

First 5 San Mateo County

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Partnership Council



San Mateo County
2017
Early Childhood Education
Teacher Compensation Study



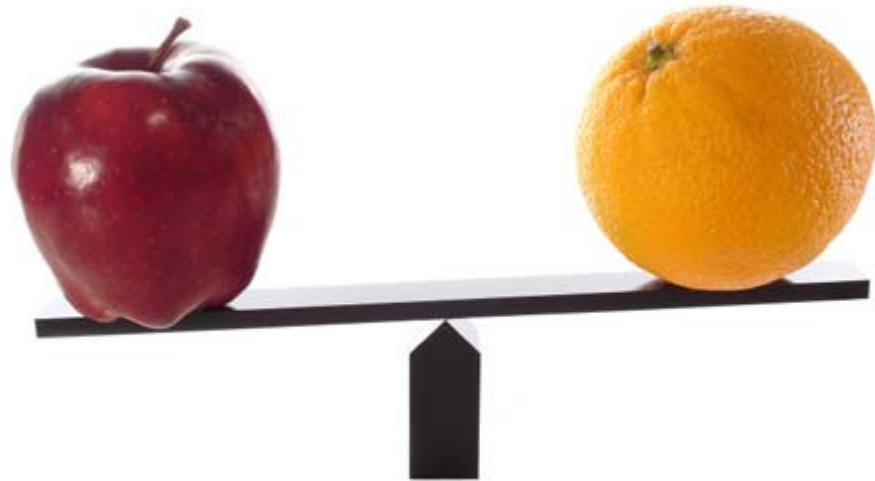
Introduction

WHAT

- Update local comparative compensation data

WHO

- San Mateo County center-based ECE program administrators





Introduction

WHEN: 2017

- March-April - research and design
- May-June – test and open survey
- July-Aug – preliminary analysis
- Sept – Workforce Committee review
- Oct-Nov – follow up with individual respondents & analysis updates





Research Questions

WHY

1. Current wages, benefits, turnover
2. Any additional compensation
3. Variations by type of provider
4. Compared to local cost of living



Methods

HOW

1. Primary: personalized email with link to online survey. Descriptive statistics. (25% response rate representing 38% of sites)
2. Secondary: compare findings to cost of living and comparable local professions.



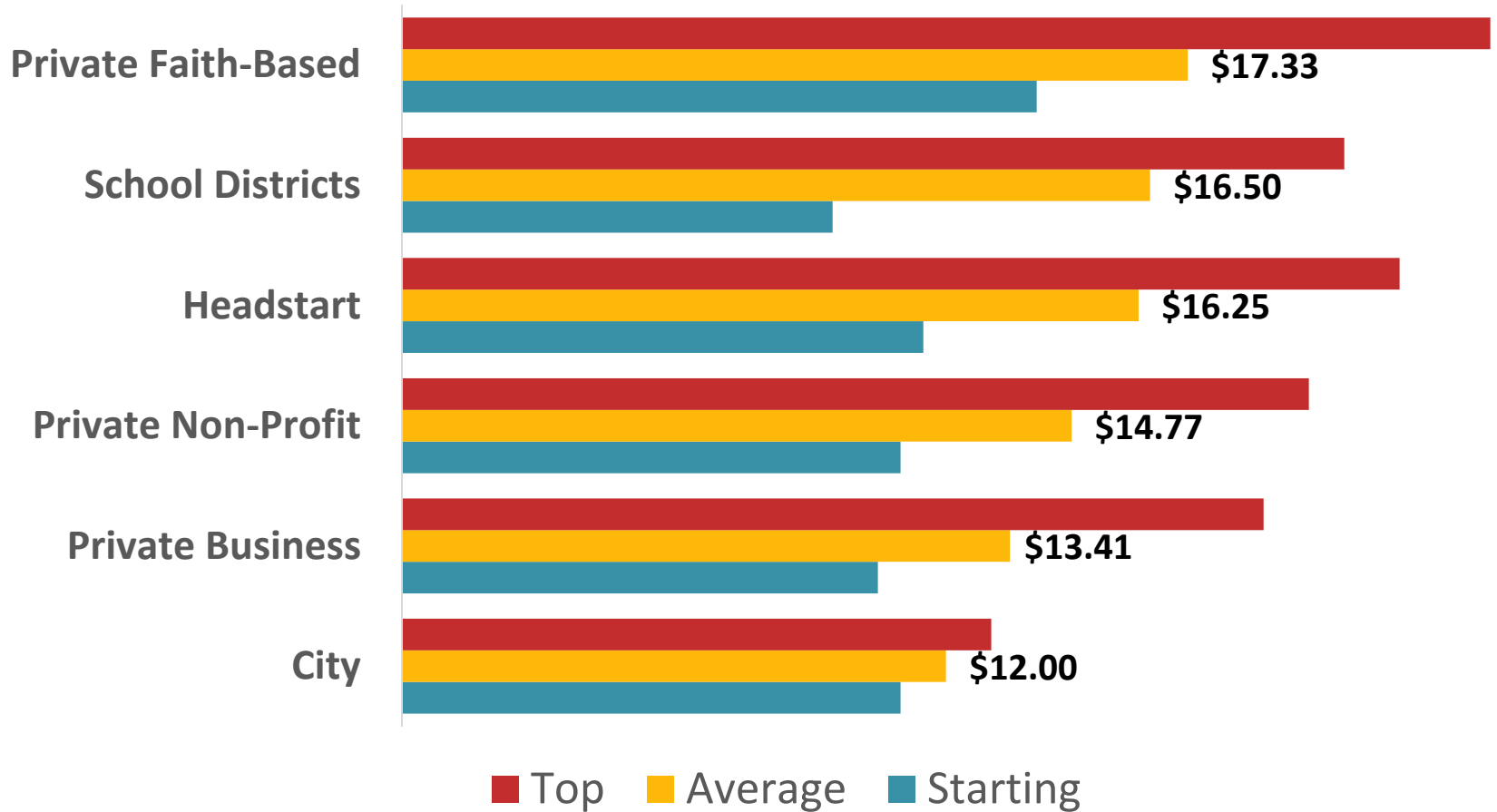
Teacher's Aides

Entry-level position, supports care of children under the direct supervision of a teacher or higher position.

- 53% work full-time
- 86% provide paid time off
- 9% vacancy, 15% annual turnover
- Average wage is \$15.47/hour
- Significantly lower turnover in sites that pay aides higher hourly wages



Teacher's Aides Wage Ranges





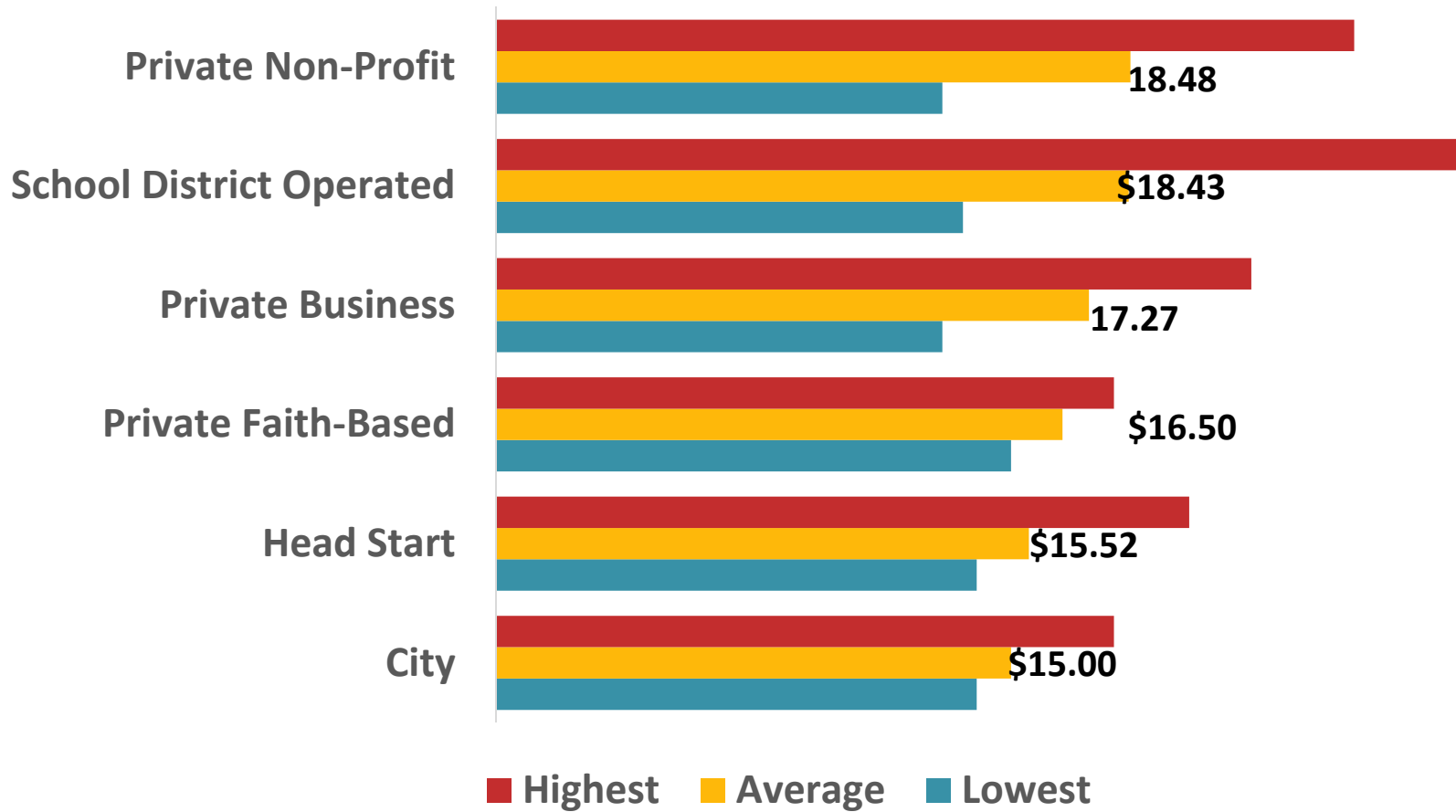
Assistant & Associate Teachers

Provide care and supervision for young children and assist in the instruction under the supervision of a teacher

- 75% work full-time
- 84% provide paid time off
- 10% vacancy, 12% annual turnover
- Average wage is \$17.35/hour



Associate/Assistant Teachers





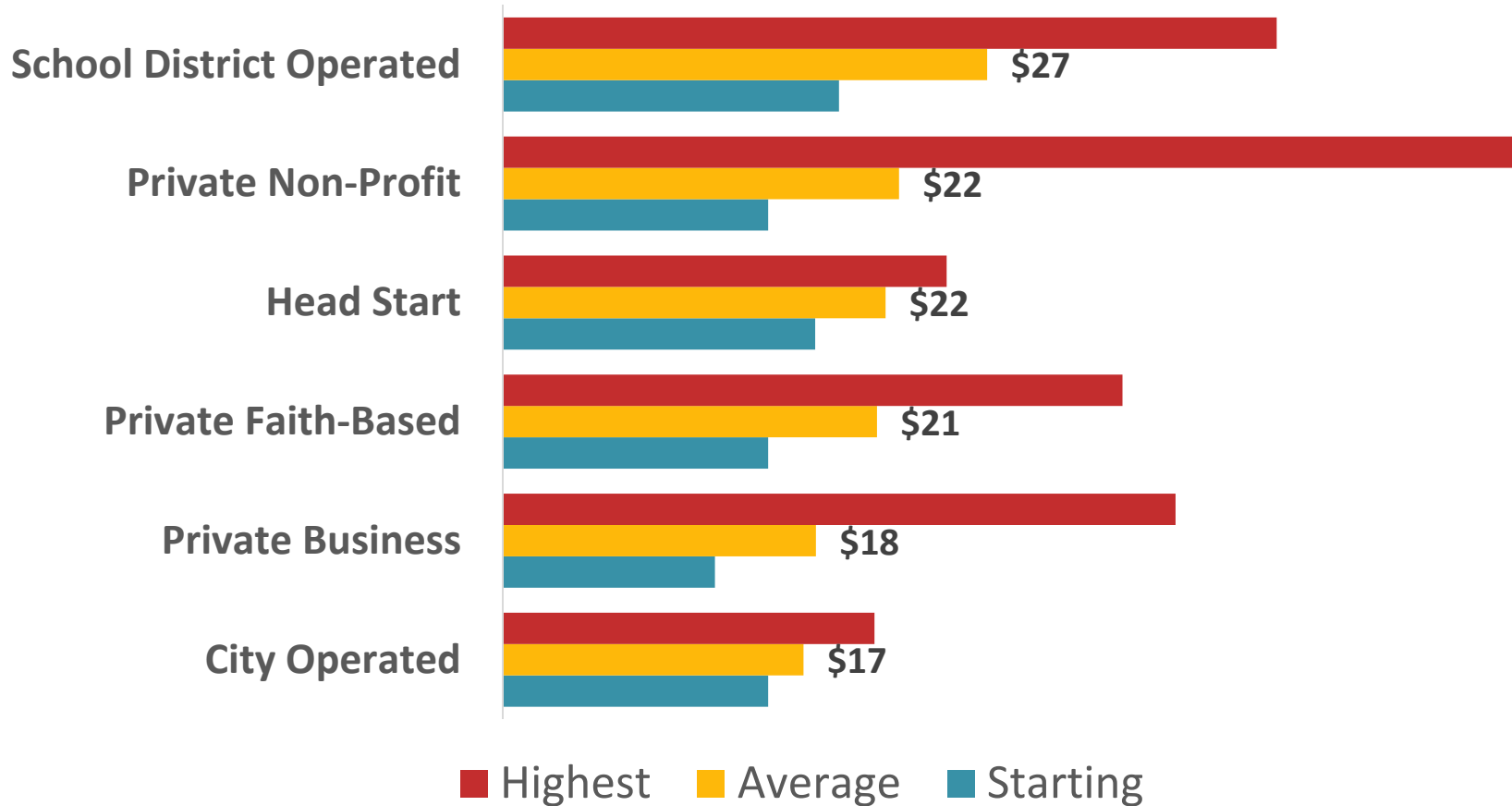
Teachers

Develop curriculum, complete child observations and assessments, meet with parents, supervise their assistant teachers

- 96% work full-time
- 95% provide paid time off
- 11% vacancy, 10% annual turnover
- Average reported wage is \$22.07/hour



Teachers





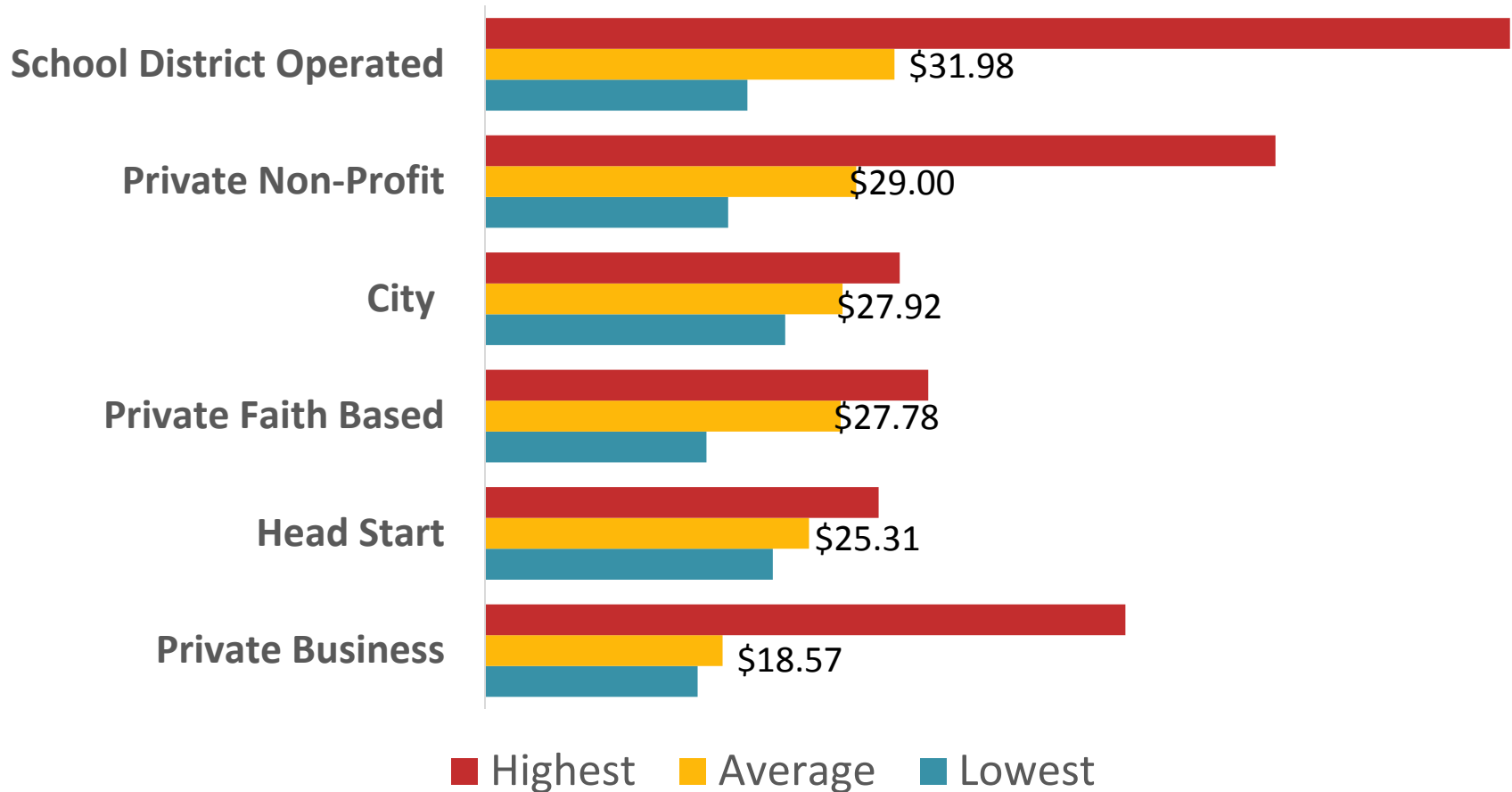
Site Supervisors/Site Directors

Supervises the care and operation, maintains records, coordinates the staffing and operation of each classroom at a single site, oversees curriculum, parent and community relations, and regulatory compliance for the site

- 93% work full-time
- 98% provide paid time off
- 2% vacancy, 11% annual turnover
- Average reported wage is \$27.11/hour



Site Supervisors/Site Directors





Frequently Offered Benefits

FT/PT

- 93%/82% offer paid sick/personal days
- 91%/49% offer paid holidays
- 69%/20% provide dental insurance
- 69%/48% reduced tuition for dependents
- 60%/21% partially paid health insurance
- 54%/31% offer paid family leave
- 48%/22% employer contribution retirement



Professionalization

- 93% of agencies offer paid in-service
- 100% of public agencies offer paid in-service
- 71% offer financial assistance for continuing education





Why Teachers Leave

1. High cost of living in SMC (55%)
2. Low wages/benefits (32%)
3. Staff moving out of the area (31%)
4. Wanting to reduce their commute (29%)





Wage Incentives

- 80% offer seniority pay increases
- 71% offer earned degree pay increases
- 67% compensate for increased responsibilities
- 58% offer COLAs





QRIS

- Includes Big Lift sites
- Higher wages for all positions except aides
- Less staff turnover for all positions
- Small sample & low variability in data: T-tests did not find significance. Would need data from multiple years

**THE BIG
LIFT**





Union Representation

- 16-25% higher wages for full-time staff
- Less vacancy and turnover for all positions but with small sample & low variability in data, T-tests did not find significance. Would need data from multiple years

Redwood City Teachers Association



**California School
Employees Association**

AFL-CIO

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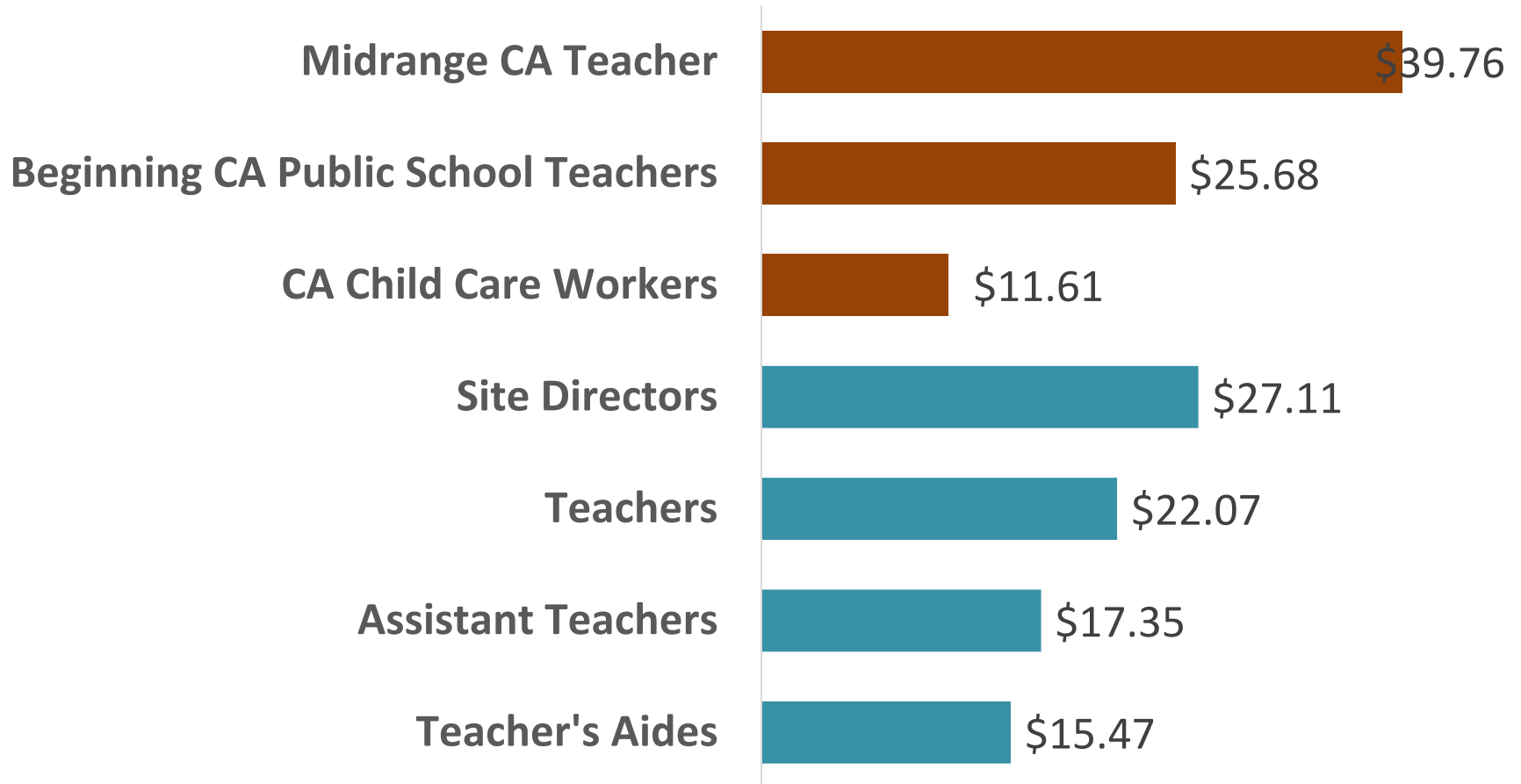
Not Living Wages for Parents

Family Size	CA Budget Project
Single Adult	\$ 18.11
Adult with two children	\$ 45.40

Position	Average Hourly Wage
Teacher's Aides	\$15.47
Assistant/Associate Teachers	\$17.35
Teachers	\$22.07
Site Supervisors/Directors	\$27.17

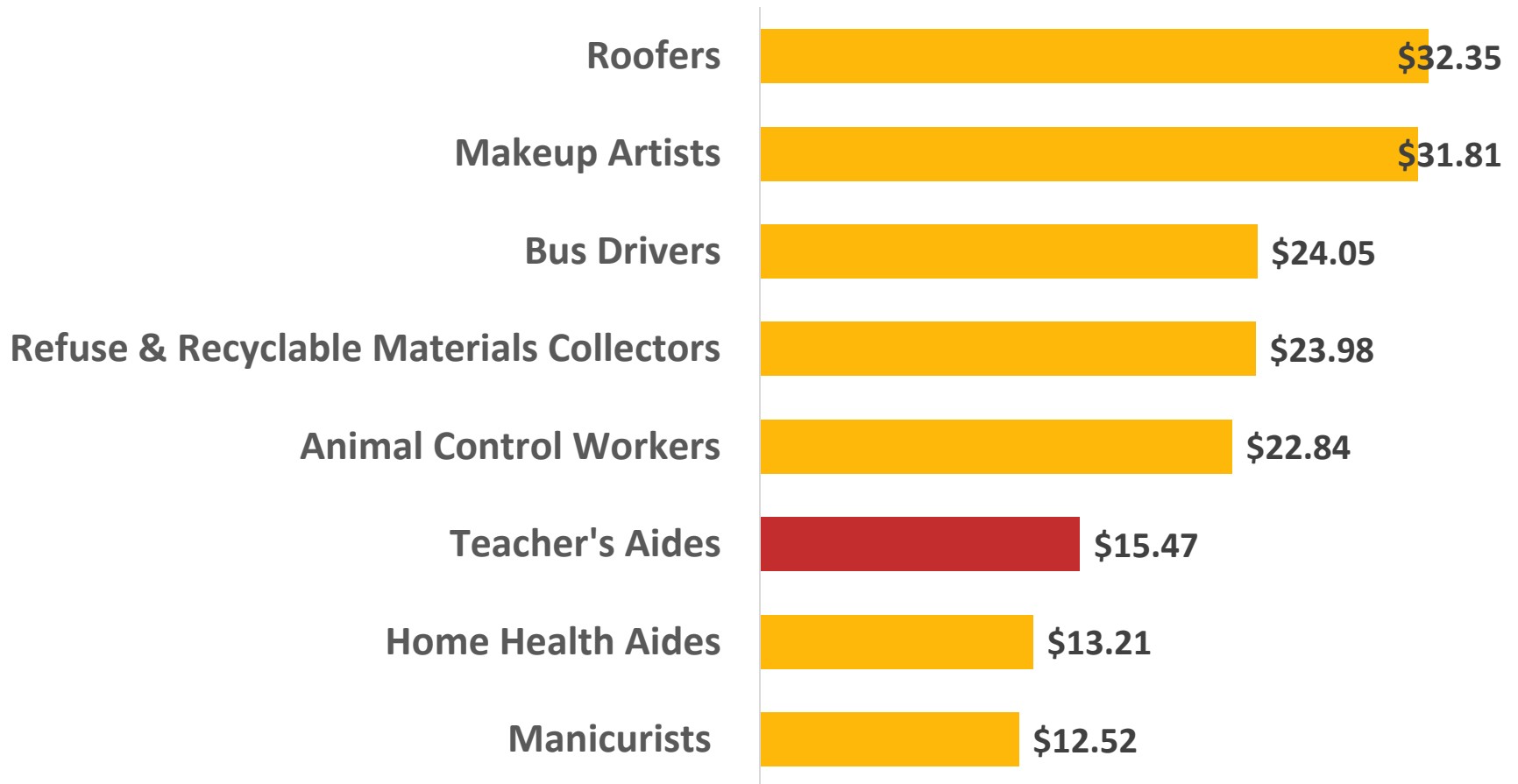


Not Equivalent



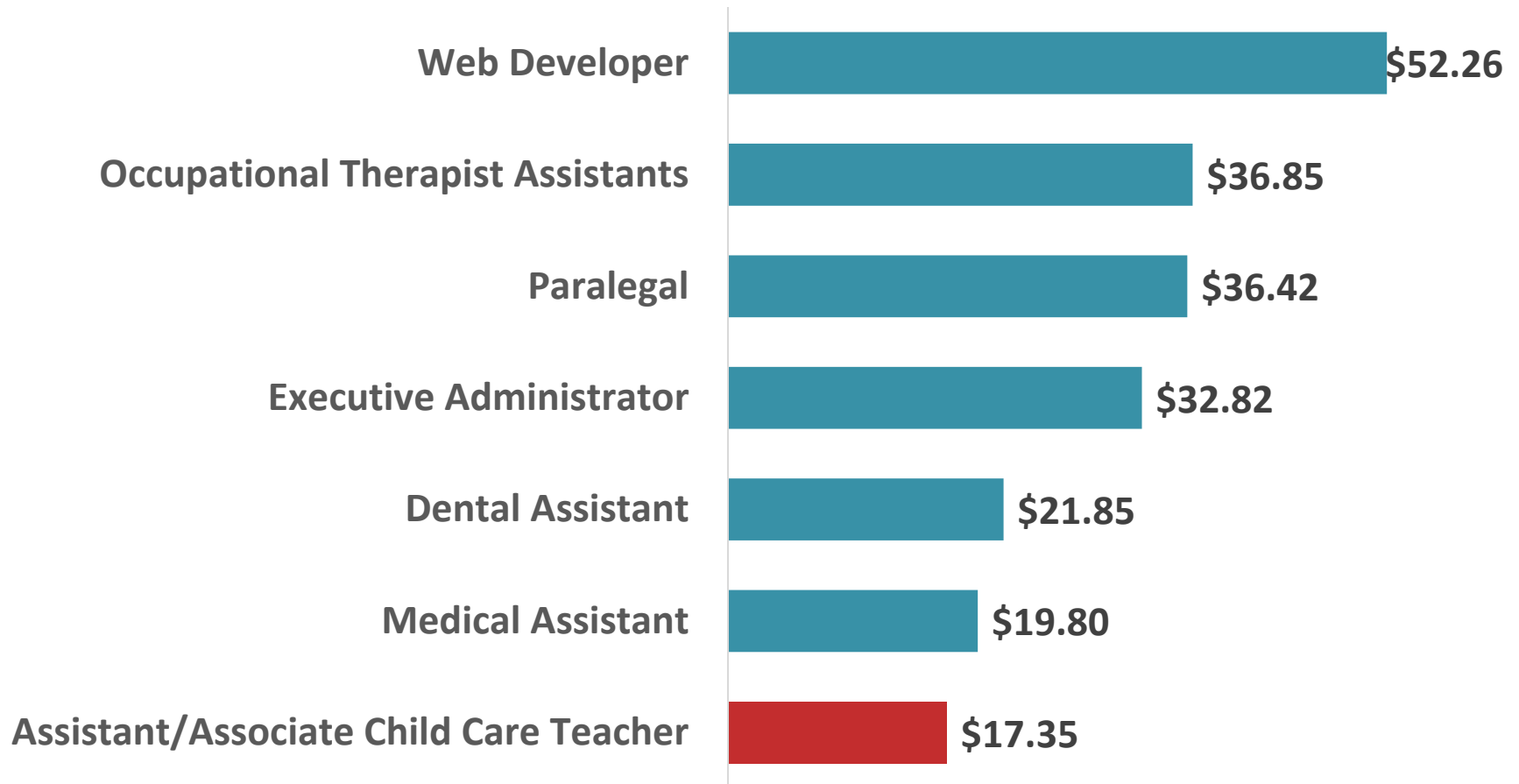


No College Required



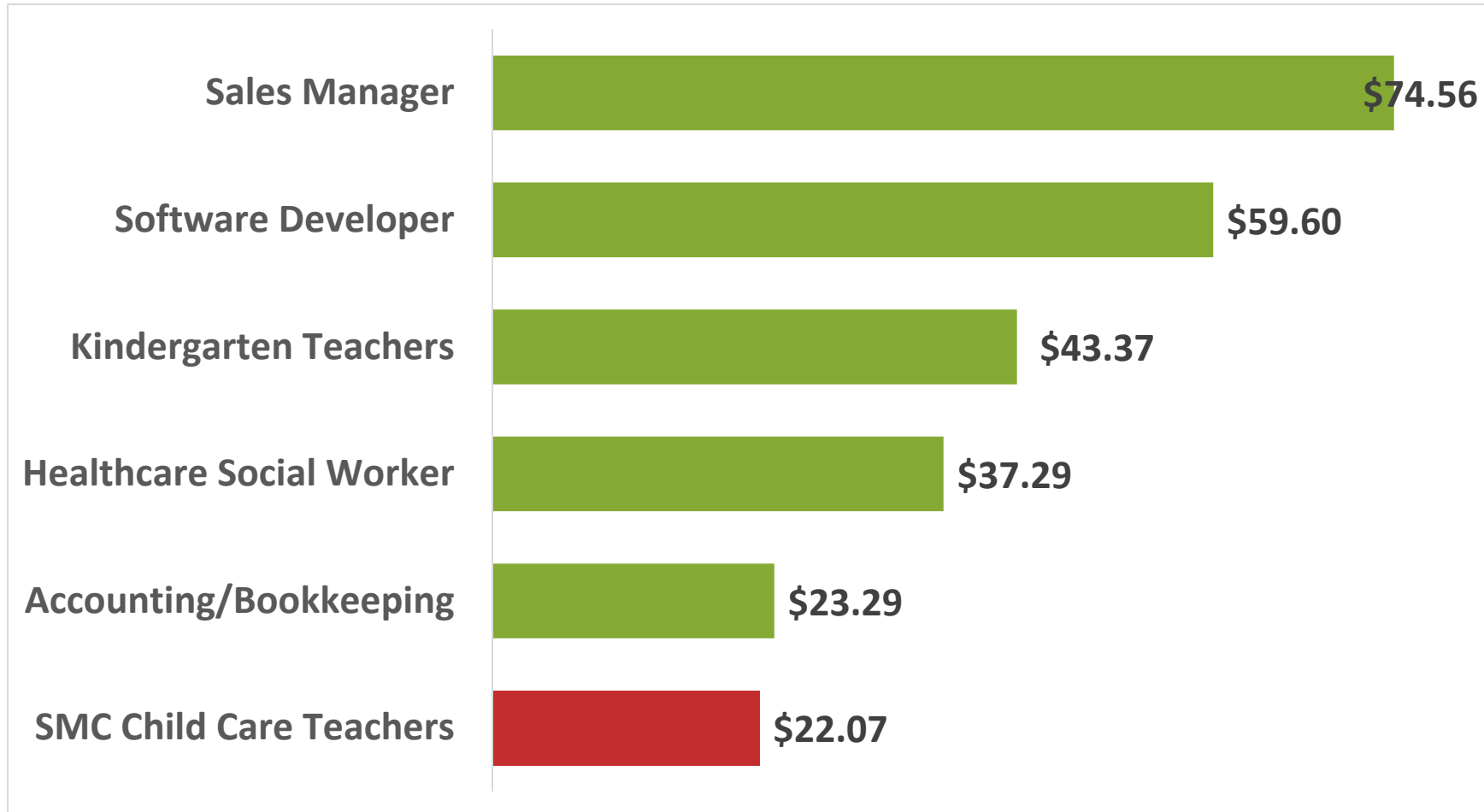


AA Required





BA Required





Conclusions

1. Local providers pay child care teachers higher than state averages
2. Compensation is still insufficient for those with children and is less than similarly educated fields
3. The field suffers high vacancy and turnover rates
4. These appear to be mitigated somewhat by professionalization and higher compensation



Your child's
The New York Times Magazine
preschool teachers
January 14, 2018
may be the most
important educators
she'll ever have.



So why do they
get paid the least?

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Next Steps

- Call to Action by the Child Care Partnership Council
- Possible child care provider survey



Questions?





Thank
you





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FIRST 5 CALIFORNIA
ANNUAL REPORT FOR 2016-17

REVIEW OF THE 2016-17 F5 CALIFORNIA ANNUAL REPORT

- It is a requirement of Prop 10 that each year's First 5 California Annual Report is reviewed in a public hearing by each First 5 County Commission
- The full FY 2016-17 report can be accessed online, at:
http://www.ccfc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/Annual_Report_16-17.pdf

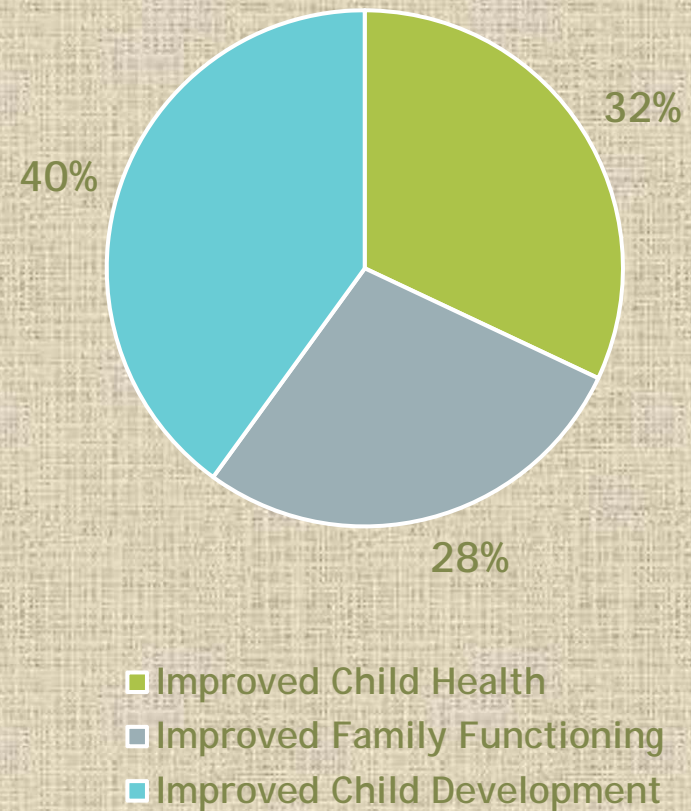


INVESTMENTS

In FY 2016-17, First 5 County Commissions invested **\$361,376,215** in Services and **\$54,461,119** in Systems Change



Total Expenditures by Result Area

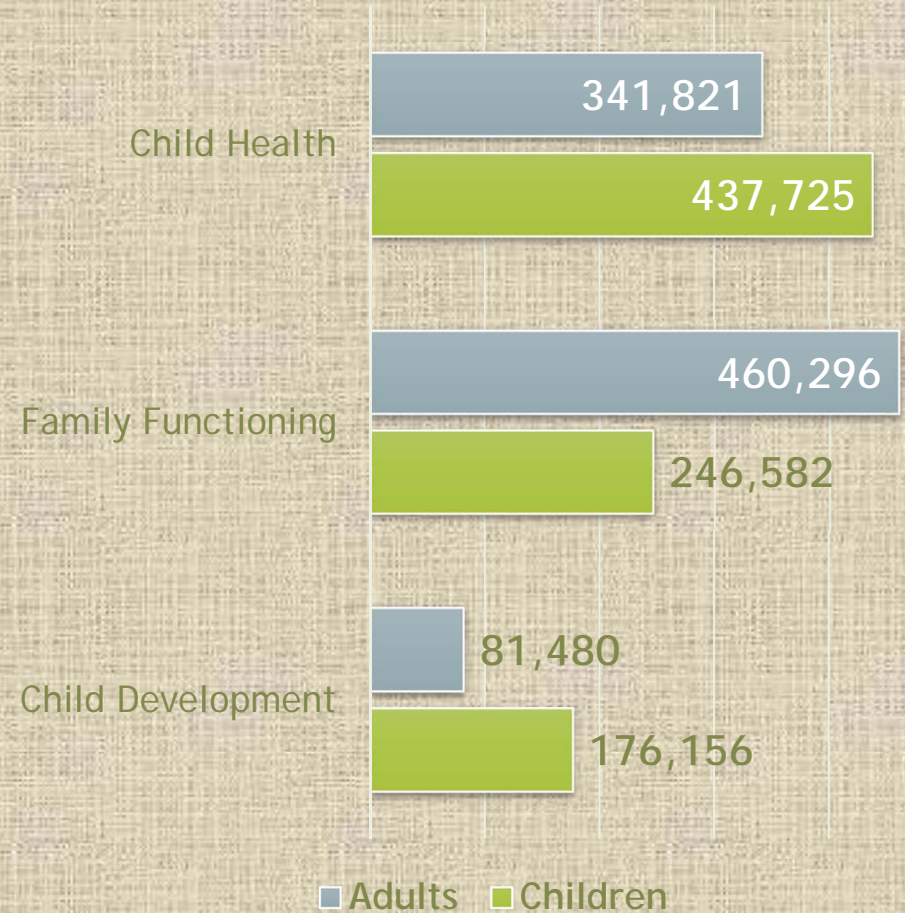


SERVICES

In FY 2016-17, First 5 County Commissions provided **1,747,060** services and distributed **175,000** Kits for New Parents



Services by Result Area and Recipient



COMMUNICATIONS

- More than **552,000** users visited the F5CA Parents' Website at first5california.com, generating nearly **1.1 million** page views.
- The State Commission's Facebook page has over **213,000** "likes," and its Instagram has more than **4,200** followers.
- The First 5 Express mobile outreach van traveled to **134** school, libraries, resource centers, community festivals, and county fairs, reaching at least **43,791** people.



QUALITY RATING & IMPROVEMENT SYSTEM

As of June 30, 2017, there were **5,926** participating sites across the State. Of that total, **3,527** were centers, **2,025** were family child care homes, and **374** were alternative sites.



	Statewide*	San Mateo+ County
Tier 5**	8%	4%
Tier 4	46%	48%
Tier 3	25%	31%
Tier 2	17%	16%
Tier 1	4%	0%

* N = 2,746

+ N = 83

**Highest Quality

RESEARCH & EVALUATION

- The final evaluation report for the **Child Signature Program** demonstrated that the 72,000 children served and their families benefitted from the high-quality early learning environments.
- The AIR **Study of Transitional Kindergarten** found that TK improves kindergarten readiness skills for all students, including the English language proficiency of dual language learners. More information available at: <http://tkstudy.airprojects.org>.
- As part of a \$1.7 million F5CA grant supporting the **California Health Interview Survey** in 2015-2017, the UCLA Center for Health Policy Research released the report: *Families with Young Children in California: Findings from the California Health Interview Survey 2011-2014*, by Geography and Home Language.

NEW INVESTMENTS

- **The Dual Language Learner Pilot** will examine culturally and linguistically responsive practices that effectively support the development of dual language learners in early learning settings.
- **Transforming the Workforce for Children Birth through Age 8 Infrastructure Development** will create and implement training and resources to promote evidence-based practices across California and within QRIS Consortia.



QUESTIONS & COMMENTS

We encourage you to check
out the full report at:

[http://www.cafc.ca.gov/pdf/about/budget_perf/
annual_report_pdfs/Annual_Report_16-17.pdf](http://www.cafc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/Annual_Report_16-17.pdf)

