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

Low Compensation Undermines Quality

June 2016
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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. 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

According to the National Survey of Early Care and Education (NSECE), 97 percent of center-based early childhood teaching staff are women—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). 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. 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.

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. Many spend time in out-of-home settings each week while their parents work. About 60 percent of children age 3 to 6, not yet in kindergarten, are enrolled in center-based settings, which include child care, preschool, Head Start, and other early education programs. 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 providers12 had 10 or more years of experience in the field13 (See Figure 1).

Figure 1: Median Years Early Care and Education Experience for Teachers and Providers by Type of Program

<table>
<thead>
<tr>
<th>Program</th>
<th>Median Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Center-based</td>
<td>10.0</td>
</tr>
<tr>
<td>Home-based – Listed</td>
<td>13.7</td>
</tr>
<tr>
<td>Home-based – Unlisted</td>
<td>5.0</td>
</tr>
</tbody>
</table>


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.
Among the 1 million teachers and caregivers 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 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.

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).
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.\textsuperscript{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.\textsuperscript{20} (See Table 1).

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.\textsuperscript{21}

\textbf{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}

<table>
<thead>
<tr>
<th>Age Group</th>
<th>25th Percentile</th>
<th>50th Percentile</th>
<th>75th Percentile</th>
<th>Mean</th>
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<tr>
<td>Birth - 3 Years Old</td>
<td>$8.00</td>
<td>$9.30</td>
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<td>3 - 5 Years Old</td>
<td>$9.20</td>
<td>$11.90</td>
<td>$16.90</td>
<td>$14.70</td>
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</table>

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, \textit{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.\textsuperscript{22}
Figure 5: Child Care Workforce Median Annual Earnings Qualify for Public Benefits

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. 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. 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.

Between 2002 and 2014, State investments in preschool led to a doubling in enrollment in four year-olds in preschool programs. 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. 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. 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.”

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). 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.\textsuperscript{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.\textsuperscript{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.\textsuperscript{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.\textsuperscript{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\textsuperscript{34} (See Figure 6). This means that too often, funding sources - not teacher qualifications - determine salaries.

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

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{hourly_wages.png}
\caption{Hourly Wages for Early Learning Teachers with a Bachelor's Degree by Setting Type}
\end{figure}

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. 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) 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.


**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). 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. 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)](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.


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.\textsuperscript{40}

For example, Iowa, 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.\textsuperscript{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.\textsuperscript{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](image)

**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](chart.png)

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.
### Appendix 1.

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

<table>
<thead>
<tr>
<th>State</th>
<th>Child Care Workers Annual Median Wage</th>
<th>Head Start Teachers</th>
<th>Preschool Teachers</th>
<th>Preschool Special Education Teachers</th>
<th>Kindergarten Teachers</th>
<th>Elementary School Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>National Median:</strong></td>
<td>$20,320</td>
<td>$28,995</td>
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<td>$48,300</td>
<td>$53,840</td>
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<td>Hawaii</td>
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<td>Kentucky</td>
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<td>Head Start Teachers</td>
<td>Preschool Teachers</td>
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<td>Elementary School Teachers</td>
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<tr>
<td>------------------------</td>
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<td>$53,080</td>
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<tr>
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<td>$60,170</td>
<td>$55,020</td>
<td>$62,110</td>
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<tr>
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<td>NA</td>
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<tr>
<td>Wisconsin</td>
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<td>$23,890</td>
<td>$38,250</td>
<td>$48,700</td>
<td>$54,120</td>
</tr>
<tr>
<td>Wyoming</td>
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<td>$27,181</td>
<td>$26,130</td>
<td>$47,900</td>
<td>$56,190</td>
<td>$57,550</td>
</tr>
</tbody>
</table>

Source:

SOC code: Standard Occupational Classification code -- see [http://www.bls.gov/soc/home.htm](http://www.bls.gov/soc/home.htm)

**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**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$20,320</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$28,570</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$28,995</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$53,990</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$51,640</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$54,890</td>
</tr>
</tbody>
</table>

*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

ALABAMA

Access to High Quality Early Learning Matters!

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

Alabama Median Annual Workforce 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

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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

Alaska Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$24,550</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$36,410</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$29,881</td>
</tr>
<tr>
<td>Special Education Preschool Teacher</td>
<td>$70,580</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$66,820</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$71,490</td>
</tr>
</tbody>
</table>

*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

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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**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Mean Earnings</th>
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</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$20,070</td>
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<td>Preschool Teachers</td>
<td>$23,560</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$32,027</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$44,750</td>
</tr>
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<td>Kindergarten Teachers</td>
<td>$40,230</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$39,300</td>
</tr>
</tbody>
</table>

*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

ARKANSAS

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**

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### Arkansas Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
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</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,290</td>
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<tr>
<td>Preschool Teachers</td>
<td>$28,170</td>
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<td>Head Start Teachers</td>
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<tr>
<td>Special Education Preschool Teachers</td>
<td>$31,410</td>
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<tr>
<td>Kindergarten Teachers</td>
<td>$45,390</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$44,570</td>
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</tbody>
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---

*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 & Pedicurists: $19,230
- Word Processors/Typists: $34,890
- Nurses: $55,660

---

CALIFORNIA

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

California Median Annual Workforce Earnings

![Graph showing median annual wages for different occupations in California.]

- 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

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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

Colorado Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$23,870</td>
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<td>Preschool Teachers</td>
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<td>Head Start Teachers</td>
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<td>Special Education Preschool</td>
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<tr>
<td>Kindergarten Teachers</td>
<td>$46,190</td>
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<tr>
<td>Elementary School Teachers</td>
<td>$48,130</td>
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</tbody>
</table>

*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

CONNECTICUT

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

Connecticut Median Annual Workforce Earnings

<table>
<thead>
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<th>Occupation</th>
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*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Connecticut Median Annual Wages for Other Occupations

<table>
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<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
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<td>Parking Lot Attendants</td>
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Connecticut Demographics

<table>
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<td>32.7%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>16.8%</td>
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</tbody>
</table>

**DISTRICT OF COLUMBIA**

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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

**DC Median Annual Workforce Earnings**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$23,010</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$39,940</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$68,100</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$52,010</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$67,090</td>
</tr>
</tbody>
</table>

*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

DELAWARE

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Delaware Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$20,690</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$25,450</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$29,276</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$58,540</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$58,860</td>
</tr>
</tbody>
</table>

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


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

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High Quality Programs Depend on a Quality Workforce
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Florida Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,820</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$24,240</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$28,073</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$46,860</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$45,660</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$46,060</td>
</tr>
</tbody>
</table>

*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

GEORGIA

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High Quality Programs Depend on a Quality Workforce
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Georgia Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,050</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$28,190</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$27,000</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$48,300</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$53,840</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$53,790</td>
</tr>
</tbody>
</table>

*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

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High Quality Programs Depend on a Quality Workforce
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Hawaii Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,860</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$33,690</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$34,316</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$44,350</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$56,020</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking Lot Attendants</td>
<td>$20,270</td>
</tr>
<tr>
<td>Manicurist &amp; Pedicurist</td>
<td>$20,230</td>
</tr>
<tr>
<td>Word Processors/Typists</td>
<td>$30,220</td>
</tr>
<tr>
<td>Nurses</td>
<td>$92,290</td>
</tr>
</tbody>
</table>

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High Quality Programs Depend on a Quality Workforce
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Idaho Median Annual Workforce Earnings

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<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,280</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$21,930</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$22,000</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$38,280</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$44,070</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$44,940</td>
</tr>
</tbody>
</table>

*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

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**Illinois Median Annual Workforce Earnings**

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<th>Occupation</th>
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<tbody>
<tr>
<td>Child Care Teachers</td>
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<tr>
<td>Preschool Teachers</td>
<td>$28,670</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$32,691</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$78,530</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$48,710</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$55,320</td>
</tr>
</tbody>
</table>

*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

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Indiana Median Annual Workforce Earnings

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<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
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</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,480</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$24,530</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$23,231</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$48,570</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$44,970</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$48,710</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking Lot Attendants</td>
<td>$18,490</td>
</tr>
<tr>
<td>Manicurist &amp; Pedicurist</td>
<td>$18,480</td>
</tr>
<tr>
<td>Word Processors/Typists</td>
<td>$29,380</td>
</tr>
<tr>
<td>Nurses</td>
<td>$57,890</td>
</tr>
</tbody>
</table>

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

Iowa Median Annual Workforce 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

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**Kansas Median Annual Workforce Earnings**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,900</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$24,570</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$31,680</td>
</tr>
<tr>
<td>Special Education Preschool Teacher</td>
<td>$44,680</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$44,880</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$45,110</td>
</tr>
</tbody>
</table>

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

**Kansas Demographics**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>244,763</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>116,756</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>6.6%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>4.1%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

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

Kentucky Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,910</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$37,640</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$26,316</td>
</tr>
<tr>
<td>Special Education Preschool Teacher</td>
<td>$46,550</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$52,370</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$51,850</td>
</tr>
</tbody>
</table>

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

Kentucky Demographics

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>332,847</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>181,333</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>63.8%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>58.2%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>30.1%</td>
</tr>
</tbody>
</table>

Kentucky Median Annual Wages for Other Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking Lot Attendants</td>
<td>$19,010</td>
</tr>
<tr>
<td>Manicurist &amp; Pedicurist</td>
<td>$22,330</td>
</tr>
<tr>
<td>Word Processors/Typists</td>
<td>$36,570</td>
</tr>
<tr>
<td>Nurses</td>
<td>$57,970</td>
</tr>
</tbody>
</table>

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High Quality Programs Depend on a Quality Workforce
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**Louisiana Median Annual Workforce Earnings**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,340</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$48,230</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$26,739</td>
</tr>
<tr>
<td>Special Education Preschool Teacher</td>
<td>$48,230</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$47,340</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$47,460</td>
</tr>
</tbody>
</table>

*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

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Maine Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$21,580</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$29,620</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$24,818</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$32,480</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$49,960</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$51,170</td>
</tr>
</tbody>
</table>

*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

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

Maryland Median Annual Workforce 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

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Massachusetts Median Annual Workforce Earnings

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<td>Head Start Teachers</td>
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<tr>
<td>Kindergarten Teachers</td>
<td>$67,170</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$71,240</td>
</tr>
</tbody>
</table>

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

Michigan Median Annual Workforce Earnings

Michigan Demographics

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>689,406</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>343,838</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>66%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>51.8%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>26%</td>
</tr>
</tbody>
</table>

Michigan Median Annual Wages for Other Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking Lot Attendants</td>
<td>$19,530</td>
</tr>
<tr>
<td>Manicurist &amp; Pedicurist</td>
<td>$27,300</td>
</tr>
<tr>
<td>Word Processors/Typists</td>
<td>$37,710</td>
</tr>
<tr>
<td>Nurses</td>
<td>$65,830</td>
</tr>
</tbody>
</table>

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

MINNESOTA

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

Minnesota Median Annual Workforce Earnings

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

Minnesota Median Annual Workforce 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

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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

Mississippi Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,140</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$24,970</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$21,842</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$35,600</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$39,800</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$40,810</td>
</tr>
</tbody>
</table>

*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

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

Missouri Median Annual Workforce 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

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

Montana Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,100</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$25,900</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$19,537</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$44,230</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$48,550</td>
</tr>
</tbody>
</table>

*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

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

700 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**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,620</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$31,840</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$35,545</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$51,650</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$47,910</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$50,600</td>
</tr>
</tbody>
</table>

*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

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

Nevada Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$21,120</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$24,640</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$28,434</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$51,950</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$48,700</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$53,010</td>
</tr>
</tbody>
</table>

*Nevada Median Annual Workforce Earnings

*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

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

New Hampshire Median Annual Workforce Earnings

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

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High Quality Programs Depend on a Quality Workforce
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New Jersey Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$22,070</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$35,160</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$35,468</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$62,700</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$61,350</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$63,960</td>
</tr>
</tbody>
</table>

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

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

New Mexico

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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.

NEW YORK

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

New York Median Annual Workforce Earnings

New York Median Annual Wages for Other Occupations

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 Children Under Age 5 Living in Poverty
- 24% Children Under Age 5 Living in Poverty

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

North Carolina Median Annual Workforce Earnings

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 Dakota

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

### North Dakota Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Position</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,200</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$35,410</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$28,673</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$44,360</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$46,180</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Age or Status</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>60,123</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>24,732</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>68.9%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>51.2%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>16.7%</td>
</tr>
</tbody>
</table>

### 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 Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,860</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$23,690</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$24,255</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$52,240</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$52,470</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$59,620</td>
</tr>
</tbody>
</table>

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

### Ohio Demographics

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>827,596</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>409,184</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>68.6%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>54%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>26.9%</td>
</tr>
</tbody>
</table>

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

Oklahoma Median Annual Workforce 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

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

Oregon Median Annual Workforce Earnings

*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

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

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Pennsylvania Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,590</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$25,970</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$26,908</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$51,050</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$59,780</td>
</tr>
</tbody>
</table>

*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

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Low Wages Undermine Quality

Puerto Rico Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$17,650</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$22,010</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$22,650</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$18,420</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$36,290</td>
</tr>
</tbody>
</table>

*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:

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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

Rhode Island Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>19,720</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>32,900</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>27,739</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>72,030</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>69,870</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>71,220</td>
</tr>
</tbody>
</table>

*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

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South Carolina Median Annual Workforce Earnings

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

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South Dakota Median Annual Workforce 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.

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**High Quality Programs Depend on a Quality Workforce**

Low Wages Undermine Quality

**Tennessee Median Annual Workforce 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

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High Quality Programs Depend on a Quality Workforce
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Texas Median Annual Workforce Earnings

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

*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

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Utah Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,700</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$23,030</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$20,959</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$64,090</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$43,320</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$51,890</td>
</tr>
</tbody>
</table>

*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

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Vermont Median Annual Workforce 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

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**Virginia**

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Low Wages Undermine Quality

**Virginia Median Annual Workforce Earnings**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$19,510</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$32,490</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$30,481</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$62,290</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$57,100</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$59,190</td>
</tr>
</tbody>
</table>

*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

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

**Washington Median Annual Workforce Earnings**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$23,520</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$27,810</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$30,241</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$60,170</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$55,020</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$62,110</td>
</tr>
</tbody>
</table>

*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**

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High Quality Programs Depend on a Quality Workforce
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West Virginia Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$18,890</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$30,640</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$31,987</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$47,880</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$45,740</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>123,002</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>67,776</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>57.1%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>68.3%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>28.8%</td>
</tr>
</tbody>
</table>

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

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**Wisconsin Demographics**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children Under Age 6</td>
<td>406,956</td>
</tr>
<tr>
<td>Children Under Age 6 Below 200% of Poverty</td>
<td>177,240</td>
</tr>
<tr>
<td>Children Under Age 6 Living in Households with All Parents Working</td>
<td>72.9%</td>
</tr>
<tr>
<td>Families Led by a Single Mother with Children Under Age 5 Living in Poverty</td>
<td>52.4%</td>
</tr>
<tr>
<td>Children Under Age 5 Living in Poverty</td>
<td>21.5%</td>
</tr>
</tbody>
</table>

**Wisconsin Median Annual Workforce 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 Median Annual Wages for Other Occupations**

- Parking Lot Attendants: $20,120
- Manicurists & Pedicurists: $24,260
- Word Processors/Typists: $37,420
- Nurses: $65,150

**Wyoming**

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**High Quality Programs Depend on a Quality Workforce**

**Low Wages Undermine Quality**

**Wyoming Median Annual Workforce Earnings**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Earnings ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$20,850</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$26,130</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$27,181</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$47,900</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$56,190</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$57,550</td>
</tr>
</tbody>
</table>

*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.

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 be an endorsement by the U.S. Departments of Education or Health and Human Services of any views expressed, or materials provided.

3 Ibid.
4 Ibid.
6 Center on the Developing Child, Harvard University. http://developingchild.harvard.edu/
10 Ibid.
11 Ibid.
12 Ibid.
13 Ibid.
15 Ibid.
16 For purposes of the National Survey of Early Care and Education (NSECCE), 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.
20 Ibid.
21 Center on the Developing Child, Harvard University. http://developingchild.harvard.edu/
23 Ibid.
27 Ibid.
28 Ibid.
29 Ibid.
31 The National Institute of Early Education Research. 
http://nieer.org/ 
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/2013/11/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, 
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 
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 
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 
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
http://www2.ed.gov/programs/preschooldevelopmentgrants/index.html