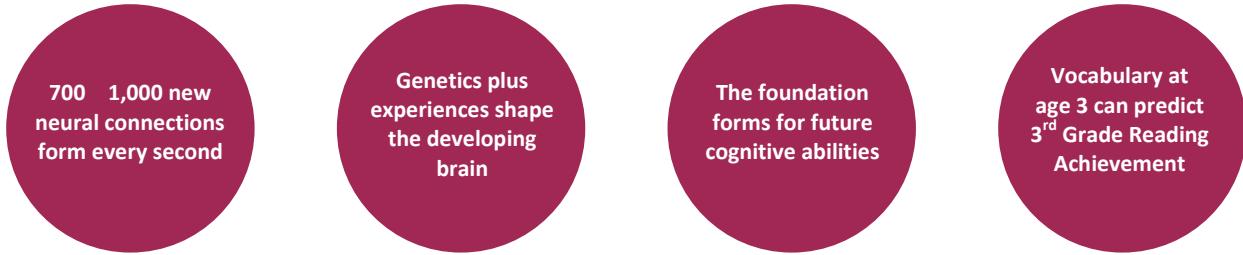- Word Processors/Typists $35,230
- Nurses $56,320

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
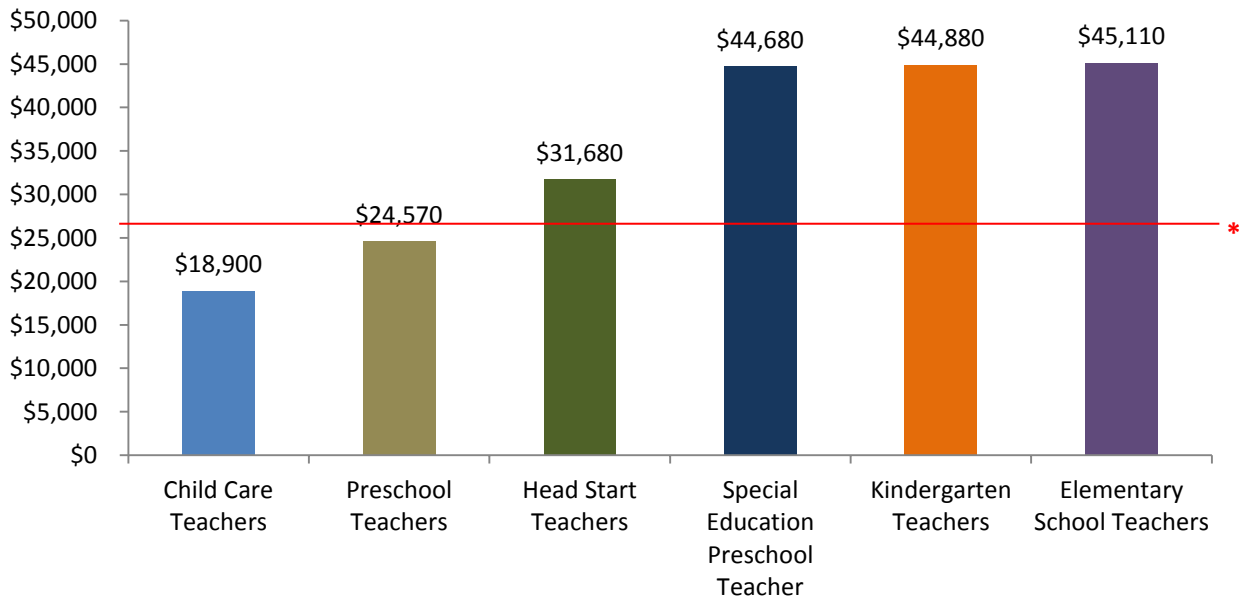
KENTUCKY

Access to High Quality Early Learning Matters!

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Kentucky Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,910
Preschool Teachers	$37,640
Head Start Teachers	$26,316
Special Education Preschool Teacher	$46,550
Kindergarten Teachers	$52,370
Elementary School Teachers	$51,850

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Kentucky Demographics

- **332,847** Children Under Age 6
- **181,333** Children Under Age 6 Below 200% of Poverty
- **63.8%** Children Under Age 6 Living in Households with All Parents Working
- **58.2%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **30.1%** Children Under Age 5 Living in Poverty

Kentucky Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,010
- Manicurist & Pedicurist $22,330
- Word Processors/ Typists $36,570
- Nurses $57,970

LOUISIANA

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

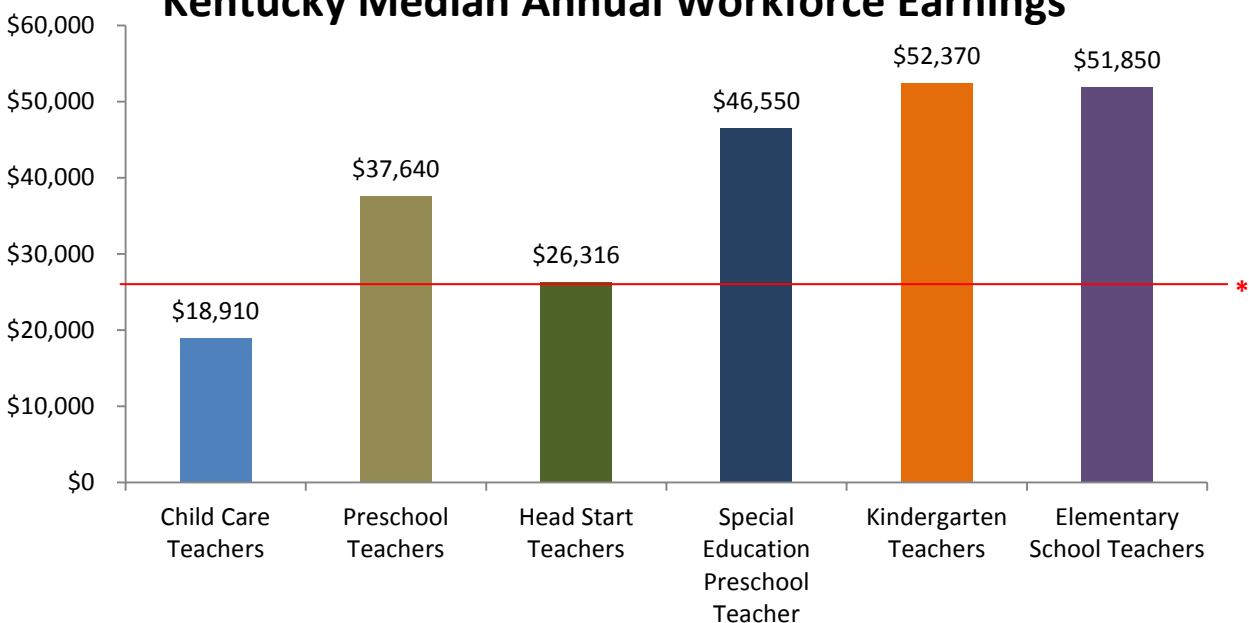- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Louisiana Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,340
Preschool Teachers	$48,230
Head Start Teachers	$26,739
Special Education Preschool Teacher	$48,230
Kindergarten Teachers	$47,340
Elementary School Teachers	$47,460

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Louisiana Demographics

371,352 Children Under Age 6

203,052 Children Under Age 6 Below 200% of Poverty

6.6% Children Under Age 6 Living in Households with All Parents Working

4.9% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

3.2% Children Under Age 5 Living in Poverty

Louisiana Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,870
- Manicurist & Pedicurist $20,170
- Word Processors/ Typists $31,940
- Nurses $59,780

MAINE

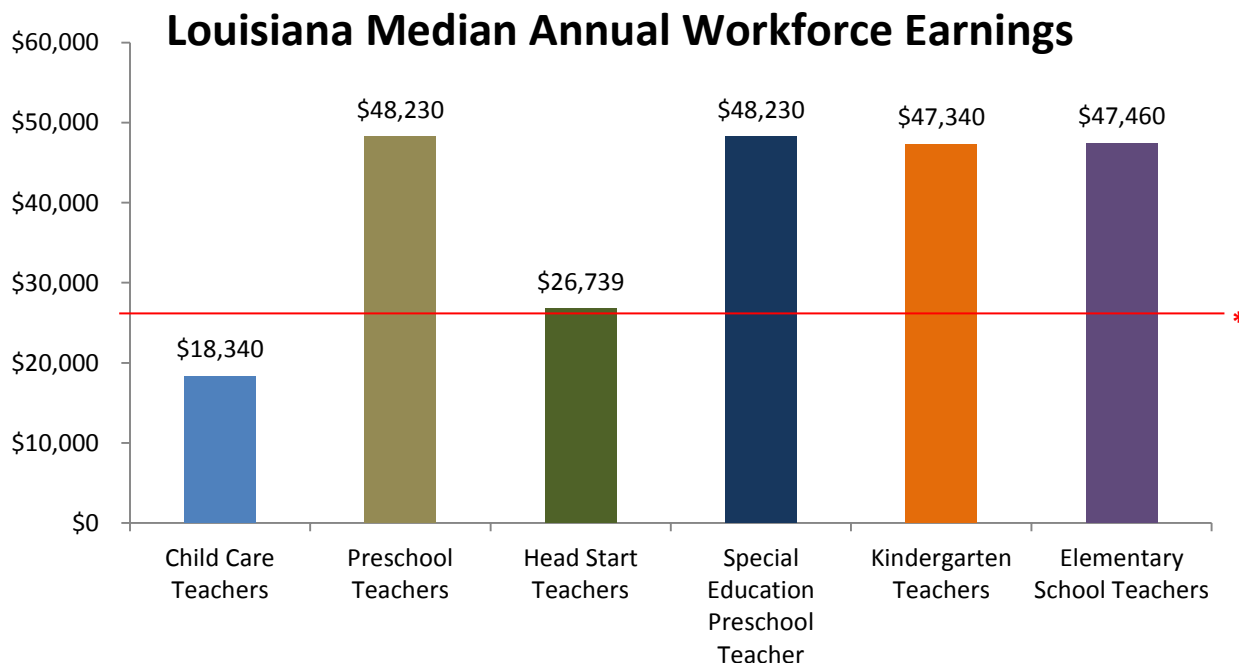## Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Maine Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$21,580
Preschool Teachers	$29,620
Head Start Teachers	$24,818
Special Education Preschool Teachers	$32,480
Kindergarten Teachers	$49,960
Elementary School Teachers	$51,170

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Maine Demographics

- **75,585** Children Under Age 6
- **31,942** Children Under Age 6 Below 200% of Poverty
- **68.5%** Children Under Age 6 Living in Households with All Parents Working
- **54.7%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **25.1%** Children Under Age 5 Living in Poverty

Maine Median Annual Wages for Other Occupations

- Parking Lot Attendants $25,500
- Manicurist & Pedicurist $18,540
- Word Processors/ Typists $36,310
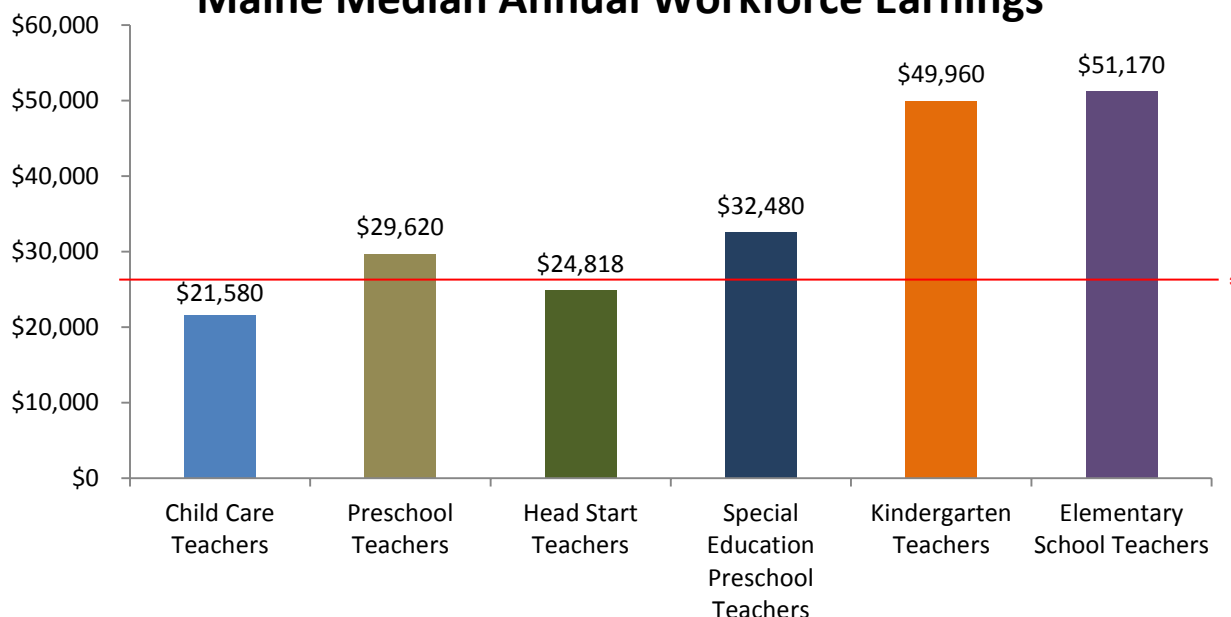- Nurses $62,840

MARYLAND

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Maryland Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$22,120
Preschool Teachers	$27,980
Head Start Teachers	$34,074
Special Education Preschool Teachers	$64,850
Kindergarten Teachers	$55,900
Elementary School Teachers	$61,620

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Maryland Demographics

440,846 Children Under Age 6

148,891 Children Under Age 6 Below 200% of Poverty

72.3% Children Under Age 6 Living in Households with All Parents Working

29.3% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

13.5% Children Under Age 5 Living in Poverty

Maryland Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,060
- Manicurist & Pedicurist $21,960
- Word Processors/ Typists $37,220
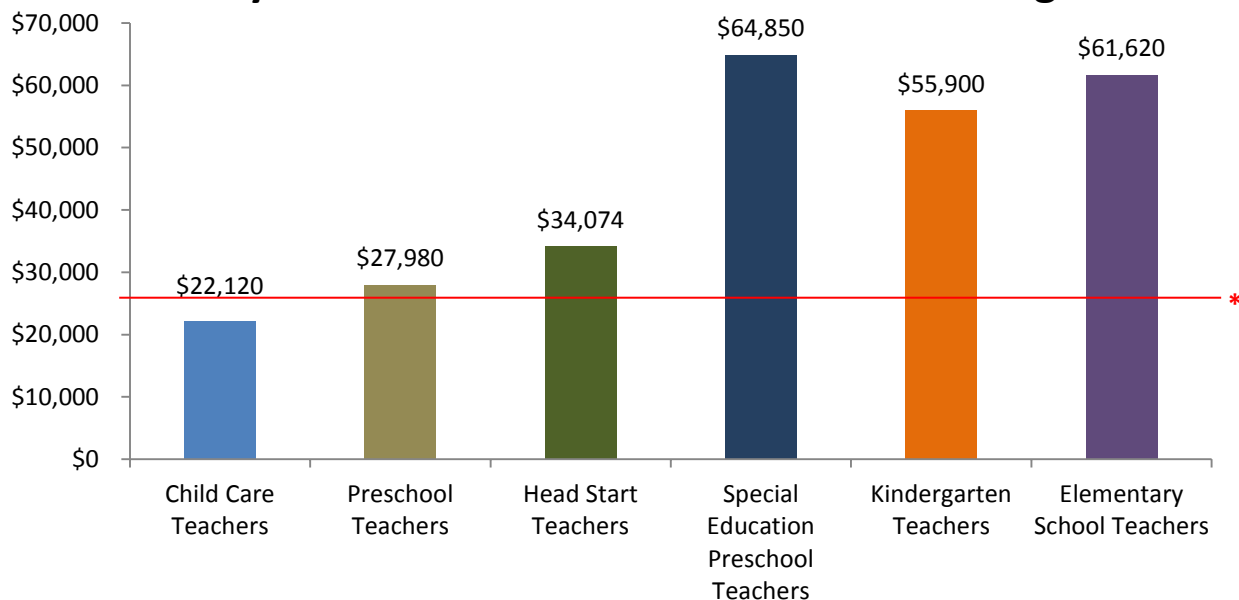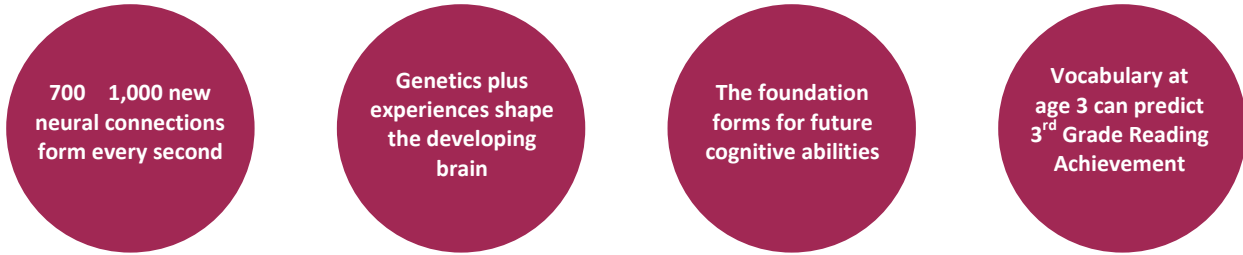- Nurses $72,090

MASSACHUSETTS

Access to High Quality Early Learning Matters!

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Massachusetts Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$24,980
Preschool Teachers	$31,580
Head Start Teachers	$28,078
Special Education Preschool Teachers	$55,860
Kindergarten Teachers	$67,170
Elementary School Teachers	$71,240

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
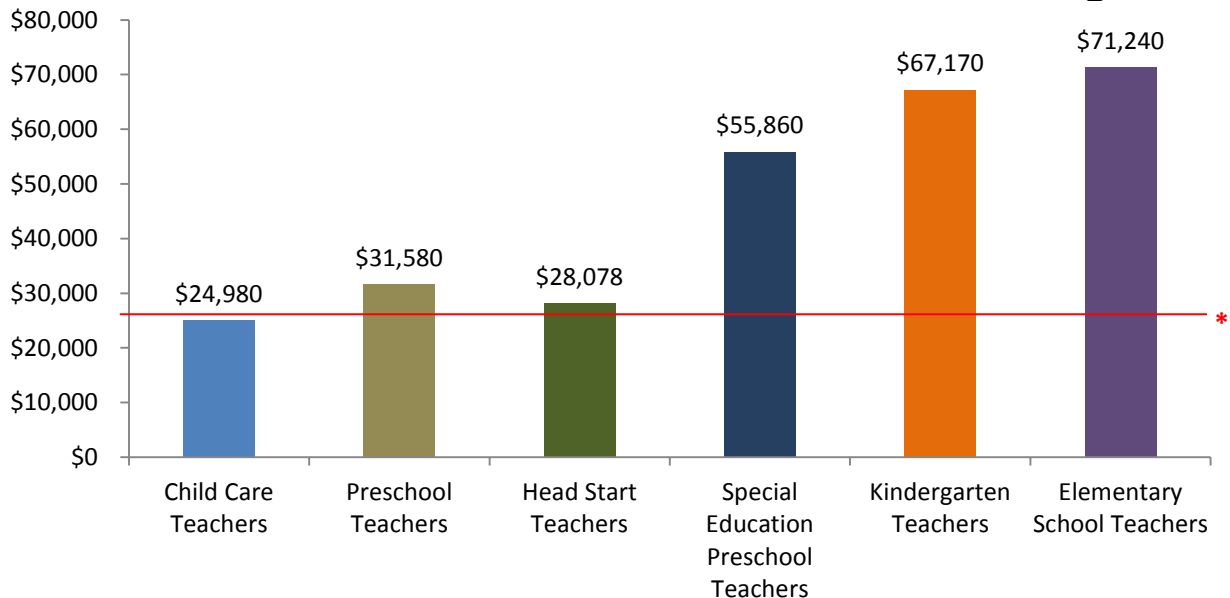
Massachusetts Demographics

435,831	Children Under Age 6
142,175	Children Under Age 6 Below 200% of Poverty
70.8%	Children Under Age 6 Living in Households with All Parents Working
37.8%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
17%	Children Under Age 5 Living in Poverty

Massachusetts Median Annual Wages for Other Occupations

- Parking Lot Attendants $22,980[†]
- Manicurist & Pedicurist $22,990
- Word Processors/Typists $41,140
- Nurses $83,950

[†]Annual wages are from the Bureau of Labor Statistics (May 2015). MA parking lot attendants data was not available for 2015; 2014 BLS wage data is reflected instead.
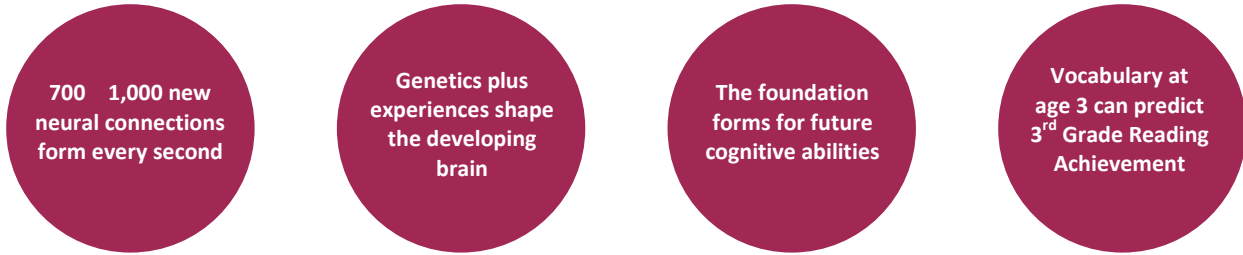
MICHIGAN

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Michigan Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$19,620
Preschool Teachers	$27,740
Head Start Teachers	$27,613
Special Education Preschool Teachers	$51,320
Kindergarten Teachers	$52,460
Elementary School Teachers	$63,530

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
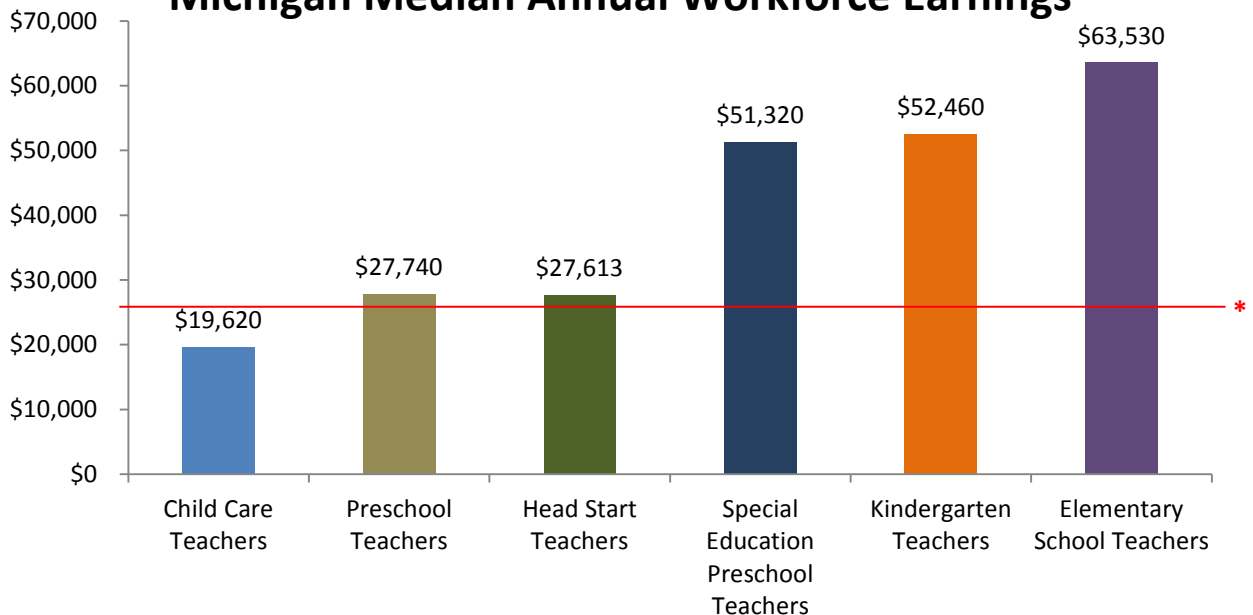
Michigan Demographics

- **689,406** Children Under Age 6
- **343,838** Children Under Age 6 Below 200% of Poverty
- **66%** Children Under Age 6 Living in Households with All Parents Working
- **51.8%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **26%** Children Under Age 5 Living in Poverty

Michigan Median Annual Wages for Other Occupations
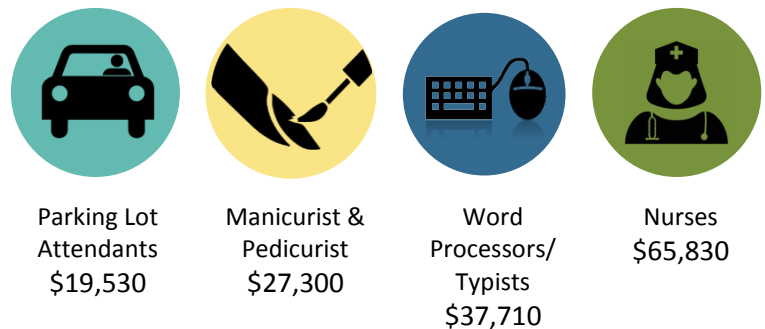
- Parking Lot Attendants $19,530
- Manicurist & Pedicurist $27,300
- Word Processors/ Typists $37,710
- Nurses $65,830

MINNESOTA

Access to High Quality Early Learning Matters!

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Minnesota Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$22,470
Preschool Teachers	$32,130
Head Start Teachers	$28,192
Special Education Preschool Teachers	$56,750
Kindergarten Teachers	$53,110
Elementary School Teachers	$57,560

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Minnesota Demographics

416,848 Children Under Age 6

154,058 Children Under Age 6 Below 200% of Poverty

74% Children Under Age 6 Living in Households with All Parents Working

47.6% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

17.1% Children Under Age 5 Living in Poverty

Minnesota Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,620
- Manicurist & Pedicurist $23,000
- Word Processors/ Typists $40,750
- Nurses $72,130

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).

MISSISSIPPI
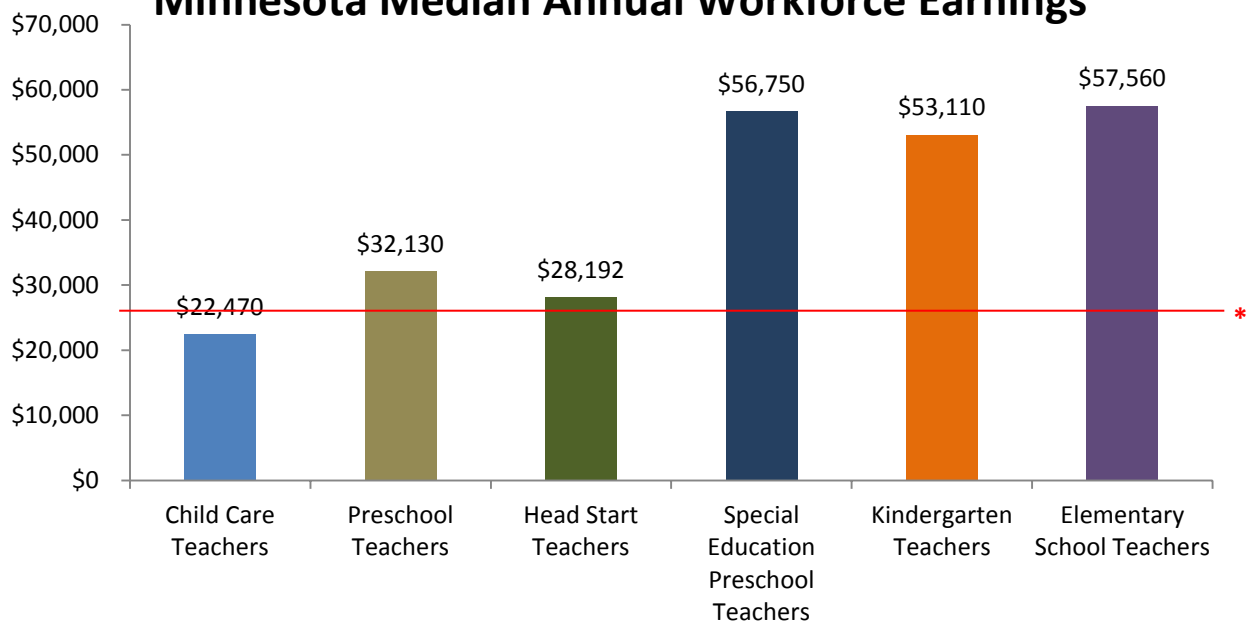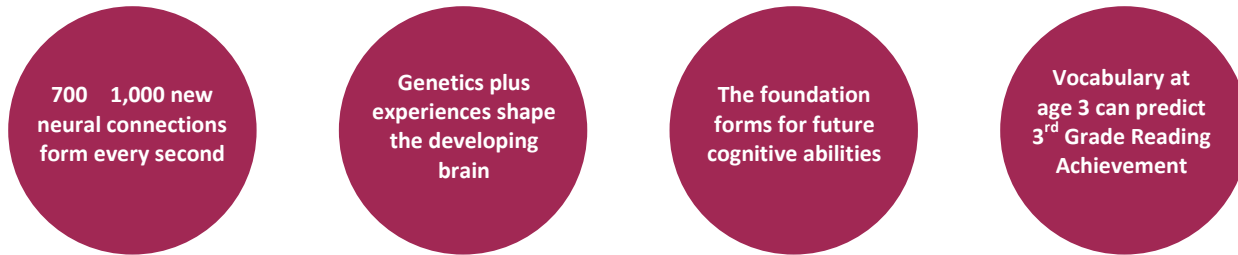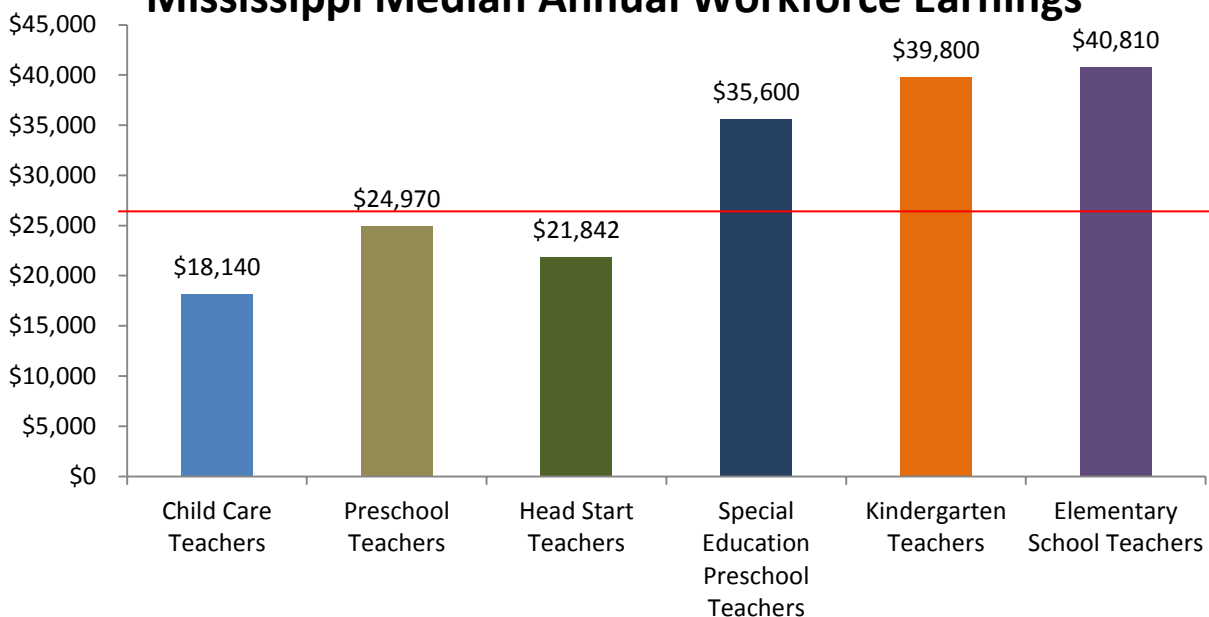
Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Mississippi Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,140
Preschool Teachers	$24,970
Head Start Teachers	$21,842
Special Education Preschool Teachers	$35,600
Kindergarten Teachers	$39,800
Elementary School Teachers	$40,810

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Mississippi Demographics

233,333	Children Under Age 6
139,542	Children Under Age 6 Below 200% of Poverty
68.6%	Children Under Age 6 Living in Households with All Parents Working
48.8%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
31.4%	Children Under Age 5 Living in Poverty

Mississippi Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,670
- Manicurist & Pedicurist $20,620
- Word Processors/Typists $20,880
- Nurses $55,620

MISSOURI

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Missouri Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,840
Preschool Teachers	$25,070
Head Start Teachers	$23,870
Special Education Preschool Teachers	$47,360
Kindergarten Teachers	$45,070
Elementary School Teachers	$48,030

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Missouri Demographics

- **444,396** Children Under Age 6
- **215,199** Children Under Age 6 Below 200% of Poverty
- **67.8%** Children Under Age 6 Living in Households with All Parents Working
- **50.6%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **25%** Children Under Age 5 Living in Poverty

Missouri Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,500
- Manicurist & Pedicurist $19,510
- Word Processors/ Typists $30,560
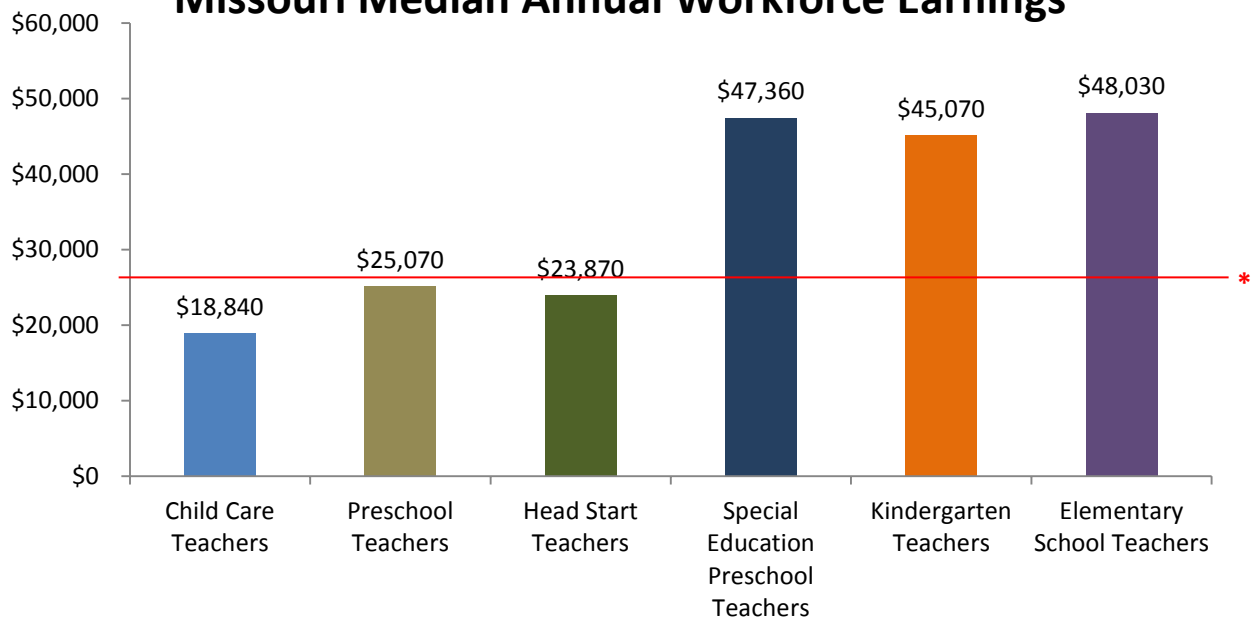- Nurses $57,770

MONTANA

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Montana Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$19,100
Preschool Teachers	$25,900
Head Start Teachers	$19,537
Kindergarten Teachers	$44,230
Elementary School Teachers	$48,550

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
Note: The U.S. Bureau of Labor Statistics did not report separate wage data for MT preschool special education teachers.

Montana Demographics

74,089 Children Under Age 6

41,252 Children Under Age 6 Below 200% of Poverty

63.9% Children Under Age 6 Living in Households with All Parents Working

47.7% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

19.3% Children Under Age 5 Living in Poverty

Montana Median Annual Wages for Other Occupations
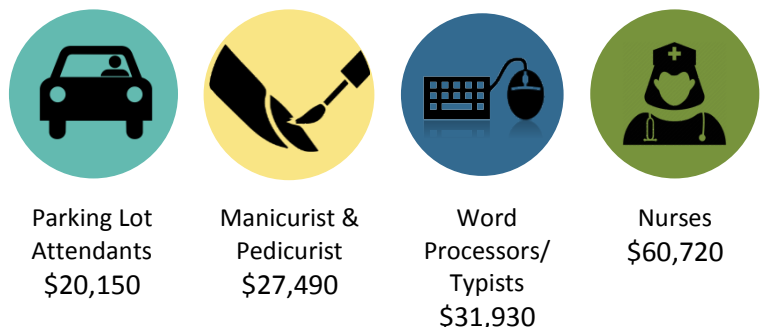
- Parking Lot Attendants $20,150
- Manicurist & Pedicurist $27,490
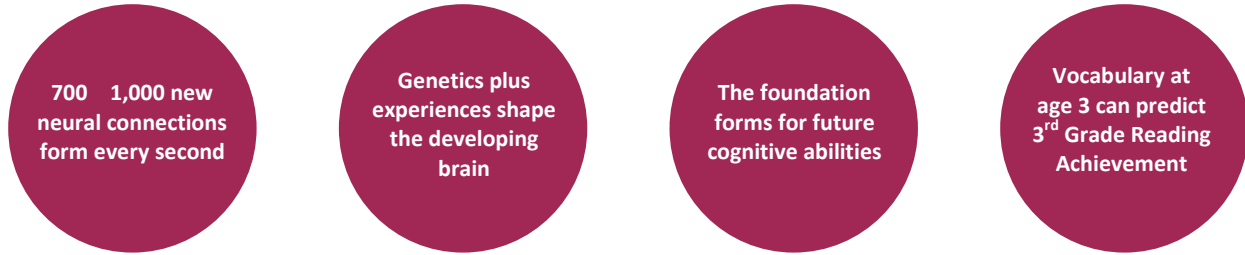- Word Processors/ Typists $31,930
- Nurses $60,720

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).

NEBRASKA
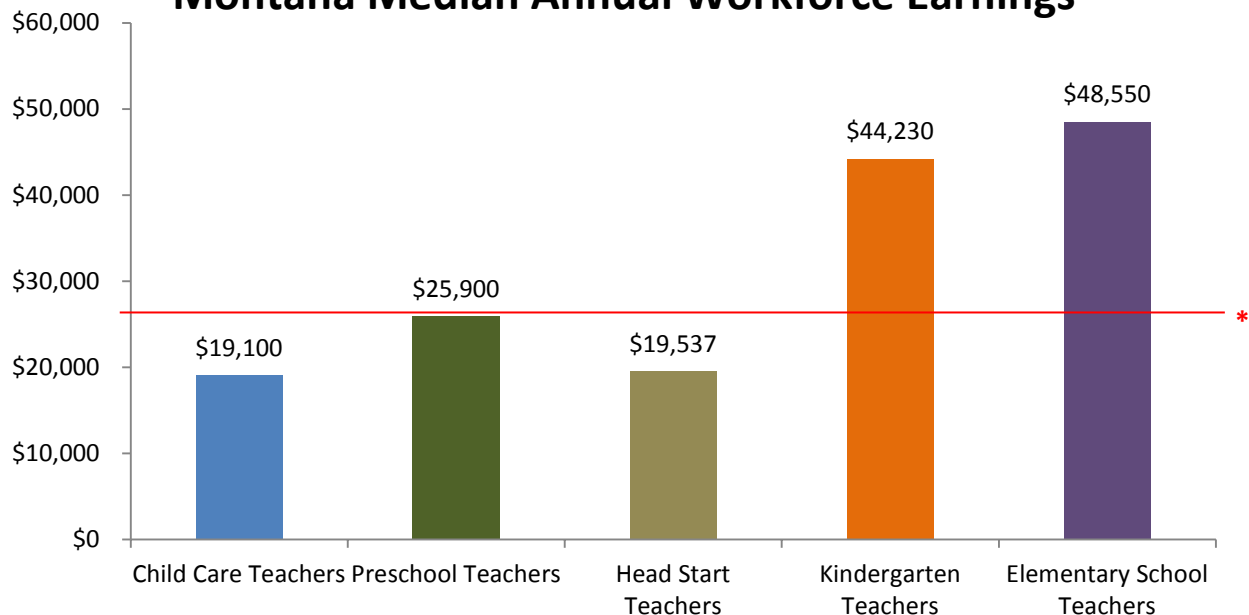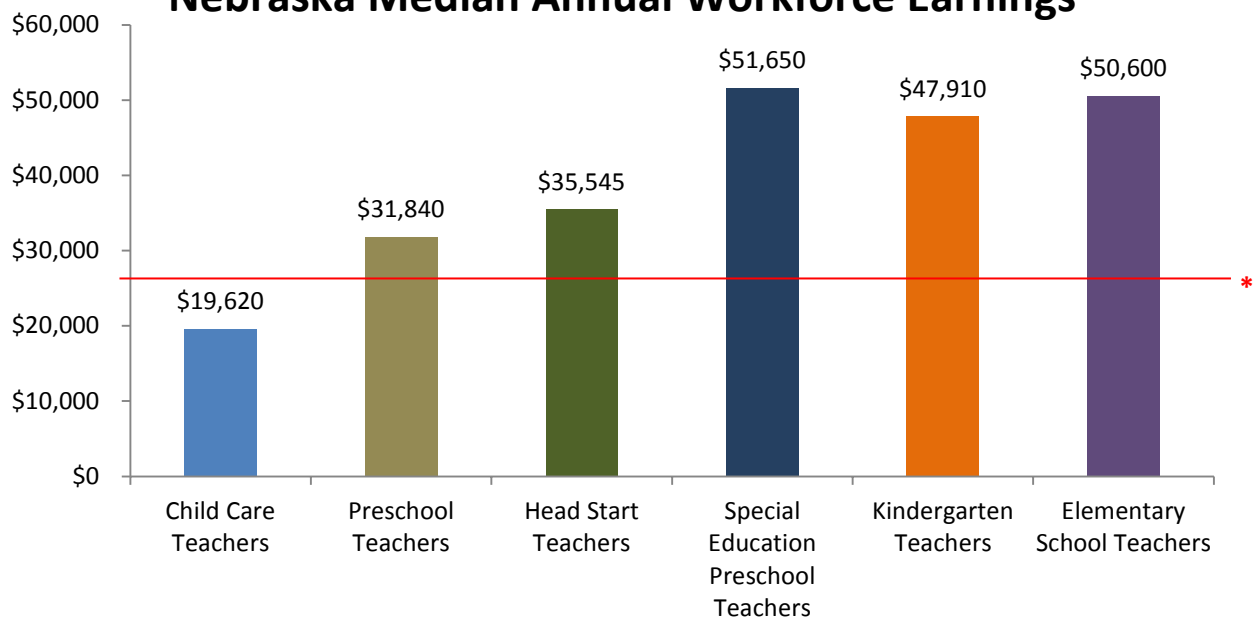
Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Nebraska Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,620
Preschool Teachers	$31,840
Head Start Teachers	$35,545
Special Education Preschool Teachers	$51,650
Kindergarten Teachers	$47,910
Elementary School Teachers	$50,600

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Nebraska Demographics

156,426 Children Under Age 6

65,483 Children Under Age 6 Below 200% of Poverty

73.7% Children Under Age 6 Living in Households with All Parents Working

52.6% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

18.8% Children Under Age 5 Living in Poverty

Nebraska Median Annual Wages for Other Occupations

- Parking Lot Attendants $18,810
- Manicurist & Pedicurist $18,590
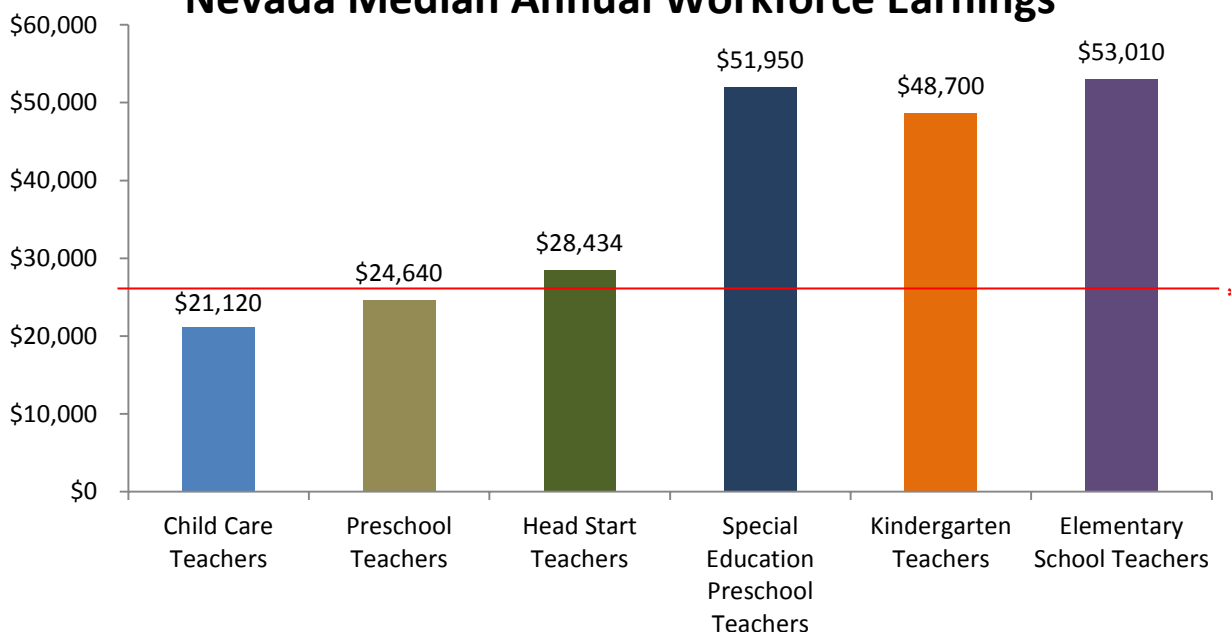- Word Processors/ Typists $31,220
- Nurses $57,960

NEVADA

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Nevada Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$21,120
Preschool Teachers	$24,640
Head Start Teachers	$28,434
Special Education Preschool Teachers	$51,950
Kindergarten Teachers	$48,700
Elementary School Teachers	$53,010

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Nevada Demographics

212,271	Children Under Age 6
118,253	Children Under Age 6 Below 200% of Poverty
66.8%	Children Under Age 6 Living in Households with All Parents Working
36.8%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
27%	Children Under Age 5 Living in Poverty

Nevada Median Annual Wages for Other Occupations

- Parking Lot Attendants $22,380
- Manicurist & Pedicurist $18,190
- Word Processors/ Typists $28,520
- Nurses $81,370

NEW HAMPSHIRE

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

New Hampshire Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$21,780
Preschool Teachers	$27,510
Head Start Teachers	$21,720
Special Education Preschool Teachers	$48,930
Kindergarten Teachers	$51,280
Elementary School Teachers	$55,690

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

New Hampshire Demographics

78,886	Children Under Age 6
26,914	Children Under Age 6 Below 200% of Poverty
67.5%	Children Under Age 6 Living in Households with All Parents Working
46.9%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
16.4%	Children Under Age 5 Living in Poverty

New Hampshire Median Annual Wages for Other Occupations

- Parking Lot Attendants $25,060
- Manicurist & Pedicurist $25,000
- Word Processors/ Typists $34,690
- Nurses $65,440

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
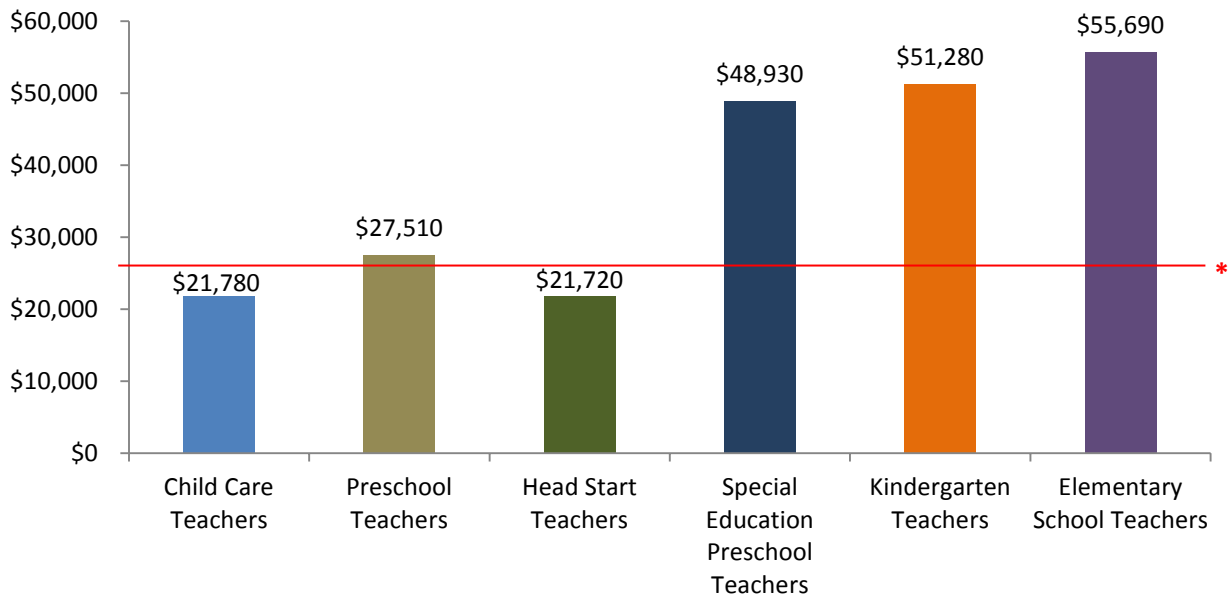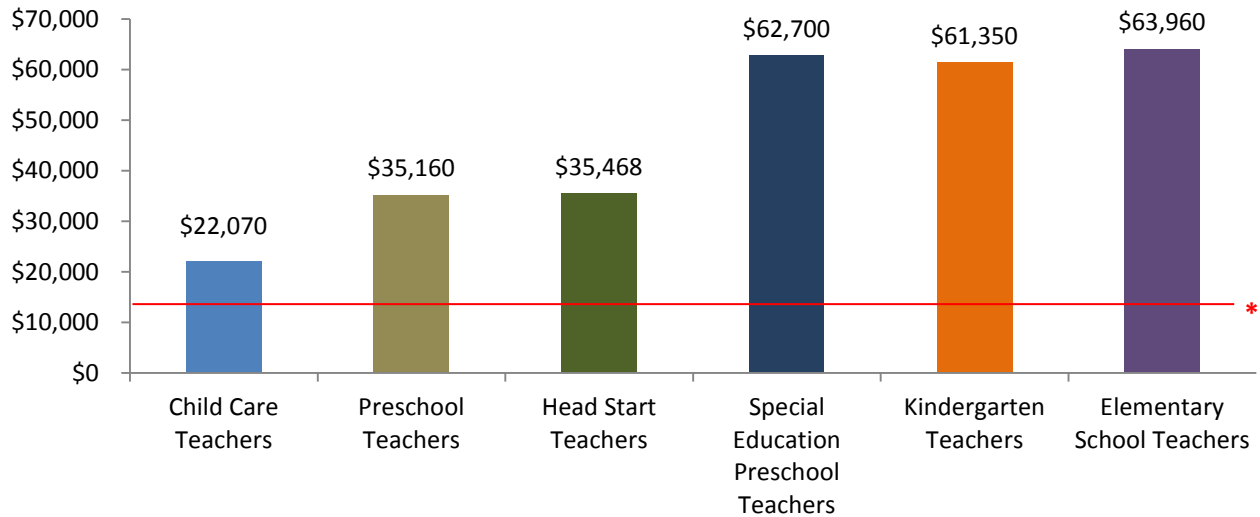
NEW JERSEY

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

New Jersey Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$22,070
Preschool Teachers	$35,160
Head Start Teachers	$35,468
Special Education Preschool Teachers	$62,700
Kindergarten Teachers	$61,350
Elementary School Teachers	$63,960

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

New Jersey Demographics

- **639,750** Children Under Age 6
- **232,618** Children Under Age 6 Below 200% of Poverty
- **66.4%** Children Under Age 6 Living in Households with All Parents Working
- **37%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **17.9%** Children Under Age 5 Living in Poverty

New Jersey Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,150
- Manicurist & Pedicurist $26,330
- Word Processors/Typists $41,010
- Nurses $79,230

NEW MEXICO

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

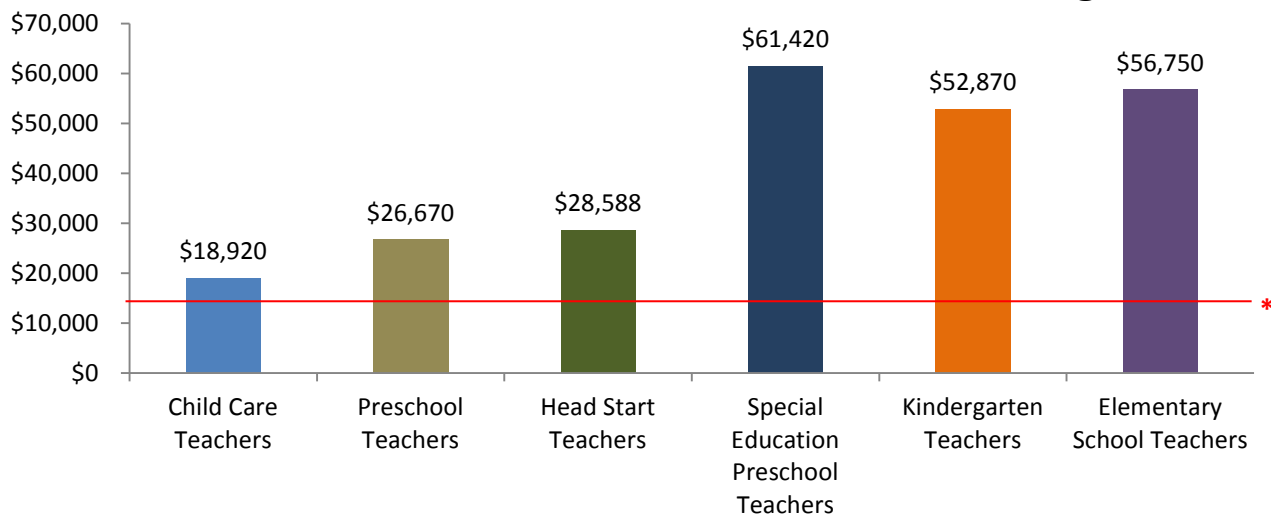- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

New Mexico Median Annual Workforce Earnings

Child Care Teachers: $18,920
Preschool Teachers: $26,670
Head Start Teachers: $28,588
Special Education Preschool Teachers: $61,420
Kindergarten Teachers: $52,870
Elementary School Teachers: $56,750

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

New Mexico Demographics

163,317 Children Under Age 6

99,951 Children Under Age 6 Below 200% of Poverty

58.2% Children Under Age 6 Living in Households with All Parents Working

54.4% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

33.3% Children Under Age 5 Living in Poverty

New Mexico Median Annual Wages for Other Occupations

Parking Lot Attendants $21,750

Manicurist & Pedicurist $17,970[†]

Word Processors/ Typists $33,310

Nurses $64,710

[†]Annual wages are from the Bureau of Labor Statistics (May 2015). NM manicurist & pedicurist data was not available for 2015; 2014 BLS wage data is reflected instead.

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
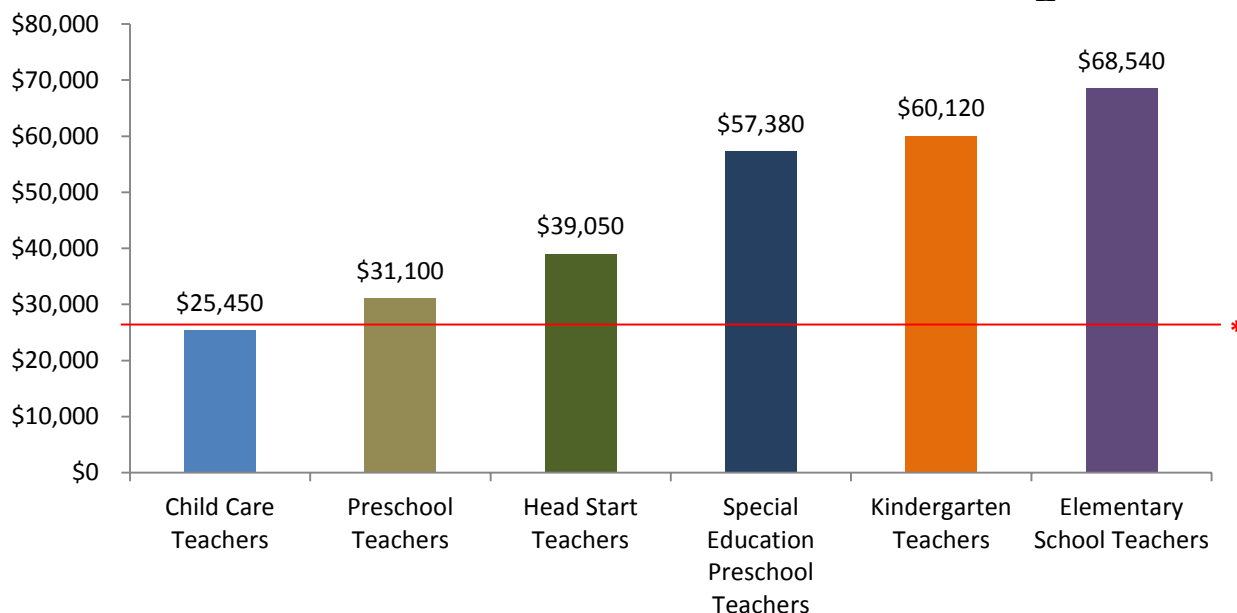
NEW YORK

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

New York Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$25,450
Preschool Teachers	$31,100
Head Start Teachers	$39,050
Special Education Preschool Teachers	$57,380
Kindergarten Teachers	$60,120
Elementary School Teachers	$68,540

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

New York Demographics

- **1.4 million** Children Under Age 6
- **638,408** Children Under Age 6 Below 200% of Poverty
- **64.8%** Children Under Age 6 Living in Households with All Parents Working
- **36.8%** Families Led by a Single Mother with with Children Under Age 5 Living in Povety
- **24%** Children Under Age 5 Living in Poverty

New York Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,900
- Manicurist & Pedicurist $19,190
- Word Processors/ Typists $37,130
- Nurses $77,980

NORTH CAROLINA

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

North Carolina Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,650
Preschool Teachers	$25,970
Head Start Teachers	$26,139
Special Education Preschool Teachers	$49,520
Kindergarten Teachers	$39,930
Elementary School Teachers	$42,170

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

North Carolina Demographics

- **731,014** Children Under Age 6
- **399,817** Children Under Age 6 Below 200% of Poverty
- **65.1%** Children Under Age 6 Living in Households with All Parents Working
- **49.4%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **27.3%** Children Under Age 5 Living in Poverty

North Carolina Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,440
- Manicurist & Pedicurist $29,390
- Word Processors/ Typists $31,940
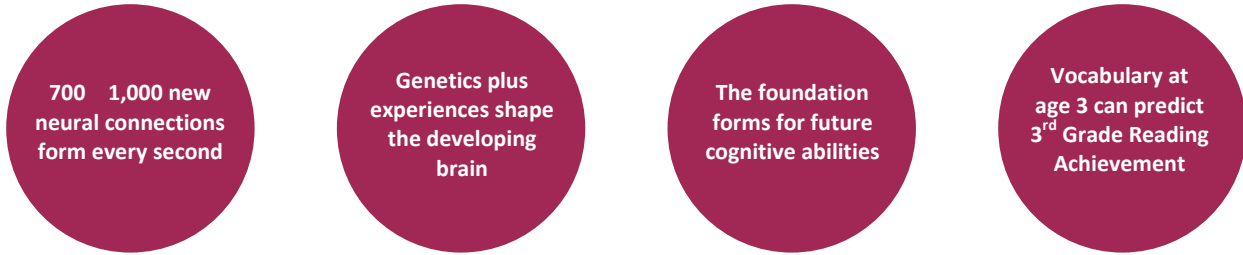- Nurses $58,950

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
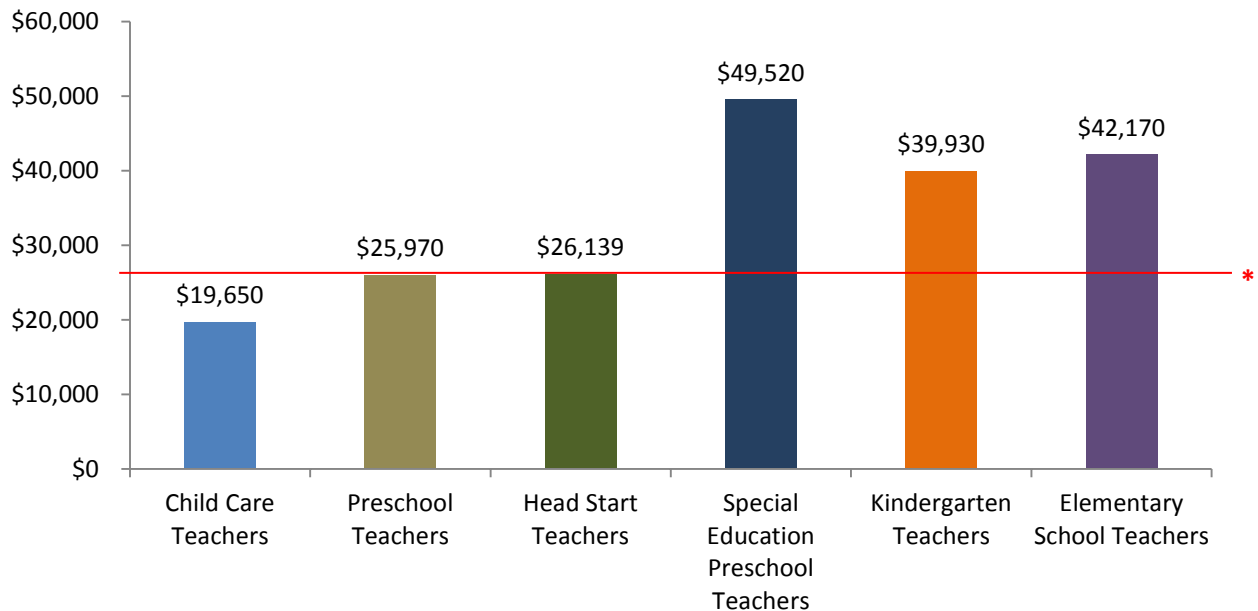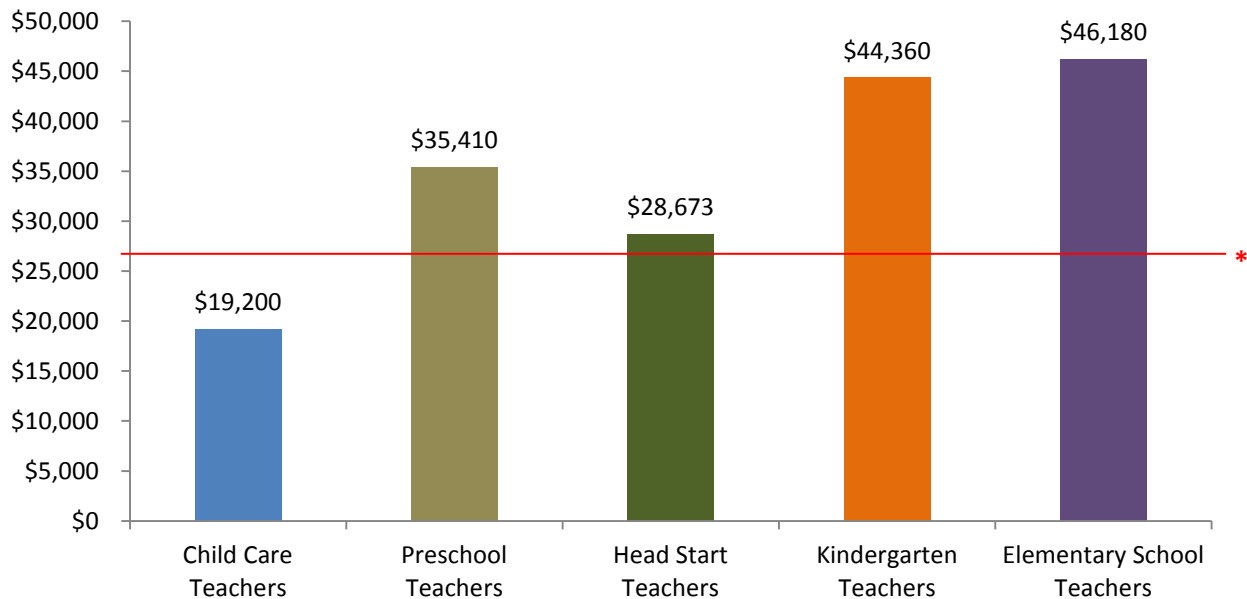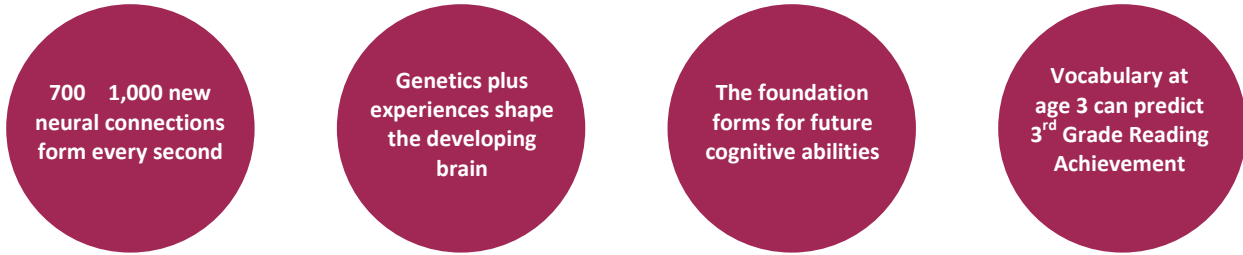
NORTH DAKOTA

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- The foundation forms for future cognitive abilities
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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

North Dakota Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,200
Preschool Teachers	$35,410
Head Start Teachers	$28,673
Kindergarten Teachers	$44,360
Elementary School Teachers	$46,180

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
Note: The U.S. Bureau of Labor Statistics did not report separate wage data for ND preschool special education teachers.

North Dakota Demographics

- **60,123** Children Under Age 6
- **24,732** Children Under Age 6 Below 200% of Poverty
- **68.9%** Children Under Age 6 Living in Households with All Parents Working
- **51.2%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **16.7%** Children Under Age 5 Living in Poverty

North Dakota Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,310
- Manicurist & Pedicurist $18,580
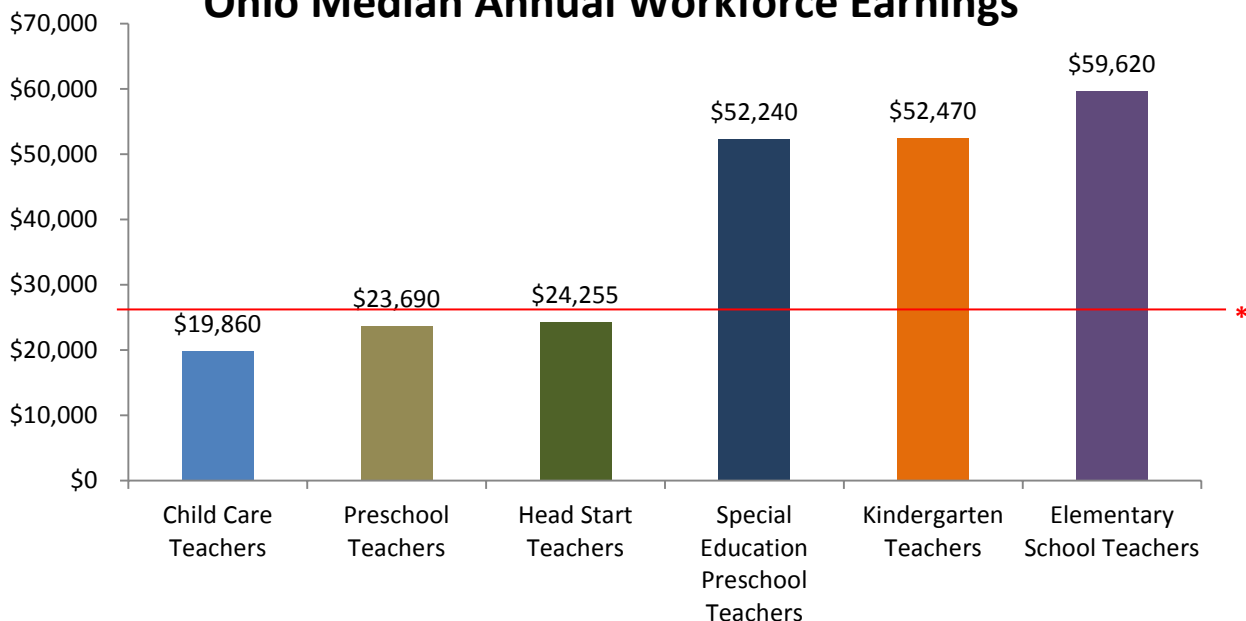- Word Processors/ Typists $27,860
- Nurses $57,880

OHIO

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Ohio Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,860
Preschool Teachers	$23,690
Head Start Teachers	$24,255
Special Education Preschool Teachers	$52,240
Kindergarten Teachers	$52,470
Elementary School Teachers	$59,620

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Ohio Demographics

827,596 Children Under Age 6

409,184 Children Under Age 6 Below 200% of Poverty

68.6% Children Under Age 6 Living in Households with All Parents Working

54% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

26.9% Children Under Age 5 Living in Poverty

Ohio Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,190
- Manicurist & Pedicurist $19,140
- Word Processors/ Typists $35,250
- Nurses $61,280

OKLAHOMA

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Oklahoma Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,520
Preschool Teachers	$32,030
Head Start Teachers	$28,371
Special Education Preschool Teachers	$33,200
Kindergarten Teachers	$38,750
Elementary School Teachers	$39,270

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Oklahoma Demographics

318,768 Children Under Age 6

161,549 Children Under Age 6 Below 200% of Poverty

61.6% Children Under Age 6 Living in Households with All Parents Working

54.2% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

24.7% Children Under Age 5 Living in Poverty

Oklahoma Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,040
- Manicurist & Pedicurist $19,140
- Word Processors/Typists $31,930
- Nurses $58,460

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
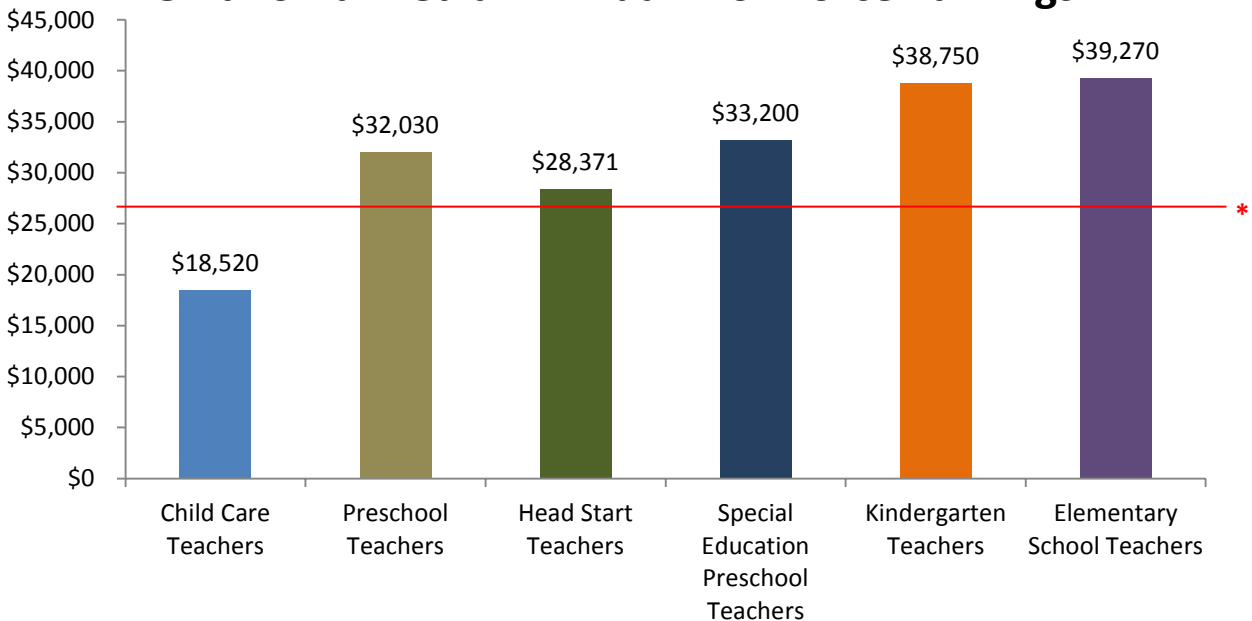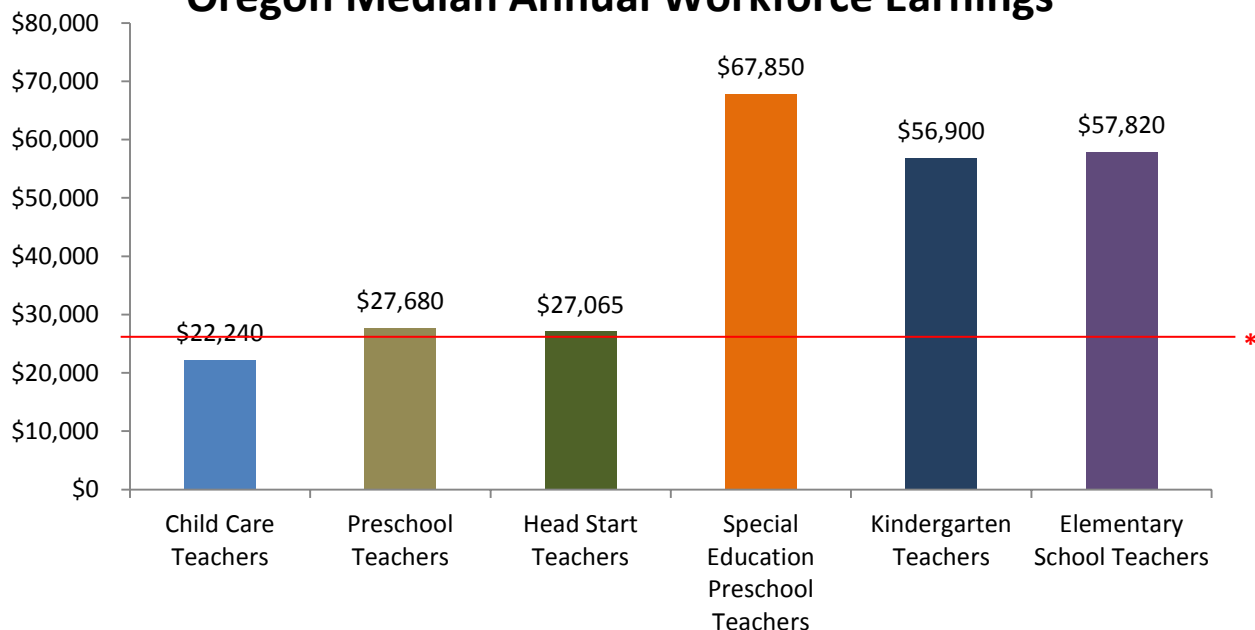
OREGON

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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Oregon Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$22,240
Preschool Teachers	$27,680
Head Start Teachers	$27,065
Special Education Preschool Teachers	$67,850
Kindergarten Teachers	$56,900
Elementary School Teachers	$57,820

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Oregon Demographics

276,042	Children Under Age 6
139,545	Children Under Age 6 Below 200% of Poverty
62.3%	Children Under Age 6 Living in Households with All Parents Working
48%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
25.3%	Children Under Age 5 Living in Poverty

Oregon Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,760
- Manicurist & Pedicurist $19,930
- Word Processors/Typists $36,200
- Nurses $85,190

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
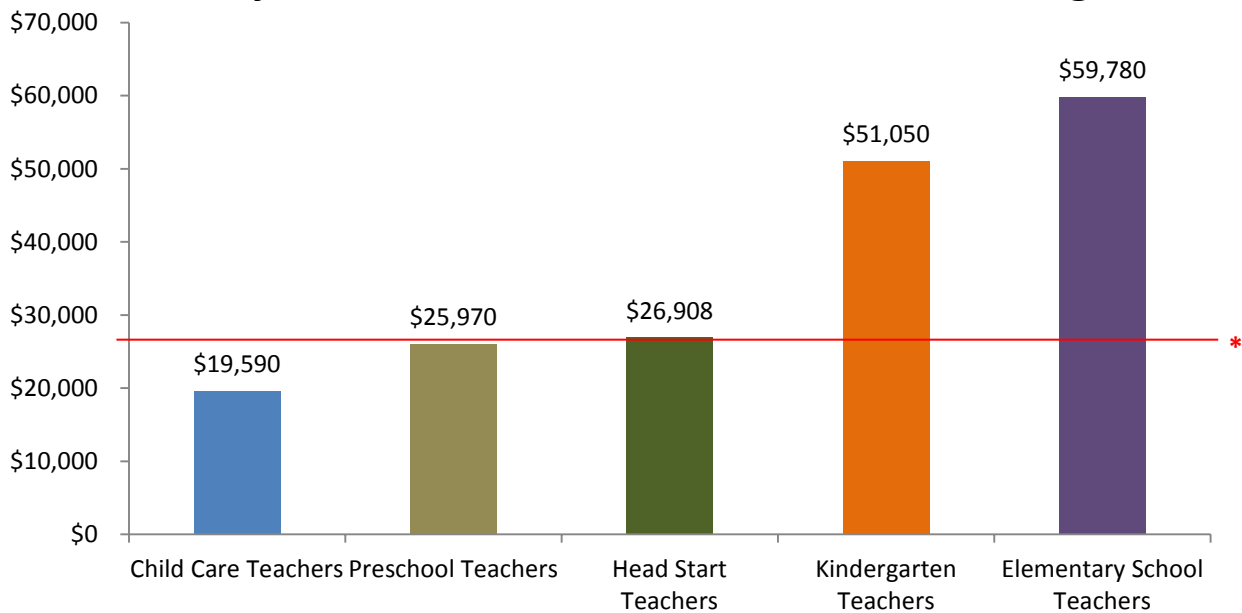
PENNSYLVANIA

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Pennsylvania Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$19,590
Preschool Teachers	$25,970
Head Start Teachers	$26,908
Kindergarten Teachers	$51,050
Elementary School Teachers	$59,780

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
Note: The U.S. Bureau of Labor Statistics did not report separate wage data for PA preschool special education teachers.

Pennsylvania Demographics

850,234 Children Under Age 6

360,863 Children Under Age 6 Below 200% of Poverty

67.9% Children Under Age 6 Living in Households with All Parents Working

46.3% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

21.8% Children Under Age 5 Living in Poverty

Pennsylvania Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,890
- Manicurist & Pedicurist $21,020
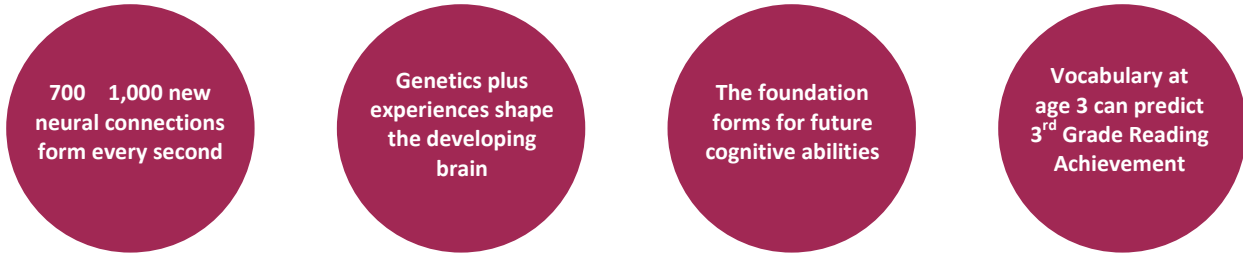- Word Processors/ Typists $34,070
- Nurses $65,690

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
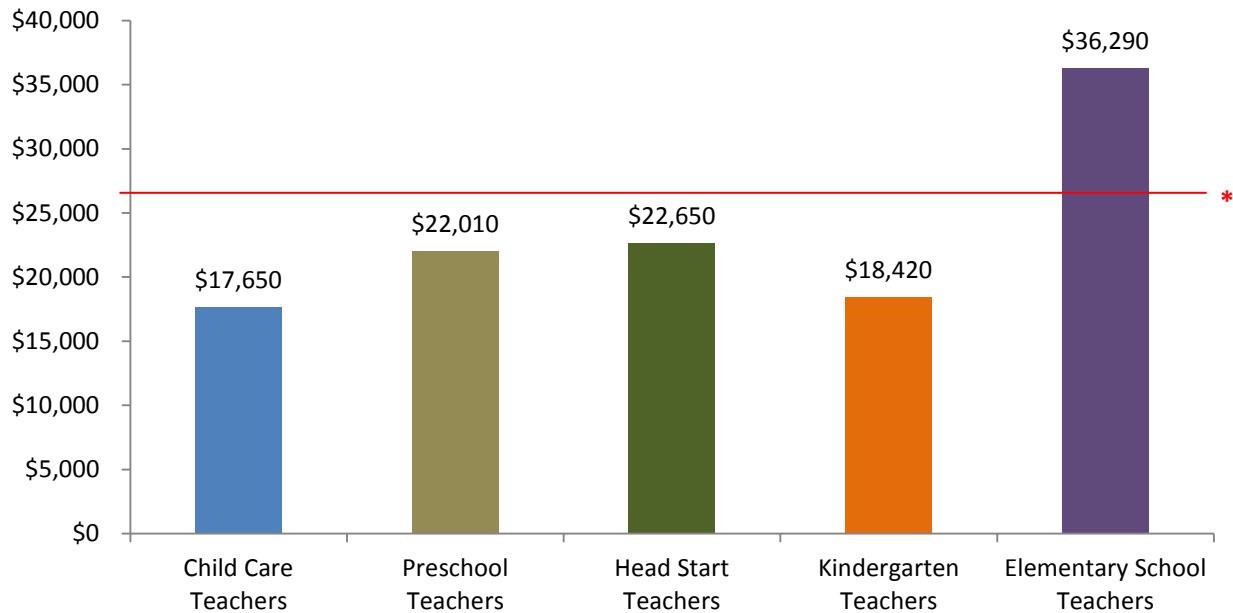
PUERTO RICO

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- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Puerto Rico Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$17,650
Preschool Teachers	$22,010
Head Start Teachers	$22,650
Kindergarten Teachers	$18,420
Elementary School Teachers	$36,290

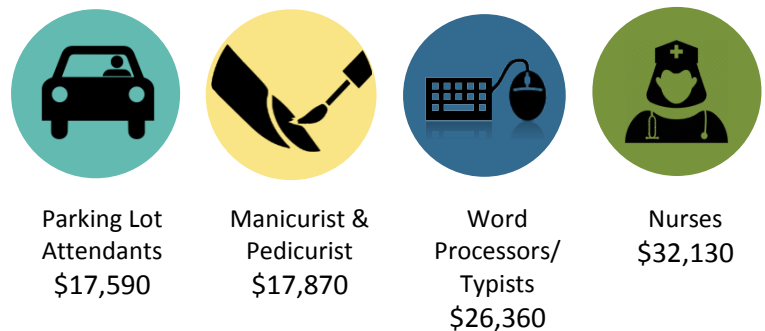*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Note: The U.S. Bureau of Labor Statistics did not report separate wage data for PR preschool special education teachers.

Puerto Rico Demographics

222,242	Children Under Age 6
184,852	Children Under Age 6 Below 200% of Poverty
61%	Children Under Age 6 Living in Households with All Parents Working
75.4%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
62.9%	Children Under Age 5 Living in Poverty

Puerto Rico Median Annual Wages for Other Occupations

- Parking Lot Attendants $17,590
- Manicurist & Pedicurist $17,870
- Word Processors/ Typists $26,360
- Nurses $32,130

RHODE ISLAND

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

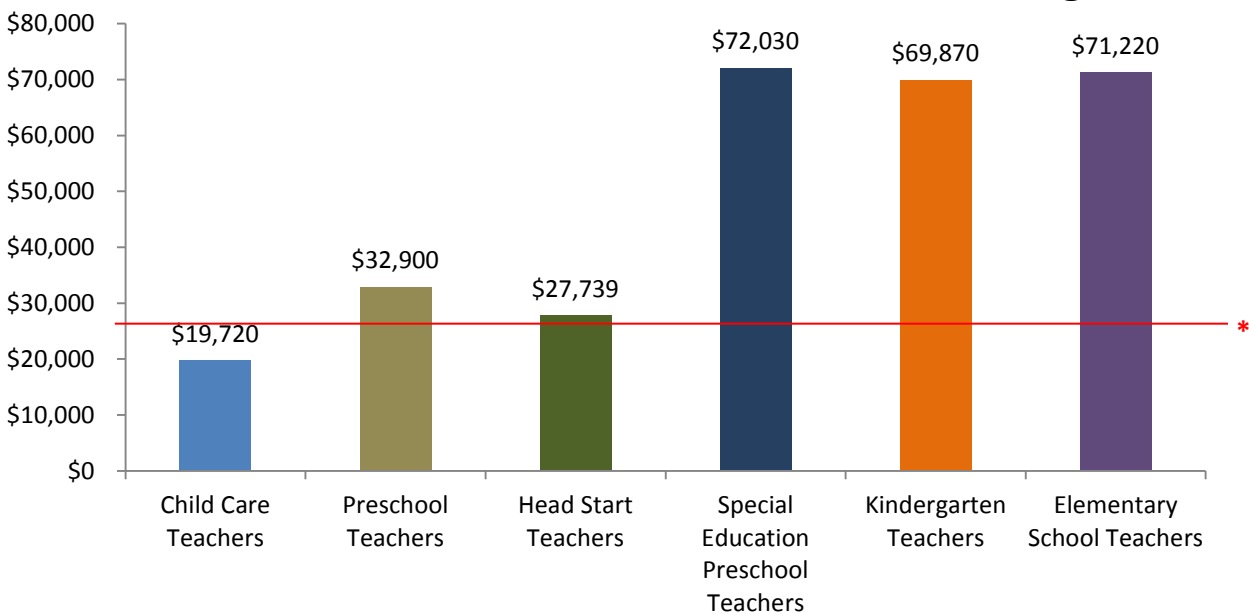- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Rhode Island Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$19,720
Preschool Teachers	$32,900
Head Start Teachers	$27,739
Special Education Preschool Teachers	$72,030
Kindergarten Teachers	$69,870
Elementary School Teachers	$71,220

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Rhode Island Demographics

65,756 Children Under Age 6

30,090 Children Under Age 6 Below 200% of Poverty

73.8% Children Under Age 6 Living in Households with All Parents Working

51.6% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

23.6% Children Under Age 5 Living in Poverty

Rhode Island Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,470
- Manicurist & Pedicurist $22,840
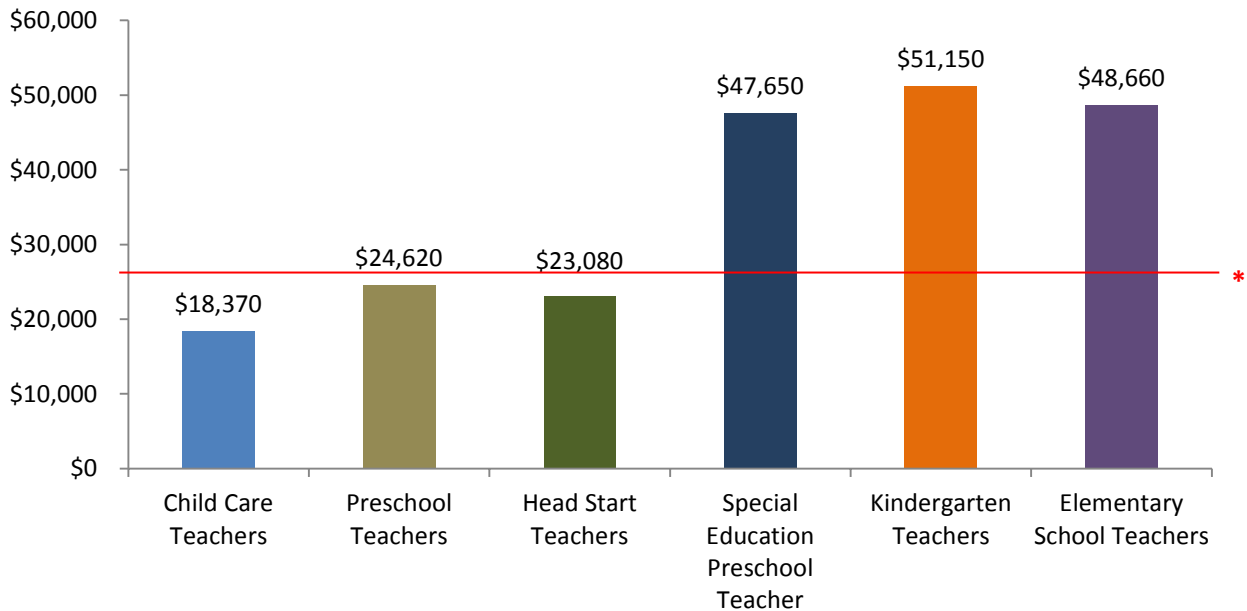- Word Processors/ Typists $39,760
- Nurses $76,300

SOUTH CAROLINA

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

South Carolina Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,370
Preschool Teachers	$24,620
Head Start Teachers	$23,080
Special Education Preschool Teacher	$47,650
Kindergarten Teachers	$51,150
Elementary School Teachers	$48,660

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

South Carolina Demographics

349,796 Children Under Age 6

190,918 Children Under Age 6 Below 200% of Poverty

66.6% Children Under Age 6 Living in Households with All Parents Working

54.5% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

29.6% Children Under Age 5 Living in Poverty

South Carolina Median Annual Wages for Other Occupations

- Parking Lot Attendants $22,130
- Manicurist & Pedicurist $22,430
- Word Processors/ Typists $30,860
- Nurses $59,340

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).

SOUTH DAKOTA

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

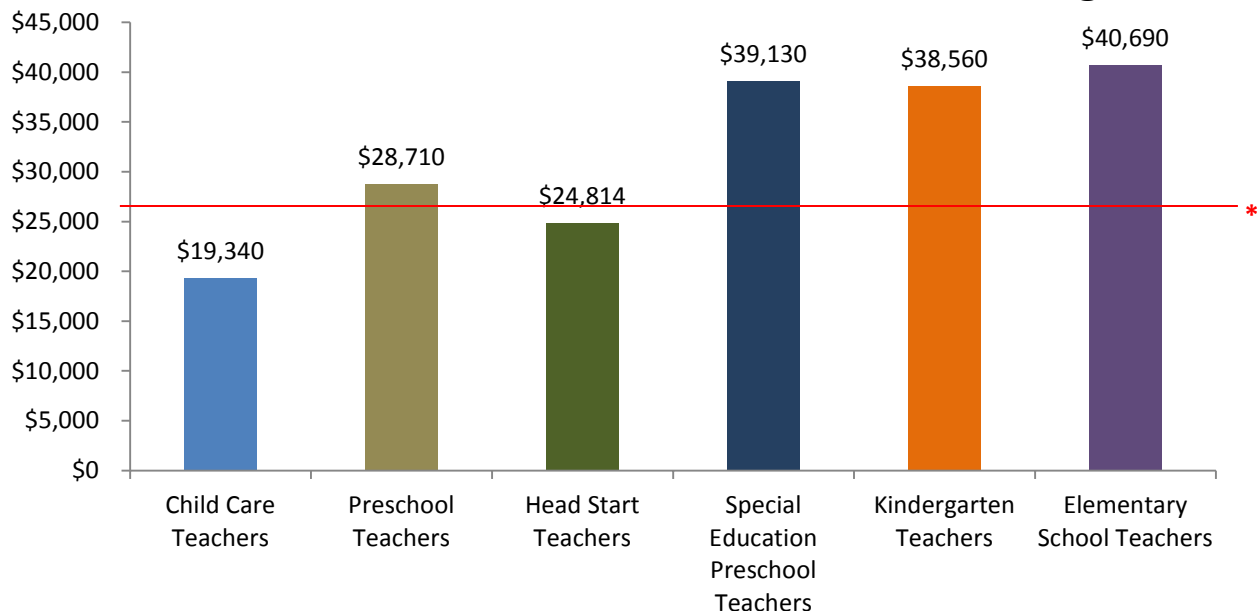- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

South Dakota Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,340
Preschool Teachers	$28,710
Head Start Teachers	$24,814
Special Education Preschool Teachers	$39,130
Kindergarten Teachers	$38,560
Elementary School Teachers	$40,690

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

South Dakota Demographics

71,314 Children Under Age 6

35,908 Children Under Age 6 Below 200% of Poverty

74.6% Children Under Age 6 Living in Households with All Parents Working

44.6% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

22.7% Children Under Age 5 Living in Poverty

South Dakota Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,940
- Manicurist & Pedicurist $29,110
- Word Processors/ Typists $24,050[†]
- Nurses $53,420

[†]Annual wages are from the Bureau of Labor Statistics (May 2015). SD word processors/typists data was not available for 2015; 2014 BLS wage data is reflected instead.

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).

TENNESSEE

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

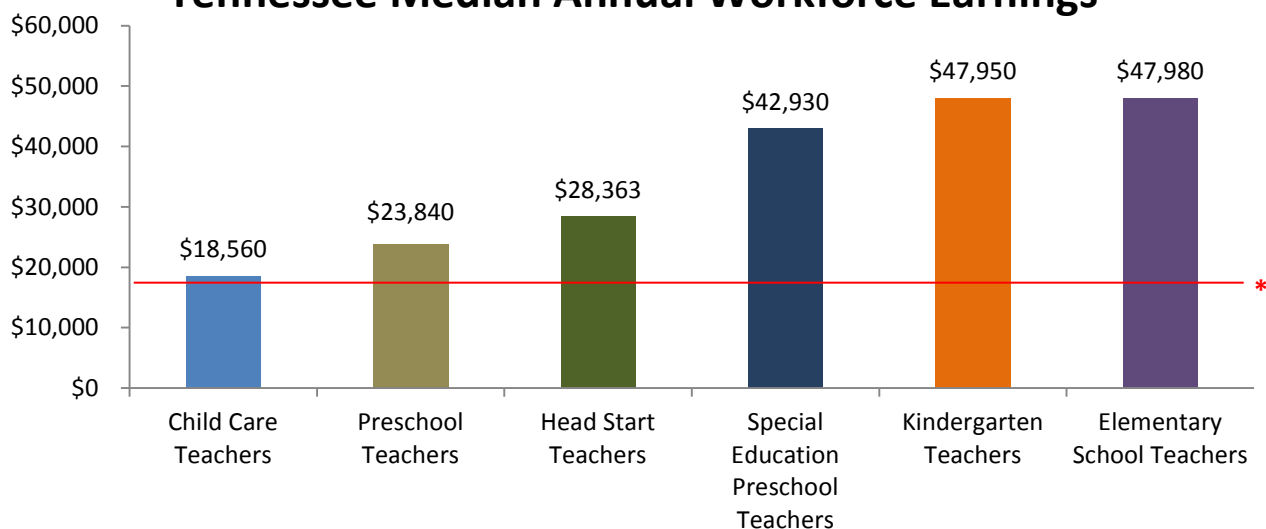- 700 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Tennessee Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$18,560
Preschool Teachers	$23,840
Head Start Teachers	$28,363
Special Education Preschool Teachers	$42,930
Kindergarten Teachers	$47,950
Elementary School Teachers	$47,980

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Tennessee Demographics

482,065 Children Under Age 6

270,048 Children Under Age 6 Below 200% of Poverty

64.1% Children Under Age 6 Living in Households with All Parents Working

56.3% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

29.3% Children Under Age 5 Living in Poverty

Tennessee Median Annual Wages for Other Occupations

- Parking Lot Attendants $19,510
- Manicurist & Pedicurist $22,780
- Word Processors/Typists $34,030
- Nurses $56,840

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
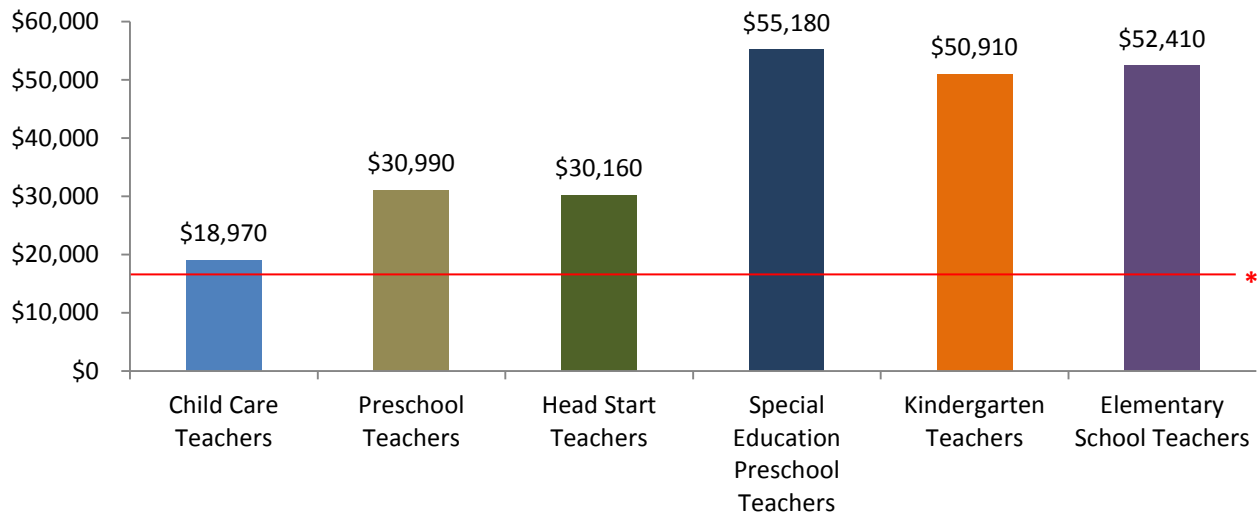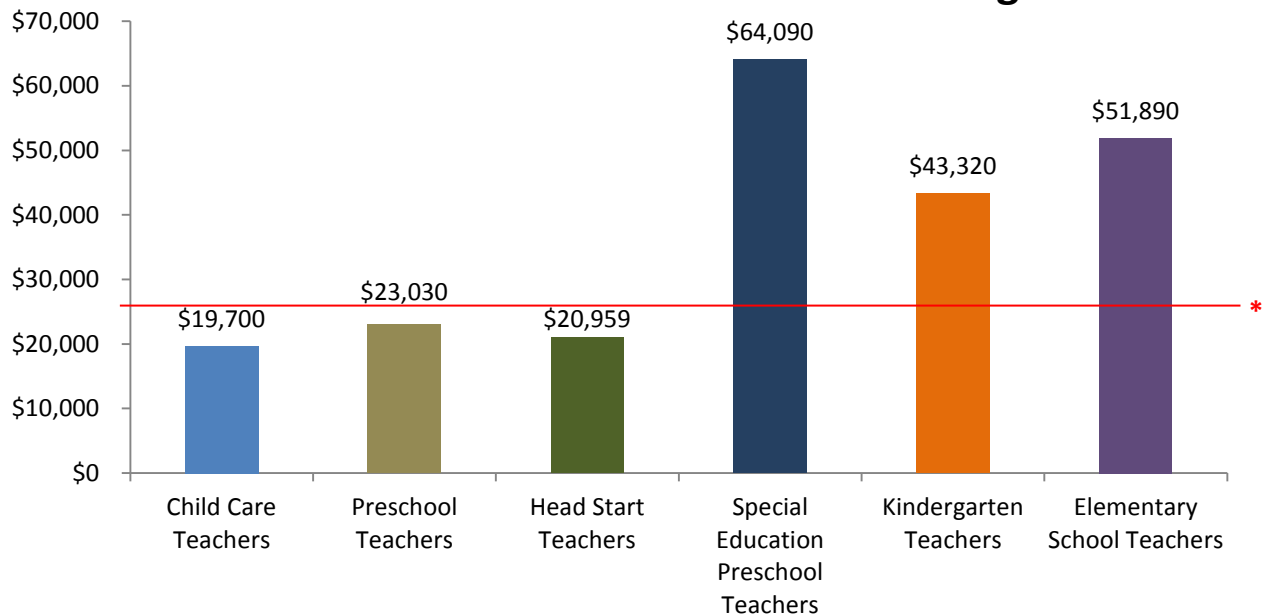
TEXAS

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

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- The foundation forms for future cognitive abilities
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High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Texas Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,970
Preschool Teachers	$30,990
Head Start Teachers	$30,160
Special Education Preschool Teachers	$55,180
Kindergarten Teachers	$50,910
Elementary School Teachers	$52,410

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Texas Demographics

2.3 million	Children Under Age 6
1.2 million	Children Under Age 6 Below 200% of Poverty
59.3%	Children Under Age 6 Living in Households with All Parents Working
45.8%	Families Led by a Single Mother with Children Under Age 5 Living in Poverty
26.6%	Children Under Age 5 Living in Poverty

Texas Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,630
- Manicurist & Pedicurist $19,850
- Word Processors/Typists $34,260
- Nurses $68,590

UTAH

Access to High Quality Early Learning Matters!

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Utah Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$19,700
Preschool Teachers	$23,030
Head Start Teachers	$20,959
Special Education Preschool Teachers	$64,090
Kindergarten Teachers	$43,320
Elementary School Teachers	$51,890

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Utah Demographics

303,004 Children Under Age 6

127,636 Children Under Age 6 Below 200% of Poverty

50.5% Children Under Age 6 Living in Households with All Parents Working

49.6% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

14.3% Children Under Age 5 Living in Poverty

Utah Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,400
- Manicurist & Pedicurist $22,390
- Word Processors/ Typists $29,890
- Nurses $59,670

VERMONT

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

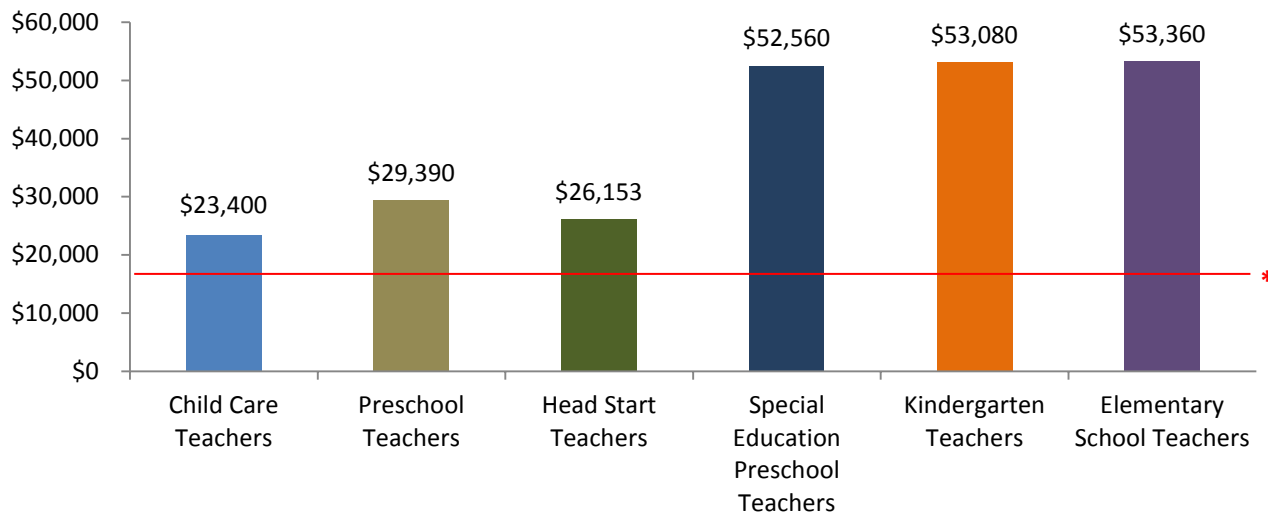- 700 — 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Vermont Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$23,400
Preschool Teachers	$29,390
Head Start Teachers	$26,153
Special Education Preschool Teachers	$52,560
Kindergarten Teachers	$53,080
Elementary School Teachers	$53,360

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Vermont Demographics

37,630 Children Under Age 6

13,899 Children Under Age 6 Below 200% of Poverty

71.9% Children Under Age 6 Living in Households with All Parents Working

53.4% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

17.4% Children Under Age 5 Living in Poverty

Vermont Median Annual Wages for Other Occupations

- Parking Lot Attendants $21,920
- Manicurist & Pedicurist $34,340
- Word Processors/ Typists $41,230
- Nurses $62,770

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
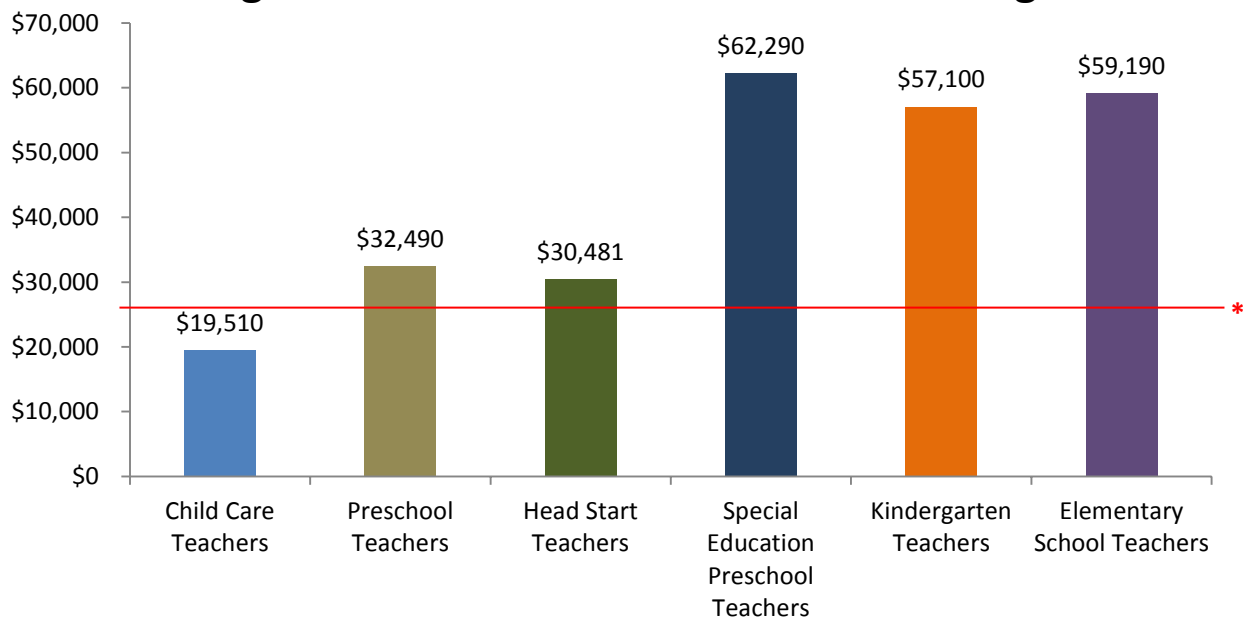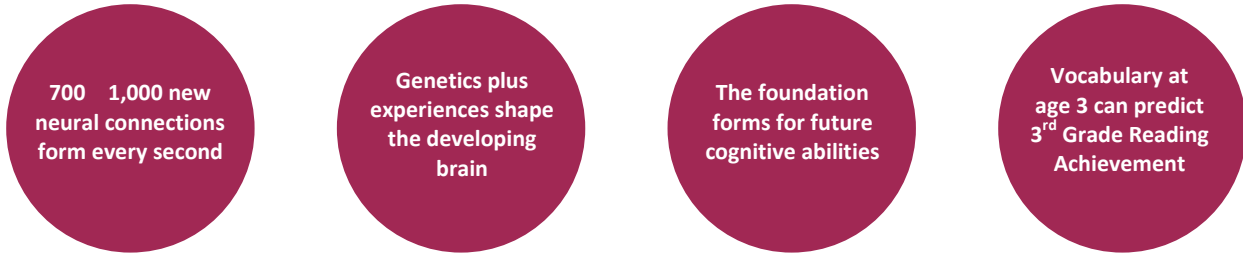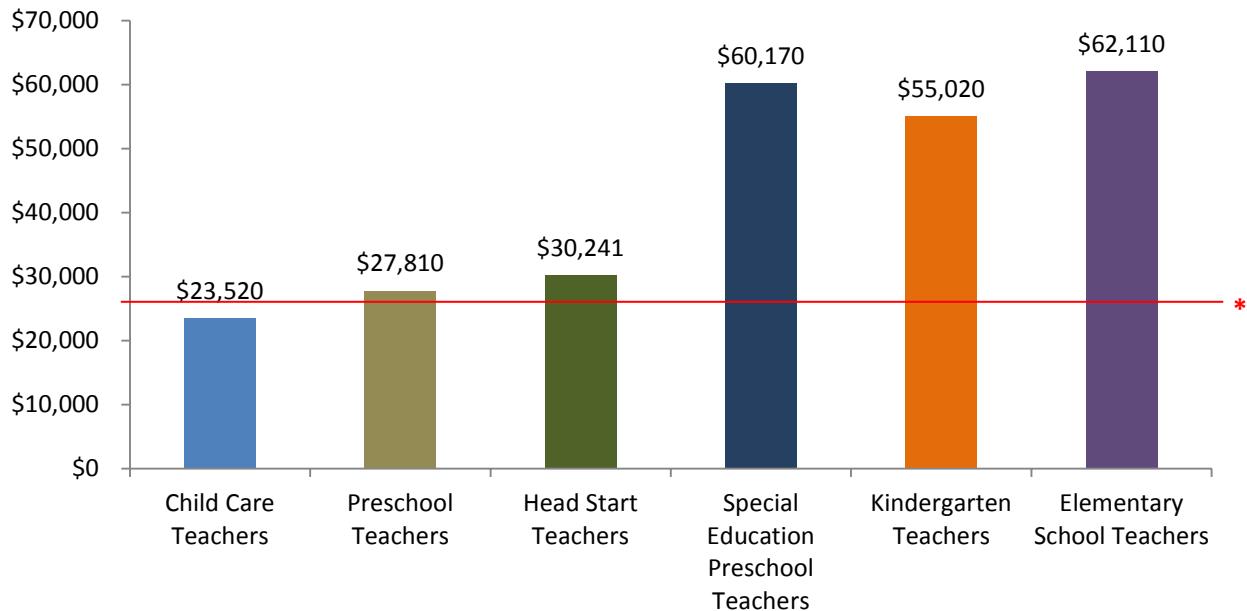
VIRGINIA

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Virginia Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$19,510
Preschool Teachers	$32,490
Head Start Teachers	$30,481
Special Education Preschool Teachers	$62,290
Kindergarten Teachers	$57,100
Elementary School Teachers	$59,190

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Virginia Demographics

610,937 Children Under Age 6

224,933 Children Under Age 6 Below 200% of Poverty

66.8% Children Under Age 6 Living in Households with All Parents Working

43.9% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

16.9% Children Under Age 5 Living in Poverty

Virginia Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,360
- Manicurist & Pedicurist $20,030
- Word Processors/ Typists $38,360
- Nurses $63,640

WASHINGTON

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Washington Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$23,520
Preschool Teachers	$27,810
Head Start Teachers	$30,241
Special Education Preschool Teachers	$60,170
Kindergarten Teachers	$55,020
Elementary School Teachers	$62,110

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Washington Demographics

535,473 Children Under Age 6

224,768 Children Under Age 6 Below 200% of Poverty

59.4% Children Under Age 6 Living in Households with All Parents Working

40.2% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

19.3% Children Under Age 5 Living in Poverty

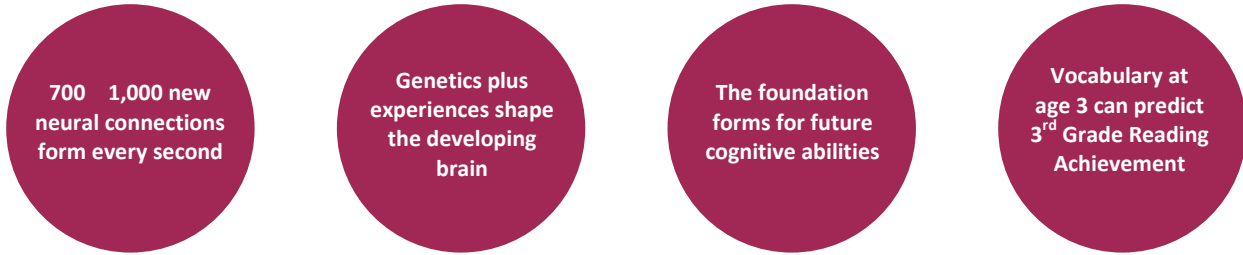## Washington Median Annual Wages for Other Occupations
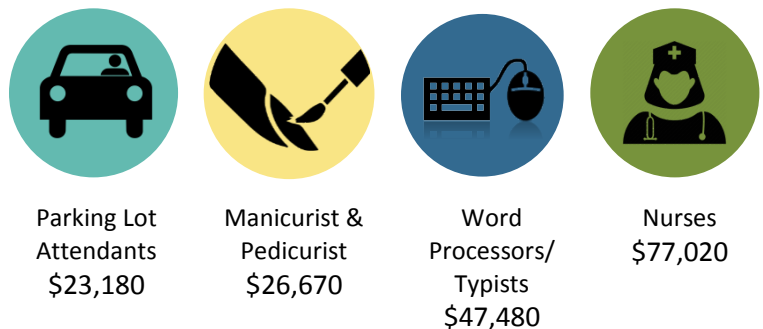
- Parking Lot Attendants $23,180
- Manicurist & Pedicurist $26,670
- Word Processors/Typists $47,480
- Nurses $77,020

WEST VIRGINIA

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

West Virginia Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$18,890
Preschool Teachers	$30,640
Head Start Teachers	$31,987
Kindergarten Teachers	$47,880
Elementary School Teachers	$45,740
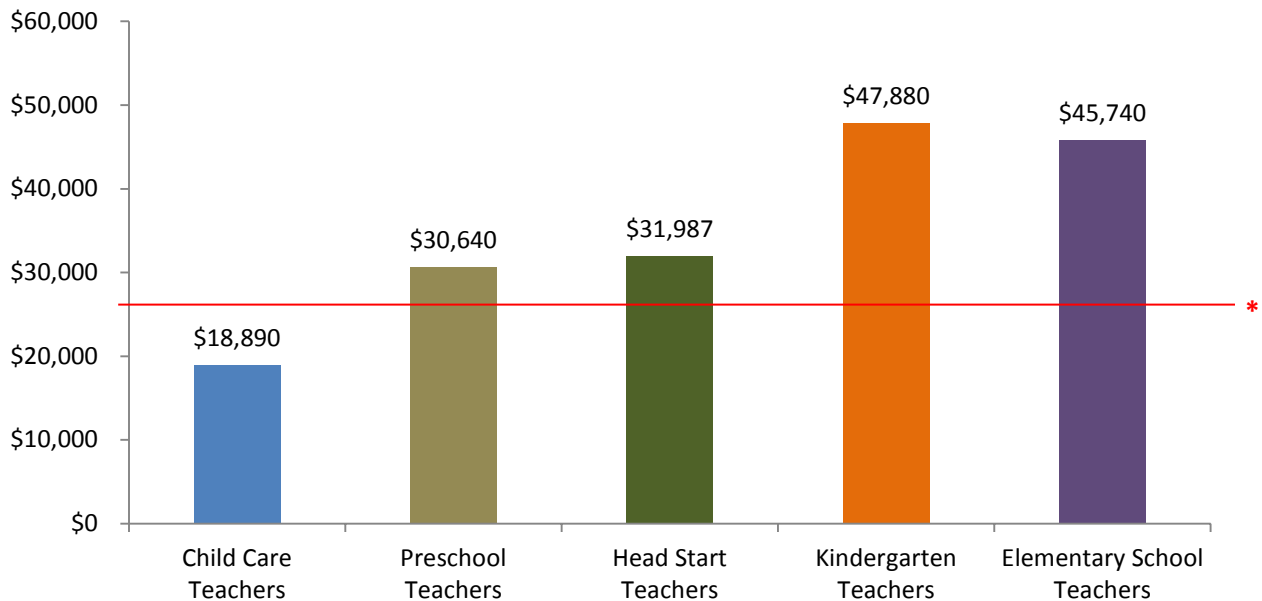
*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
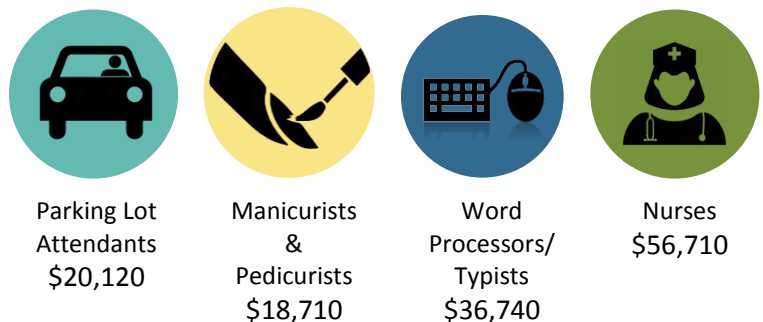**Note: The U.S. Bureau of Labor Statistics did not report separate wage data for WV preschool special education teachers.**

West Virginia Demographics

- **123,002** Children Under Age 6
- **67,776** Children Under Age 6 Below 200% of Poverty
- **57.1%** Children Under Age 6 Living in Households with All Parents Working
- **68.3%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **28.8%** Children Under Age 5 Living in Poverty
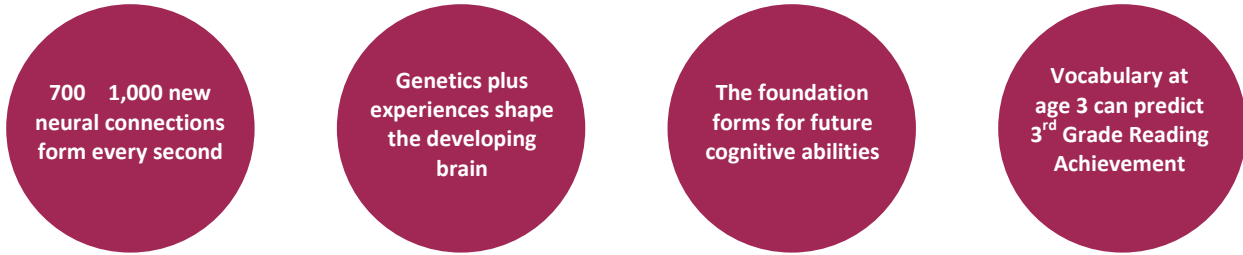
West Virginia Median Annual Wages for Other Occupations

- Parking Lot Attendants $20,120
- Manicurists & Pedicurists $18,710
- Word Processors/ Typists $36,740
- Nurses $56,710

WISCONSIN

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

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- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Wisconsin Median Annual Workforce Earnings

Occupation	Earnings
Child Care Teachers	$20,410
Preschool Teachers	$23,890
Head Start Teachers	$29,714
Special Education Preschool Teachers	$38,250
Kindergarten Teachers	$48,700
Elementary School Teachers	$54,120

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124
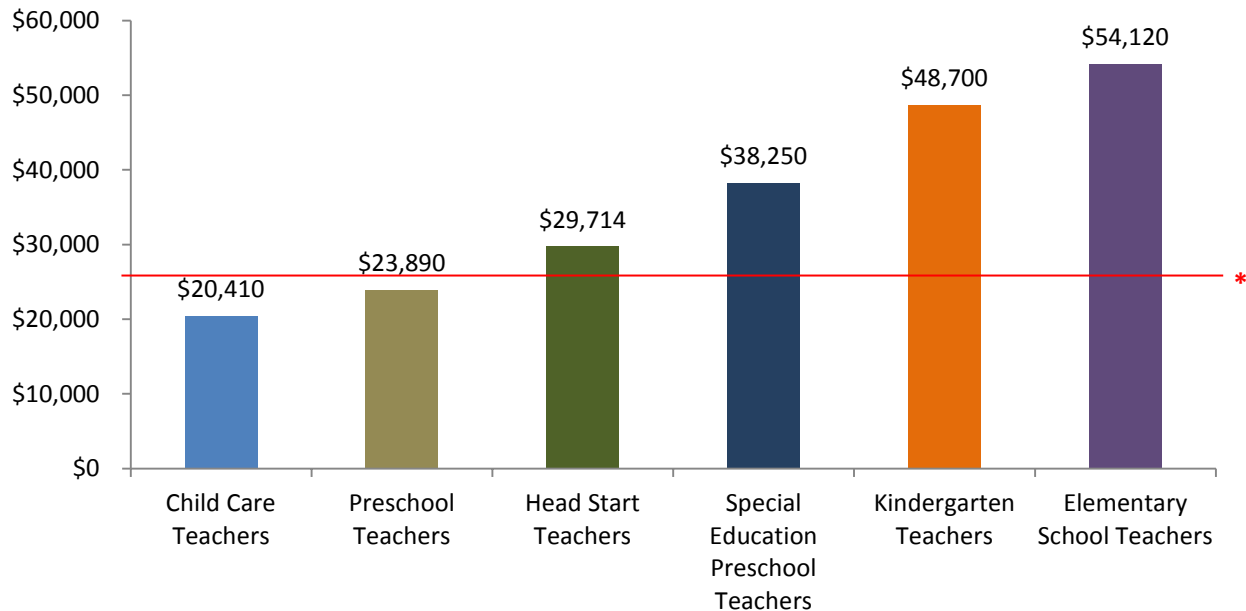
Wisconsin Demographics

406,956 Children Under Age 6

177,240 Children Under Age 6 Below 200% of Poverty

72.9% Children Under Age 6 Living in Households with All Parents Working

52.4% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

21.5% Children Under Age 5 Living in Poverty

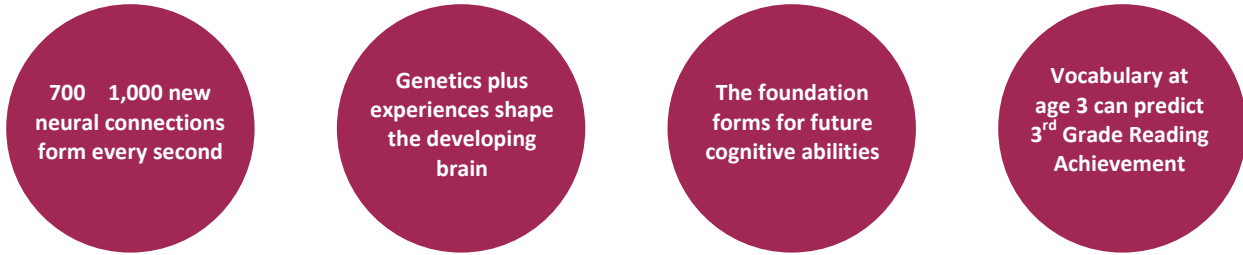## Wisconsin Median Annual Wages for Other Occupations
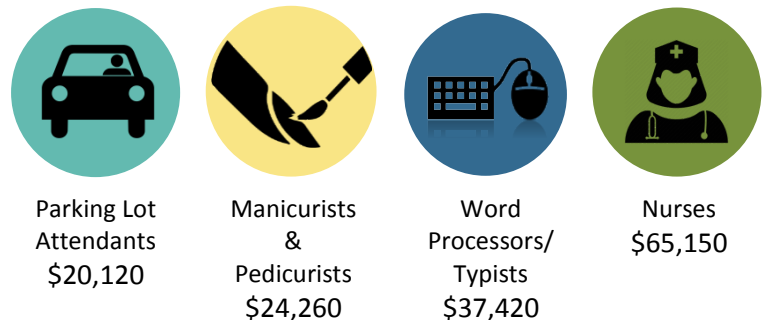
- Parking Lot Attendants $20,120
- Manicurists & Pedicurists $24,260
- Word Processors/Typists $37,420
- Nurses $65,150

WYOMING

Access to High Quality Early Learning Matters!

Research shows that during the earliest years of a child's life:

- 700 – 1,000 new neural connections form every second

- Genetics plus experiences shape the developing brain

- The foundation forms for future cognitive abilities

- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Wyoming Median Annual Workforce Earnings

Occupation	Median Annual Earnings
Child Care Teachers	$20,850
Preschool Teachers	$26,130
Head Start Teachers	$27,181
Special Education Preschool Teachers	$47,900
Kindergarten Teachers	$56,190
Elementary School Teachers	$57,550

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Wyoming Demographics

45,620 Children Under Age 6

18,257 Children Under Age 6 Below 200% of Poverty

62% Children Under Age 6 Living in Households with All Parents Working

36.5% Families Led by a Single Mother with Children Under Age 5 Living in Poverty

14.2% Children Under Age 5 Living in Poverty

Wyoming Median Annual Wages for Other Occupations

Parking Lot Attendants $23,960

Manicurists & Pedicurists $29,910

Word Processors/ Typists $32,040[†]

Nurses $60,780
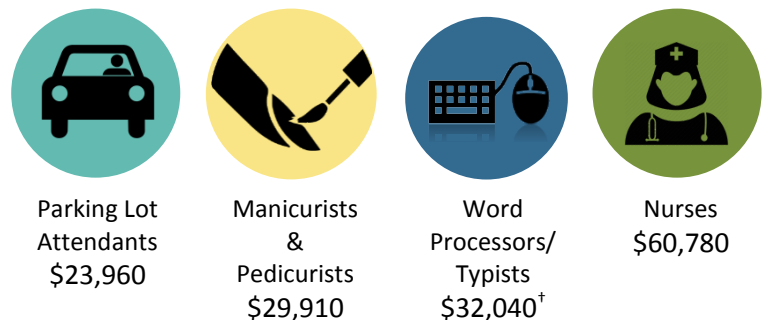
[†]Annual wages are from the Bureau of Labor Statistics (May 2015). WY word processors/typists data was not available for 2015; 2014 BLS wage data is reflected instead.

Source: U.S. Census Bureau, ACS 1 Year data (2014); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2015); Head Start Program Information Report (2015).
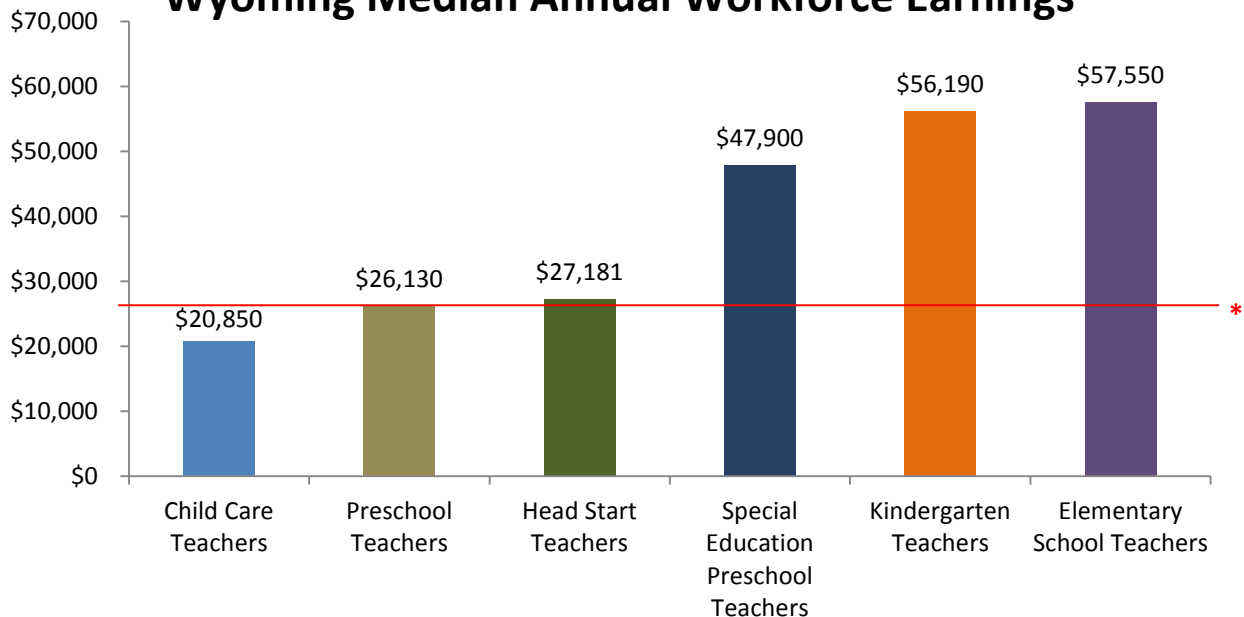
Endnotes.

Disclaimer
This document contains examples of, adaptations of, and links to resources created and maintained by other public and private organizations. This information, informed by research and gathered in part from practitioners, is provided for the reader's convenience and is included here to offer examples of the many resources that educators, parents, advocates, administrators, and other concerned parties may find helpful and use at their discretion. The

U.S. Departments of Education and Health and Human Services do not control or guarantee the accuracy, relevance, timeliness, or completeness of this outside information. Further, the inclusion of links to items and examples do not reflect their importance, nor are they intended to represent or to be an endorsement by the U.S. Departments of Education or Health and Human Services of any views expressed, or materials provided.

[1] Yoshikawa, H., Weiland, C., Brooks-Gunn, J., Burchinal, M., Espinosa, L., Gormley, W., Ludwig, J., Magnuson, K., Phillips, D., Zaslow, M., (2013). Investing in our future: The evidence base for preschool education. Policy Brief, Society for Research in Child Development and the Foundation for Child Development. http://fcd-us.org/sites/default/files/Evidence%20Base%20on%20Preschool%20Education%20FINAL.pdf

[2] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013. http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[3] Ibid.

[4] Ibid.

[5] National Research Council and Institute of Medicine (2000) From Neurons to Neighborhoods: The Science of Early Childhood Development. Committee on Integrating the Science of Early Childhood Development. Jack P. Shonkoff and Deboarah A. Phillips, eds. Board on Children, Youth and Families. Commission on Behavioral and Social Sciences and Education. Washington, D.C. National Academy Press.

[6] Center on the Developing Child, Harvard University. http://developingchild.harvard.edu/

[7] U.S. Census Bureau, Who's Minding the Kids? Child Care Arrangements: 2011 Detailed Tables. https://www.census.gov/data/tables/2008/demo/2011-tables.html

[8] Federal Interagency Forum on Child and Family Statistics. 2011. America's children: Key national indicators of well-being, 2011. Washington, DC: U.S. Government Printing Office.

[9] 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, CA: Center for the Study of Child Care Employment, University of California,

Berkeley. http://www.irle.berkeley.edu/cscce/wp-content/uploads/2014/11/ReportFINAL.pdf

[10] Ibid.

[11] Ibid.

[12] Ibid.

[13] Ibid.

[14] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013. http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[15] Ibid.

[16] For purposes of the National Survey of Early Care and Education (NSECE), the definition of teachers and caregivers does not include individuals who serve as directors, administrators or other specialists not serving as teaching or caregiving staff.

[17] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013. http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[18] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013. http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[19] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013. http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[20] Ibid.

[21] Center on the Developing Child, Harvard University. http://developingchild.harvard.edu/

[22] Institute of Medicine and National Research Council. 2015. "Transforming the workforce for children birth through age 8: A unifying foundation. " Washington, DC: The National Academies Press.

[23] Ibid.

[24] Center for Public Education. (2008). The Research on Pre-K. Alexandria, VA

[25] U.S. Census Bureau, Current Population Survey, October 2012. http://www.census.gov/hhes/school/data/cps/2012/tables.html

[26] Barnett, W.S., Carolan, M.E., Squires, J.H., Clarke Brown, K., & Horowitz, M. (2015). The state of preschool 2014: State preschool yearbook. New Brunswick, NJ: National Institute for Early Education Research; Preschool Development Grants program web site State preschool yearbook. New Brunswick, NJ: National Institute for Early Education Research; Preschool Development Grants program web site http://www2.ed.gov/programs/preschooldevelopmentgrants/awards.html

[27] Ibid.

[28] Ibid.

[29] Ibid.

[30] Gormley, W., Gayer, T., Phillips, D.A., & Dawson, B. (2005). The effects of universal Pre-K on cognitive development. Developmental Psychology, 41, 872-884; Weiland, C., & Yoshikawa, H. (2013). Impacts of a prekindergarten program on children's mathematics, language, literacy, executive function, and emotional skills. Child Development. http://www.iapsych.com/wj3ewok/LinkedDocuments/Gormley2005.pdf;

http://onlinelibrary.wiley.com/doi/10.1111/cdev.12099/abstract

[31] The National Institute of Early Education Research.
http://nieer.org/

[32] Ibid. and 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, CA: Center for the Study of Child Care Employment, University of California, Berkeley.
http://www.irle.berkeley.edu/cscce/wp-content/uploads/2014/11/ReportFINAL.pdf

[33] Head Start Program Information Report Summary Data for FY2015,
http://eclkc.ohs.acf.hhs.gov/hslc/data/factsheets/docs/hs-program-fact-sheet-2015-final-2.pdf

[34] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013.
http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[35] U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment and Wages, May 2015.
http://www.bls.gov/oes/#tables; Occupation classifications at the Bureau of Labor Statistics are under review, however currently, BLS does not differentiate preschool teacher salary by setting (i.e., preschool median and average wages are reported, but the data reflects all preschool teachers combined regardless of setting).

[36] U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation (ASPE), Federal Poverty Guidelines (2015). https://aspe.hhs.gov/2015-poverty-guidelines

[37] Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education (NSECE). October 2013.
http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf

[38] Parents and the High Price of Child Care: 2015 Report. Child Care Aware of America.
http://www.usa.childcareaware.org/advocacy-public-policy/resources/reports-and-research/costofcare/

[39] Early Care and Education Consortium Monthly Membership Conference Calls (2015).

[40] National Conference of State Legislatures, Funding Pre-K Through the School Funding Formula,
http://www.ncsl.org/research/human-services/funding-pre-k-through-the-school-funding-formula.aspx#Pre-K%20in%20school%20funding%20formulas

[41] This applies to the Iowa Statewide Voluntary Preschool Program (SVPP) and not Shared Visions (SV).

[42] National Conference of State Legislatures, Funding Preschool Through the School Funding Formula,
http://www.ncsl.org/research/human-services/funding-pre-k-through-the-school-funding-formula.aspx#Pre-K%20in%20school%20funding%20formulas

[43] U.S. Department of Education, Preschool Development Grants.
http://www2.ed.gov/programs/preschooldevelopmentgrants/index.html

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U.S. Department of Health and Human Services
U.S. Department of Education
June 2016