



# Early Childhood Workforce Index 2018 MISSOURI

449,240  
Children age 0-5



18,880\*  
Members of the  
early childhood  
teaching workforce

**IN MISSOURI**, 70 percent of children live in households where all available parents are currently working, and 28 percent of all Missouri children are part of low-income families. It is widely agreed that the current early care and education system across states is woefully underfunded. The [cost of services](#) is out of reach for many working families, including those who earn middle-class wages.

At the same time, large swaths of early childhood teachers — even those with college degrees — earn unlivable wages. More than 18,880 members of the early childhood teaching workforce provide services to children in Missouri.

| Occupation           | Median wage |
|----------------------|-------------|
| Child care worker    | \$9.96      |
| Preschool teacher    | \$12.03     |
| Center director      | \$20.69     |
| Kindergarten teacher | \$28.25     |
| Elementary teacher   | \$27.66     |
| All workers          | \$16.85     |

## Earnings by Occupation

- In 2017 the median wage for child care workers was \$9.96, **a 7% increase since 2015.**
- For preschool teachers the median wage was \$12.03, **a 3% decrease since 2015.**
- For preschool or child care center directors, the median wage was \$20.69, **a 2% increase since 2015.**

\*Total includes the following occupations as defined by the U.S. Bureau of Labor Statistics Occupational Employment Statistics (OES): “child care workers,” “preschool teachers, excluding special education,” “preschool teachers, special education,” “education administrators: preschool/child care center programs”. These data do not include the self-employed, although home-based child care assistants, who are employees, are likely included in the “child care worker” category. Due to the limited data available across states in the OES, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.



## Early Childhood Workforce Policies

|   |  |   |  |
|---|--|---|--|
| <b>Qualifications &amp; educational supports:</b><br><br>Edging Forward | Pre-K  | BA minimum for lead teacher?                      | Yes                                    |
|   |  | CDA/equivalent minimum for assistant teacher?     | Yes                                    |
|   | Licensed centers                               | BA minimum for director?                          | No                                     |
|   |  | BA minimum for lead teacher?                      | No                                     |
|   |  | CDA/equivalent minimum for assistant teacher?     | No                                     |
|   | Licensed homes                                 | BA minimum for lead teacher?                      | No                                     |
|   |  | CDA/equivalent minimum for assistant teacher?     | No                                     |
|   | Scholarships to support educational pathways   | BA?   | Yes                                    |
|   |  | AA?   | Yes                                    |
|   |  | CDA or equivalent?                                | No                                     |
|   |  | Collects data on scholarship recipients?          | Yes                                    |
|   | <b>Work environments:</b><br><br>Not available | Centers   | Paid time in professional development? |
| Paid planning and/or preparation time?                                  |  |   | Not available                          |
| Salary schedule/benefits?   |  |   | Not available                          |
| Homes   |  | Paid time in professional development?            | Not available                          |
|   |  | Paid planning and/or preparation time?            | Not available                          |
|   |  | Salary schedule/benefits?                         | Not available                          |
| <b>Compensation &amp; financial relief strategies:</b><br><br>Stalled   |  | Salary parity for publicly funded pre-K teachers? | Parity (public only)                   |
|   |  | Compensation standards required?                  | No                                     |
|   |  | Compensation guidelines or plans to develop?      | No                                     |
|   |  | Earmarks for salaries in public funding?          | No                                     |
|   |  | Financial relief: stipend or tax credit?          | No                                     |
|   |  | Financial relief: bonus?                          | Yes                                    |



## Early Childhood Workforce Policies

|                             |          |   |                                     |                |
|-----------------------------|----------|---|-------------------------------------|----------------|
| <b>Financial resources:</b> | Stalled  | State reported extra CCDBG spending?                | No                                  |                |
|                             |          | Ratio of per-child pre-K to K-12 spending over 50%? | No                                  |                |
| <b>Workforce data:</b>      | Registry | Inclusive of all licensed settings?                 | Other                               |                |
|                             |          | Collects wage data?                                 | Yes                                 |                |
|                             |          | Collects benefits data?                             | No                                  |                |
|                             |          | Collects race/ethnicity data?                       | Yes                                 |                |
|                             |          | Reports data publicly?                              | Yes                                 |                |
|                             | Stalled  | Survey  | Inclusive of all licensed settings? | Not applicable |
|                             |          |   | Collects wage data?                 | No             |
|                             |          |   | Collects benefits data?             | No             |
|                             |          |   | Collects race/ethnicity data?       | No             |
|                             |          |   | Reports data publicly?              | No             |

## Family & Income Support Policies

|  |         |  |     |
|--|---------|--|-----|
| <b>Income supports:</b>                    | Stalled | Refundable Earned Income Tax Credit?                     | No  |
|  |         | Higher than federal minimum wage, indexed for inflation? | Yes |
|  |         | Refundable child care tax credit?                        | No  |
| <b>Supports for health and well-being:</b> | Stalled | Paid sick days law?                                      | No  |
|  |         | Paid family leave law?                                   | No  |
|  |         | Expanded Medicaid eligibility?                           | No  |

The *Early Childhood Workforce Index* provides a composite appraisal of the early childhood workforce in each state focused on: Earnings and Economic Security; Early Childhood Workforce Policies; and Family and Income Support Policies.

- The [full 2018 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states.
- To see how Missouri compares to other states, visit our [interactive state-by-state database](#).
- For an overview of data sources for the indicators listed above, see our [guide to indicators](#).

