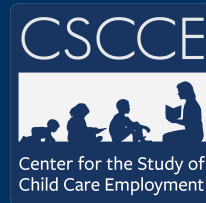

Bold on Early Educator Compensation Learning Community 2023

May 25, 2023

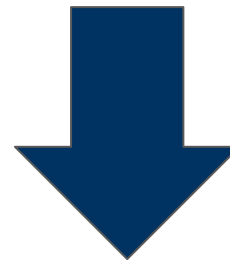
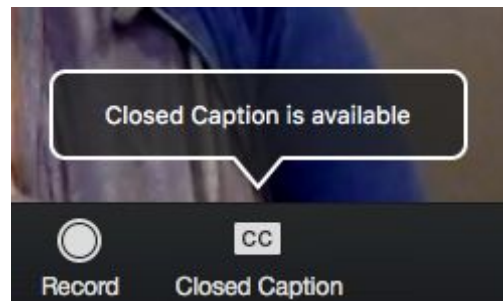
**Center for the Study of
Child Care Employment**

University of California, Berkeley

Questions? adade@berkeley.edu | cscce.berkeley.edu



Getting Settled



CSCCE Team



Caitlin McLean
Director of Multi-state
and International
Programs



Lea J.E. Austin
Executive Director



Annie Dade
Project Policy Analyst



Sophia Jaggi
Research Manager



Silvia Munoz
Research Assistant



Krista Olson
Research and Policy
Associate



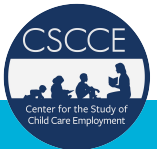
Welcome!

Please share in chat

- Name
- Pronouns
- State
- Role/organization

Breakout Room Icebreakers

- Are you currently, or have you ever been in your career, an early educator?
- What is one thing that brought you joy this morning?



Today's Agenda

Year 2 Learning Community Kick-off

- **Opening Remarks**
- **Learning Community Overview**
 - Timeline
 - Resources
- **Survey Themes + Discussion**
- **Closing Reflections**

Opening Remarks by Dr. Lea Austin

Executive Director, CSCCE

Checking in

In one word...

How are you feeling about your state's progress on ECE compensation?

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**How are you feeling about
your state's progress on ECE
compensation?**

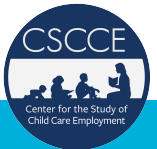
① Start presenting to display the poll results on this slide.

Checking in

In one word...

How are you feeling about today's Learning
Community Kickoff?

Join Slido Word Cloud at:
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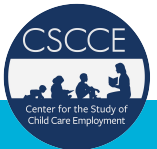
How are you feeling about today's Learning Community Kickoff?

① Start presenting to display the poll results on this slide.

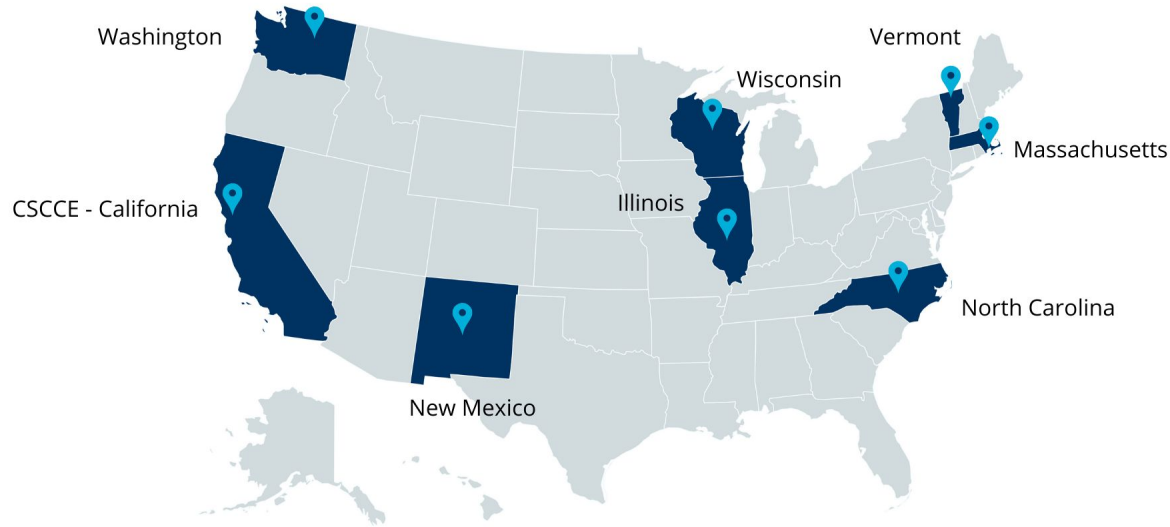
Overview

The **Bold on Early Educator Compensation Learning Community** brings together educators, advocates, government representatives, and legislators from seven states to:

- **Build capacity of individual participants** to affect change around ECE compensation in their communities through knowledge sharing and discussion;
- **Foster equity and inclusion** across the project in terms of equity-focused content in discussion and case studies, and process for engaging participants;
- **Strengthen relationships within the Learning Community;**
- **Build shared capacity to support other stakeholders** on compensation strategies;
- **Share learnings with the broader field** around strategies to improve ECE compensation.



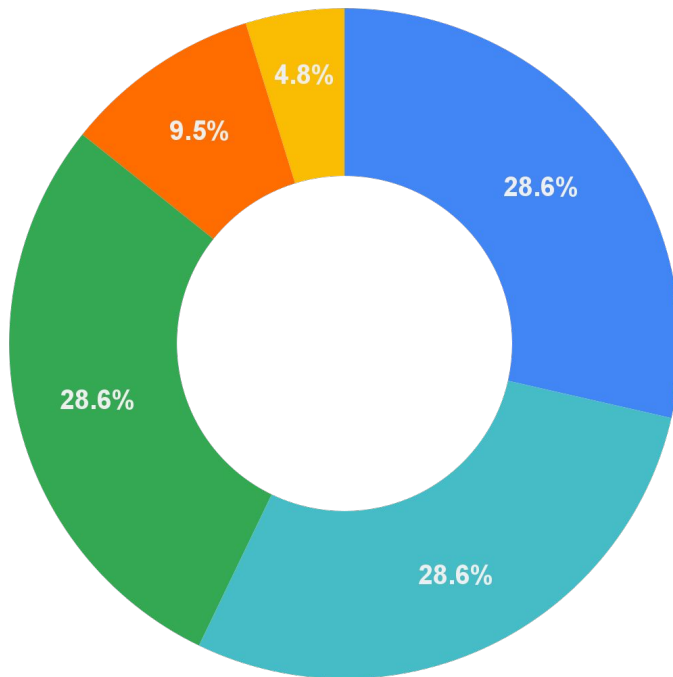
Learning Community States



Map: Center of the Study of Child Care Employment, 2022

Learning Community Participants

- Early Educator/ Program Director
- State Agency Staff
- Advocacy Org
- State Legislator
- Governor's Team



90% Women

~1/3 People of Color:

15% Black
10% Latine
5% American Indian,
Alaska Native,
5% Asian

Learning Community



Existing strengths:

- Strong understanding of the ECE workforce and policy context
- Strong alignment on the need to elevate educator voice in compensation policy design and implementation

Opportunities for capacity-building:

- Understanding strategies to incorporate equity into ECE compensation policy-making and advocacy
- Building capacity to personally influence change
- Connecting with leaders in other states grappling with similar issues

Learning Community Timeline

Year 2 Convenings



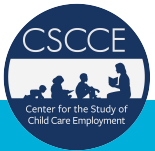
Learning Community Overview

Invite an Educator

- 2 opportunities for each state
- \$200 honorarium for participating in any of 3 core convenings or 2 listening sessions

Honorarium for Core Participants

- One payment at conclusion (~Nov)
- Contact Annie (adade@berkeley.edu) or Tomeko (twyrick@berkeley.edu)



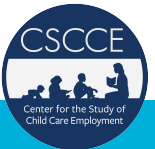
Learning Community Resources

Updated Website

- Resources from 2022
- Publications
- Upcoming case studies

Communication

- Learning Community Listserv
- CSCCE Newsletters



Break Time!

Let's resume in 5 minutes

What we heard from you:

Themes from pre-survey responses

— “ —

*Continuing to **learn** about initiatives and strategies happening in other states and trying them here. Increasing compensation is one of the most important things we can do right now to bolster the sector.*

— “ —

*Ensure that all types of providers are **included** in compensation efforts and how to do this at scale in a way that is **equitable** for both educators and children and families*

— “ —

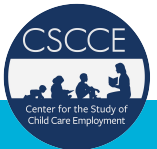
*Learn about compensation equity
and how to build on it.*

*Learn how to act on it and not just
talk about it.*

— “ —

Themes - Promising Advancements

- **Raising subsidy rates to increase compensation:** NM; VT
- **Contracts/Grants to increase compensation:** IL; MA; NC considering bill
- **Benefits:** Child care: WA, MA; NM exploring health insurance
- **Governor Champions:** WI; NM; IL
- **Educator engagement & Centering Equity:** WI; WA



Themes - Barriers & Opportunities

Political barriers

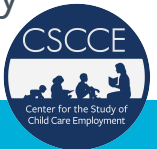
- Political will/attitudes towards ECE
- Lack of funding

Implementation barriers

- Defining qualification/roles for salary scale
- Equitable access across settings and sector

Opportunities for this group

- Sharing strategies to overcome barriers; defining and incorporating equity



Choose a Breakout Room

Room 1

**Raising
Subsidy Rates
to impact
comp**

Room 2

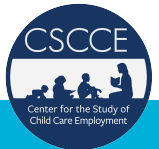
**Grants/
Contracts
to impact
comp**

Room 3

Benefits

Consider in discussion:

- Promising practices
- Barriers
- Incorporating equity
- Elevating educator voice in design
- Building political will
- Identifying funding



Group Share

Please share your breakout discussions

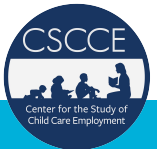
- What are 1-2 key takeaways?
- Any lingering questions?



Closing Reflections

What are your 2 top of mind issues or questions for this group?

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What are your 2 top of mind issues or questions for this group?

① Start presenting to display the poll results on this slide.

Quick Poll: Listening Sessions

Hour-long sessions for participants to bring questions, concerns, and highlights to share.

Late August/Early September

- Date/time TBD

Late October

- Date/time TBD



Next Steps

- Next Convening **August 22nd 10-11:30 PST/ 1-2:30 EST**
 - Optional listening session **late Aug/early Sept**
- What to expect:
 - Summary email + feedback survey
 - Pre-materials for August
 - List Serv
 - Contact **Annie** to organize for an early educator to join from your state in August

Questions? Please get in touch.

Annie Dade | adade@berkeley.edu
Caitlin McLean | caitlin.mclean@berkeley.edu



Thank you!

