Early Childhood Care and Education Advisory Council

February 21, 2018

DEPARTMENT of EDUCATION
Louisiana Believes

Louisiana Early Learning Center Emergency Plan

This plan applies to all licensed Louisiana child care centers as well as all providers who are certified to receive Child Care Assistance (CCAP) Funds.

- From a state agency perspective, there are three goals in the event of a disaster:

  1. Provide continuity of care for children and maintaining normalcy in an alarming situation

  2. Support parents who need child care in an stressful situation and at a time in which they may be required to return to work

  3. Support providers in keeping their businesses open

Louisiana Early Learning Center Emergency Plan

This emergency plan explains the state role in critical emergency preparedness, response and recovery actions.

- The Department has a communication plan which advises child care providers and parents annually of the need for emergency preparedness and where to obtain more information regarding emergency preparedness.
- The emergency plan includes critical actions programs will take in the event of a disaster:
  - *CCAP Subsidy*
  - *Criminal Background Check*
  - *Licensing*
  - *CCAP Provider Certification*
- It also includes helpful checklists and information to assist providers such as:
  - Ideas for engaging families in disaster planning or
  - Locating families after a disaster

Louisiana Early Learning Center Emergency Plan

Critical activities are actions taken before, during and after an emergency/disaster to minimize damage and enhance recovery operations.

- Subsidy Critical Activities
  - CCAP will contact the affected families regarding the emergency and assist them with their child care needs
  - Homeless Prioritization – in the event a family becomes homeless, they receive priority and may receive CCAP benefits for 90 days without providing documentation
- Criminal Background Check Critical Activities
  - The Department may provide relief from CBC requirements in the form of a waiver and/or affidavit in certain limited circumstances and only if the safety of the children can be ensured
- Licensing
  - The Department may approve waivers to temporarily increase capacity
  - The Department conducts a streamlined re-opening process if centers were damaged and need to be reinstated as soon as possible
- CCAP Provider Certification
  - The Department will follow up with affected CCAP providers to ensure they understand the re-opening process
  - The Department allows a streamlined process to move to a temporary location to resume business as soon as a fire marshal inspection is approved

Early Childhood Care and Education Advisory Council

Quarter 4 -2017

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Early Childhood Community Networks

Key Activities in Quarter 4

The Department and Community Networks have continued to support local sites to implement the early childhood accountability system and to coordinate enrollment.

Working Across Communities to Coordinate Enrollment:

- Community networks worked together to complete their October 1 Child Count on time.
- Lead agencies worked with sites to develop a Coordinated Funding Request, identifying the need for seats within their local communities.

Ensuring Success for the Early Childhood Accountability System:

- Sites worked to enter all informational metrics within the *TS GOLD* online system, which will be used to inform 2017-2018 Performance Profiles.
- Sites completed the fall *GOLD* checkpoint, setting up students and classrooms in the online system.
- Lead agencies coordinated over 5,000 observations, observing over 400,000 minutes of instruction.
- Third party observers trained in Infant CLASS and conducted practice observations in the fall while local observers conducted fall observations in about 30 infant classrooms.

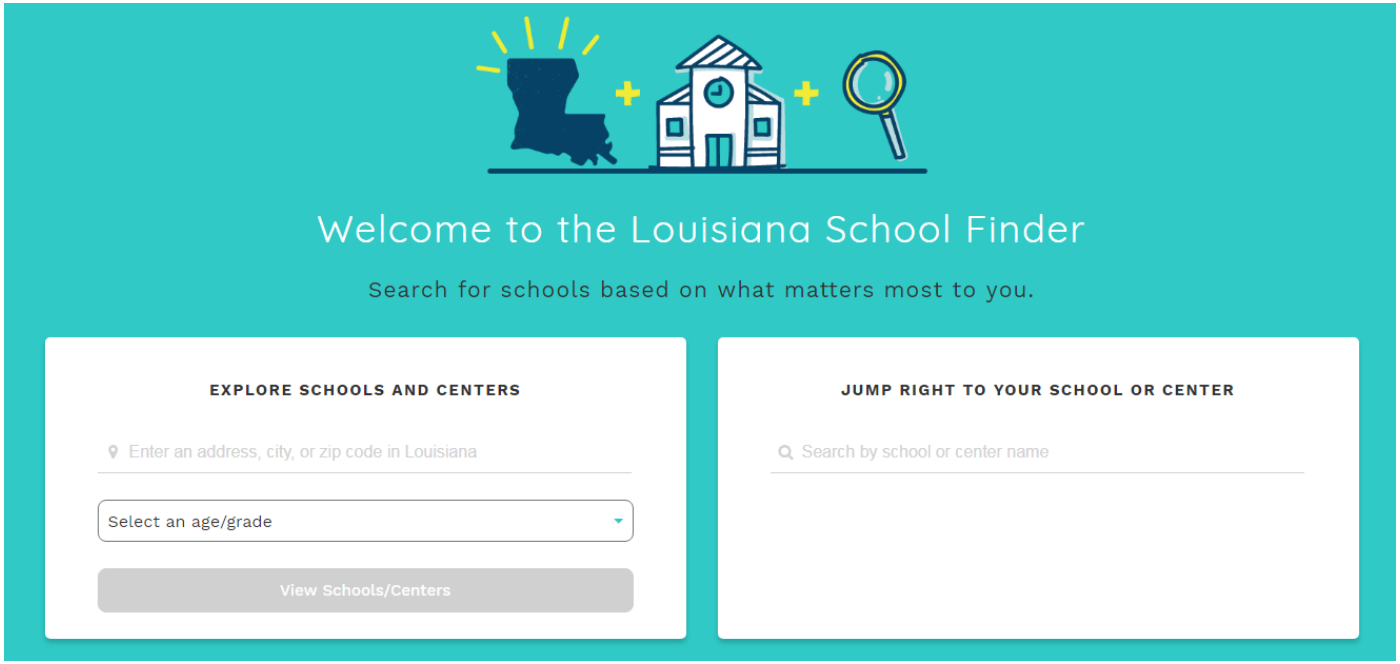
Preparing for Roll-Out 2017 Performance Profiles:

- Lead agencies attended the sessions at the September and November supervisor collaboration meetings focused on Back to School, Preparing Partners for the Performance Profiles, Profile Results, Maximizing Funding Across Programs, and Improving Coordinated Enrollment.
- Lead agencies developed plans for sharing information about Louisiana School and Center Finder.

Louisiana School and Center Finder

Key Activities in Quarter 4

School or Center Finder will allow parents to search directly for a site by name, but it will also allow parents to browse for schools or centers in a particular area.



In November 2017, Louisiana released around 1,500 performance profiles through www.louisianaschools.com.

Supporting Sites to Use Performance Profiles

Key Activities in Quarter 4

The Department released resources to provide site information about their Performance Profile, and explain how this rating will relate to School Readiness Tax Credits.

Release of Performance Profiles:

- Lead Agencies received profile copy for each site and provided direct access.
- All profiles were also posted on the Louisiana School Finder Website, where they can be saved and printed.
- Resources to provide additional information about Performance Profiles were released to support sites in understanding their results:
  - Site Performance Profile Key and Guide
  - Network Performance Profile Key and Guide
  - Performance Profile FAQs
  - Five Tips for Sites in using their profile results to plan for improvement.

Information on revised School Readiness Tax Credits:

- As part of the Performance Profile release, the Department released updated information on how School Readiness Tax Credits (SRTC) will work with the new rating system.
- The Department released a SRTC Guidebook, as well as webinar recording and slides.
- A set of FAQ documents were also released to provide guidance on the process each of the 2017 SRTCs.

Release of Louisiana School and Center Finder

Key Activities in Quarter 4

Local and national media coverage of the Performance Profile release via Louisiana School and Center Finder was positive and highlighted how the tool will help families.

National:

- Education Week: Early Years: Louisiana Releases New Tool to Help Parents Find Good Early Learning Options
- Associated Press: New online site will let Louisiana parents compare schools

Local:

- Acadiana, KLFY: Louisiana launching interactive online tool to help families find, evaluate schools & child care
- Baton Rouge, The Advocate: Louisiana launches new 'School Finder' website with extensive info on schools and child care centers
- Terrebonne, Houma Today: Our Opinion: More information is a welcome development
- Lafourche, The Daily Comet: Learn how local child care centers rate
- New Orleans, The Times Picayune: Louisiana's early childhood education centers have a new ranking system: Here's why
- New Orleans, WWNO: Are NOLA Toddlers Getting Quality Instruction?
- Baton Rouge, The Advocate: Federal Head Starts and pre-ks getting added scrutiny under new state rating system

Supporting Teachers to be Successful

Key Activities in Quarter 4

The Department has increased the number of professional training opportunities available to child care teachers across the state.

Believe and Prepare: Early Childhood Cohort 3:

- BESE approved 11 new programs to participate in Believe and Prepare: Early Childhood Cohort 3
- Programs receive funding and technical support to develop an EC Ancillary Certificate Program.
- Cohort 3 programs include technical and community colleges, online training providers, four-year universities, as well as a high school that hopes to offer the Early Childhood Jump Start Pathway.

Early Childhood Ancillary Certificate Programs:

- Through Believe and Prepare: Early Childhood, BESE will have reviewed close to 20 program applications for Early Childhood Ancillary Certificate Programs.
- By July 1, 2018, child care lead teachers around the state will be able to access these high quality preparation programs which include coursework that counts towards a EC Ancillary Certificate while also embedding high-quality practice and coaching.
- In December, the Department released a Request for Proposals to support a Statewide Early Childhood Ancillary Certificate Program, which will provide a blended online/in-person format of training for child care teachers in every parish by 2020.

Teachers Earning the Early Childhood Ancillary Certificate:

- Over 2,500 teachers earned the Early Childhood Ancillary Certificate in 2018.

Supporting Teachers to be Successful

Key Activities in Quarter 4

The Department has increased access to instructional supports for child care teachers.

Supporting Teachers through Training and Materials:

- The Department continued the Child Care Curriculum Initiative for the 2017-2018 school year. Sites can receive financial assistance in purchasing Tier I infant/toddler and pre-K curriculum kits.
- The Department has begun the process for validating curriculum use within classrooms.
- The Department submitted an application for Preschool Expansion Grant Supplemental Funds, which can help provide additional resources and training to PEG communities.

Providing Additional Support to Sites in Need of Improvement:

- The Department began the process of Improvement Planning for the small number of sites that received an Unsatisfactory Rating in fall 2017.
- These sites work closely with a Field Support Consultant to complete a self-assessment and develop an improvement plan, identifying key opportunities for professional development and support. Sites are prioritized for resources such as training and coaching.
- Field Support Consultants monitor progress in improvement plan, meeting at least once a month.

Planning for Leadership Development Opportunities for Child Care Directors:

- The Department began researching how to better support child care leaders and promote their development as instructional leaders. This primarily included interviews with statewide stakeholders and national experts which will continue into 2018.

Supporting Child Care Centers
Key Activities in Quarter 4

The Department has supported child care centers through sharing information about licensed center requirements and the Child Care Assistance Program (CCAP).

Supporting Child Care Directors:

- The Licensing Division hosted a training on Bulletin 137 for new directors, experienced directors, director designees and owners who need a refresher on the licensing regulations in Bulletin 137.

Market Rate Survey: The Market Rate Survey was shared with all licensed centers and family homes.

- The Market Rate Survey allows care providers to share valuable input regarding cost of care and features of their program.

Maintaining the CCAP Wait List:

- The Child Care Assistance Program Wait List has continued to be maintained since its implementation in July 2017.
- Families are able to apply for CCAP and be screened for eligibility, from there they are placed on the wait list until funds are available.
- Families currently receiving CCAP are not placed on the wait list when it is time to re-certify.
- As of January 1, 2018, there were approximately 4,000 families on the CCAP Wait List.
- Information about the number of families on the CCAP Wait List is posted online monthly.
- The Department released an initial press release about the wait list, with several news stories regarding the need for increased access to child care being released this fall.

Preparing for Child Care Criminal Background Checks

Key Activities in Quarter 4

The Department will be implementing a comprehensive criminal background check system starting March 1, 2018 in response to new requirements in the Child Care Development Block Grant (CCDBG) Act of 2014.

Components of a Child Care Criminal Background Check (CCCBC) :

The new CCCBC process includes:

1. a fingerprint-based search of the La. Bureau's criminal history record information (CHRI);
2. a fingerprint-based search of the FBI CHRI;
3. a search of the National Sex Offender Registry (NSOR);
4. a search of the La. Sex Offender Registry;
5. a request for a search of the La. Child Abuse and Neglect Registry; and
6. a name-based search of the following in each state in which the individual has resided in the past five years: state criminal repository, state sex offender registry, and state child abuse and neglect registry.

The changes to the background requirements will be reflected in Bulletin 137 and 139.

Child Care CBCs will impact all licensed programs (not only publicly-funded programs), all registered in-home providers, school staff that visit centers, and contractors who provide services in centers when children are present.

Preparing for Child Care Criminal Background Checks

Key Activities in Quarter 4

The CCCBC differs from the previously required background checks in both substance and in process.

- Providers will now initiate the CCCBC application process on the Department's new online system.
- Providers will no longer receive a rap sheet, only notice that the person is "eligible" or "ineligible".
- The State Child Abuse & Neglect (SCR-1) self-disclosure requirement will be repealed as of March 1, 2018.
- The CCCBC-based eligibility determination is valid for 5 years and may follow the individual from one center to another center.
- The Right to Review (RTR), annual letter, and affidavit will not be accepted after September 30, 2018.
- The fees increase from approximately $36 to $88 per CCCBC.

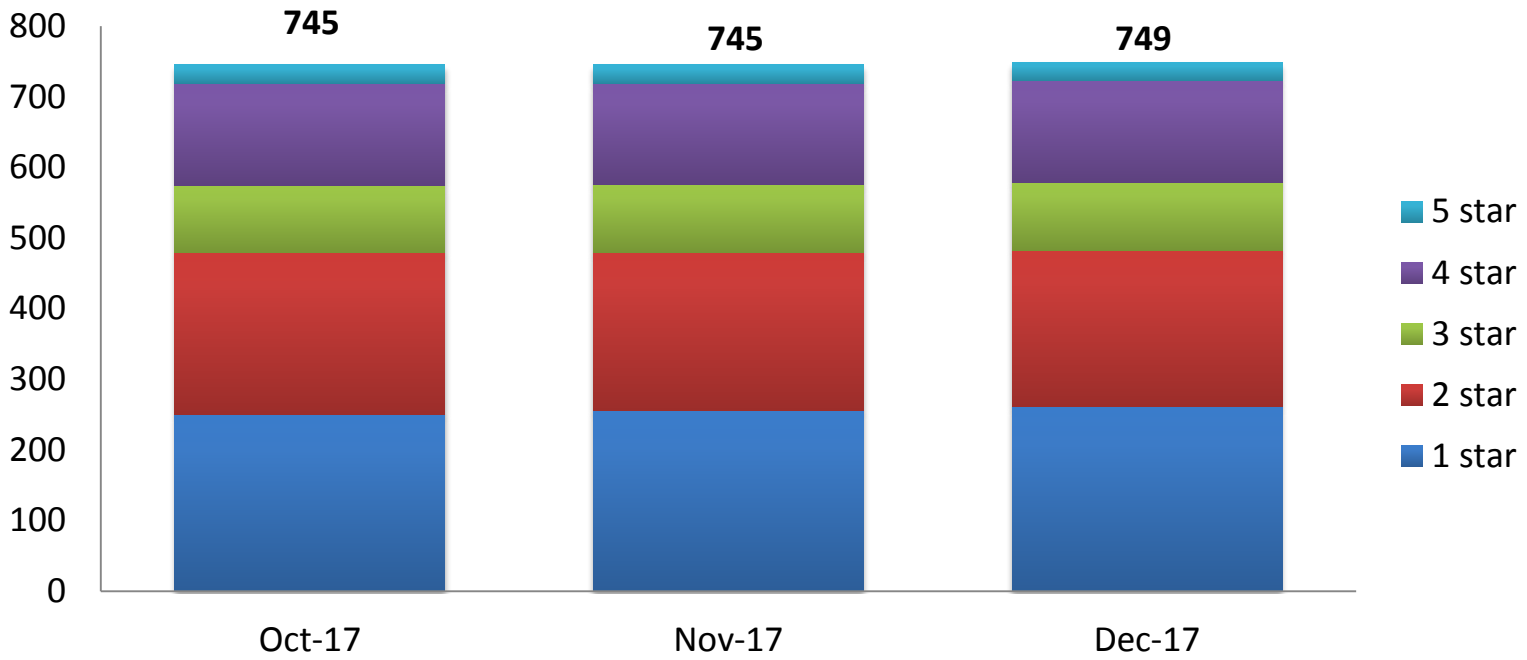
The Department has been engaging with providers and others affected by the changes through road shows, webinars, publishing resources, and providing training.

Several recorded webinars and FAQs can be found on the CCCBC Website.

The new CCCBC will be required of new hires starting March 1, 2018. There will be a transition period for existing staff between March 1 and September 30, 2018.

Quality Start Participation
Monitoring Change Over Time

There has been an increase in Quality Start enrollment for Quarter 4.



Quality Start enrollment increased in the final months of 2017, reflecting the Department effort to ensure maximum access to the staff and director SRTC.

Publicly-Funded Licensed Early Learning Centers

Monitoring Change Over Time

There has been little change in the number early learning centers.

	Type I	Type II	Type III
October 2017	296	182	990
November 2017	296	181	1002
December 2017	295	184	1007

Early Childhood Care and Education Advisory Council
2017 Annual Report

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Description of Publicly-Funded Early Care and Education Programs

Early Childhood Care and Education Annual Report

Publicly-Funded Early Care and Education Programs

	Child Care Assistance Program	Head Start/ Early Head Start	LA-4	NSECD	PreK Grant
Eligibility criteria	Families that are: • At or below 55% of SMI • Working, in school, or in training 20 hours per week	Families that are at or below 100% FPL (30% up to 135% FPL and 10% over income)	Families with four-year-olds who are at or below 185% of the Federal Poverty Line	Families with four-year-olds who are at or below 185% of the Federal Poverty Line	Families with four-year-olds who are at or below 185% of the Federal Poverty Line
Program requirements	Type III Child Care Centers and home based providers	LEA's, educational service districts, community action agencies, faith-based organizations, community colleges/universities	Local education agencies (LEAs) apply for seats for LA 4	Eligible providers for NSECD are non-public schools and Type III child care centers	Community Networks and Lead Agencies apply to be the subgrantee with the Type III center(s), schools, or Head Starts
Average hours/Days	8-hour day, for the full year	6-hour day for the school year	6-hour day for the school year	6-hour day for the school year	6-hour day for the school year
Total funding and source	Total: $65,330,848 Source: Child Care Development Fund	Total: $162,701,078 Sources: Federal ACF Funding	Total: $74,294,713 Sources: State General Fund and TANF	Total: $6,472,236 Source: State General Fund	Total: $9,771.891 Source: Federal PreK Expansion Grant

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Children Served in Publicly-Funded Programs

	Child Care Assistance Program	Head Start/ Early Head Start	LA-4	NSECD	PreK Expansion Grant
Number of children served	Infant: 1,505 1 year old: 3,004 2 year old: 3,550 3 year old: 3,381 4 year old: 2,086 5 and above: 3,924 Total- 17,450[1]	Infant: 578 1 year old: 984 2 year old: 1,812 3 year old: 11,104 4 year old: 7,174	16,221 four year olds	1,413 four year olds	1,405 four year olds
Amount of public funding per child	Average funding per child: $3,744[2]	• Early Head Start, $14,119 • Head Start, $7,438	$4,580 per child[3]	$4,580 per child	$5,185 per child plus an additional $1,244 per child to improve 130% of their seats[3]

1 Annual average enrollment (based off of October 2017)
2 This reflects an average per child for all age groups and does not include bonuses or Quality Start
3 This reflects per child allocation, not average expenditure

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Child Care Assistance Program Fee Structure

The CCAP Fee Structure is set by family income and the number of individuals in the household.

	Weekly rate (100% FPL)	Weekly rate (135% FPL)	Weekly rate (165% FPL)
Provider Weekly Rate at 75th Percentile of Market Rate (2014 rates)	$130	$130	$130
Provider Weekly Rate at 50th Percentile of Market Rate (2014 rates)	$115	$115	$115
Weekly State Max CCAP (Toddler Rate)	$112.50	$102.50	$97.50
Weekly Co-Pay	$0	$10	$15
Total weekly out-of-pocket at provider at 75th percentile	*$17.50*	*$27.50*	*$32.50*
Total weekly out-of-pocket at provider at 50th percentile	*$2.50*	*$12.50*	*$17.50*

Early Learning Centers and Quality Ratings

Early Childhood Care and Education Annual Report

Early Learning Centers

There has been moderate change in the number of licensed centers for 2017 and in comparison to 2016.

Early Learning Centers by Licensing Type

	March (Q1)		June (Q2)		September (Q3)		December (Q4)	
	2016	***2017***	***2016***	***2017***	***2016***	***2017***	***2016***	***2017***
Type I	318	301	307	296	291	296	295	295
Type II	148	167	161	173	166	182	163	184
Type III	1072	1004	1053	1004	1011	1008	1007	1007

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Early Learning Centers

Quality Start Participation and CCAP Children enrollment slightly increased in 2017.

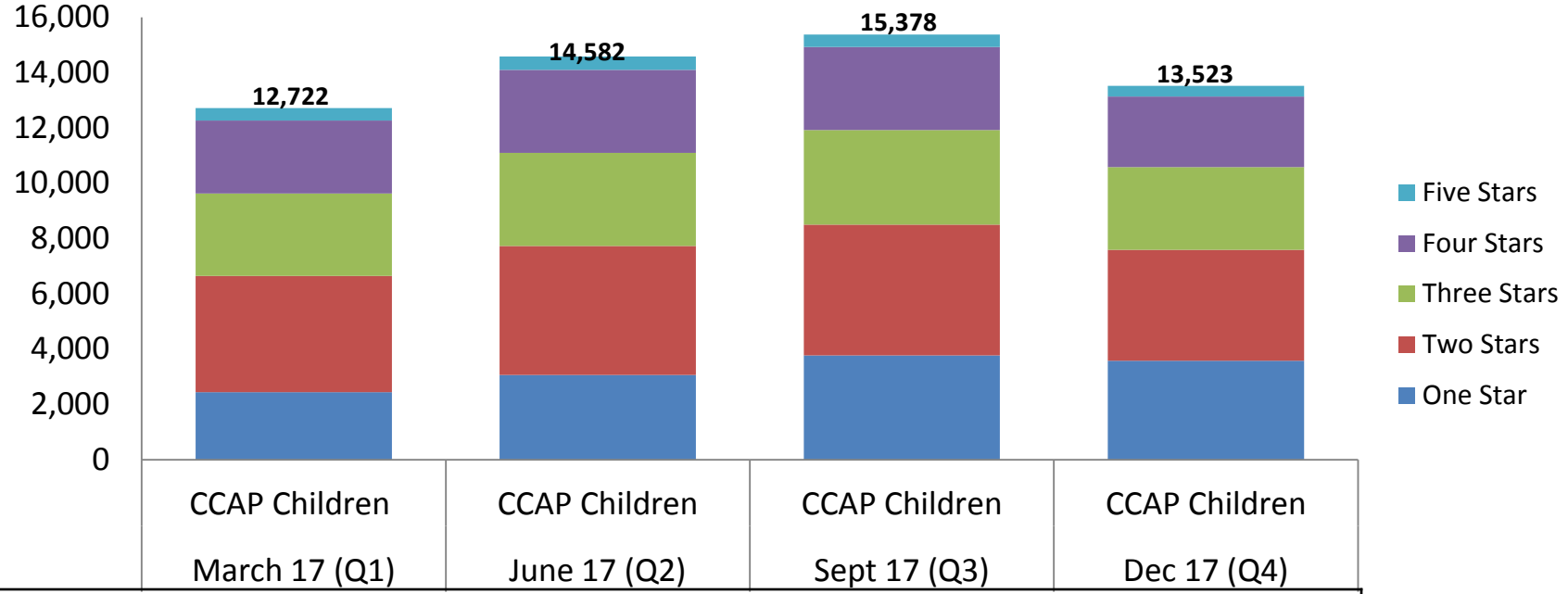
	March 2017 (Q1)		June 2017 (Q2)		September 2017 (Q3)		December 2017 (Q4)	
	Centers	CCAP Children	Centers	CCAP Children	Centers	CCAP Children	Centers	CCAP Children
One Star	215	2,446	235	3,061	250	3,779	261	3,579
Two Stars	241	4,204	250	4,668	233	4,724	222	4,009
Three Stars	102	2,978	101	3,374	98	3,423	96	3,000
Four Stars	146	2,639	151	2,995	149	3,000	144	2,546
Five Stars	27	455	30	484	29	452	26	389
	731	12,722	767	14,582	759	15,378	749	13,523
TOTAL CCAP Children		*16,156*		*18,404*		*18,219*		*16,063*
% in Quality Start		*79%*		*79%*		*84%*		*84%*

Early Childhood Care and Education Annual Report

Early Learning Centers

Beginning in July 2017, the CCAP Wait List was established, impacting overall CCAP enrollment in later months.

Number of CCAP Children Enrolled in Quality Rated Centers



	CCAP Children March 17 (Q1)	CCAP Children June 17 (Q2)	CCAP Children Sept 17 (Q3)	CCAP Children Dec 17 (Q4)
Total in CCAP	*16,156*	*18,404*	*18,219*	*16,063*
% in QS	*79%*	*79%*	*84%*	*84%*

Training and Support for Early Care and Education Programs

Early Childhood Care and Education Annual Report

Supporting a Focus on Classroom Instruction in 2017

As Louisiana's early childhood system has been fully unified under the LDOE, systems for supporting classroom success have been implemented for all program types.

1. **Sunsetting of the Quality Start Program:** The final new programs enrolled as one star centers during 2017.
   - This enabled these new programs to qualify for teacher and director SRTC.

2. **Expansion of Options for Early Childhood Ancillary Certificate:** By 2019, all early childhood teachers must have a teaching credential issued by the Department.
   - In 2017, the Department increased the number of approved teacher preparation programs and supported qualified teachers to earn their credential.

3. **Increased Focus on Classroom Instruction:** All publicly-funded early childhood classrooms continued to by *CLASS*, a tool that focuses on the quality of classroom interactions and instruction.
   - Teachers and administrators across all program types have become experts in the skills and instructional behaviors measured by the CLASS tool.

4. **Shared Vision for Classroom Improvement and Development:** All early childhood classrooms share the goal of improving their teacher-led interactions and instruction.

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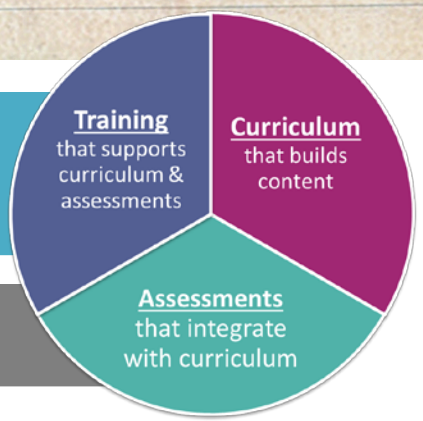
Supports for Early Childhood Classrooms

Kindergarten readiness depends on a system of supports to improve teaching and learning.



Supports aligned to ***CLASS* Observations** available for every classroom

Curriculum

- Curriculum reviews
- Curriculum Funding Initiative for Child Care
- Teacher Leader Summit
- Online Instructional Toolbox
- Support through Curriculum Implementation Scale

Assessment

- *Teaching Strategies GOLD* available to all classrooms
- Online training on *GOLD*
- Option to participate in Abbreviated *GOLD*

Professional Development

- Prof. Development Guide
- Teacher Leader Sessions at Teacher Leader Summit
- R&Rs (Training & Coaching)
- Mental Health Consultation
- Believe & Prepare: EC (Ancillary Certificate)

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Training and Support by Program Type

Each publicly-funded program has access to program specific training and support.

Child Care Assistance Program (Type III Child Care Centers):

- **Child Care Resource and Referral Centers:** Provide training and technical assistance (*$4.1 million from CCDF*).
- **Mental Health Consultants:** Provides on-site classroom coaching and support for approximately six months (*$1.6 million from CCDF*).
- **Child Care Curriculum Initiative:** Provides a partial reimbursement of the cost of Tier I curriculum (*$3.3 million from CCDF*).

Head Start and Early Head Start:

- Head Start Training and Technical Assistance assist programs in accessing professional development that meets the improvement needs of teachers (*$2.31 million from ACF).*

LA-4, NSECD, and PreK Grant Classrooms:

- Funding for training and support may be included as part of the allocated funding for slots.
- Programs may choose to supplement allocations with in-kind funding.

Unified Supports for Classrooms

Increasing Investments in Early Learning Center Instruction

Louisiana dedicates more than $33MM in quality investments annually to improve child care instruction.

Quality Investment	What is Funded	How Measured
Unified Rating System	CLASS observations and administrative support;	Improvement of CLASS scores; child outcomes
Enrollment	Supports for communities to coordinate enrollment (e.g. website)	Progress; family satisfaction
Scholarship	Tuition for child care teachers	Participation; # of teachers with ancillary certificates
Believe and Prepare: Early Childhood	Start up costs for high quality teacher preparation programs	State board approval; piloting measure(s) for preparation programs
Pathways Registry	Registry for teachers, directors and trainers	Participation
Resource and Referral	Training and technical assistance (e.g. coaching) for programs/teachers to improve instruction	Number of units provided
Mental Health Consultation	Intensive coaching for programs/teachers	Number of units provided; improvement of CLASS scores
Curriculum Initiative	Reimbursement, training and coaching for implementing high quality curriculum	Participation; use of curriculum; improvement of CLASS scores
Bonus Payments and School Readiness Tax Credits	Owners, directors and teachers receive payments or credits for performance or credentials	Participation; improvement; teacher retention

Family Demand for Early Care and Education Programs

Early Childhood Care and Education Annual Report

Family Demand for Early Care and Education

Estimate of unmet family need includes all families that could qualify for care.

		Infants	Ones	Twos	Threes	Fours	Totals
Estimated Need	At-Risk Estimate (Census 2012, FRL Rate 67.1% statewide)	42,233	42,585	41,810	41,699	43,183	211,510
Estimated Served	Child Care (CCAP- October 2017)	1,505	3,004	3,550	3,381	2,086	13,526
	Early Head Start (2017-18 funded)	578	984	1,812			3,374
	Head Start (2017-18 funded enrollment)				11,104	7,174	18,287
	LA 4 (2017-18)					16,221	16,2221
	Title I (2017-18)					9,529	9,529
	8(g) (2017-18)					2,121	2,121
	PreK Grant (2017-18)					1,405	1,405
	NSECD (2017-18)					1,413	1,413
	IDEA Part B (2016-17 self contained)				125	161	
	Total Served Estimate	**2,083**	**3,988**	**5,362**	**14,610**	**40,110**	**65,867**
	Percent Served	**4.93%**	**9.36%**	**12.82%**	**35.00%**	**92.9%**	**31.14%**
Estimated Unserved	Gap Estimate	**(40,150)**	**(38,597)**	**(36,448)**	**(27,089)**	**(3,073)**	**(145,642)**

The Department will work with stakeholders to engage elected officials on gaps in access to and quality of birth-to-five early childhood education in Louisiana

Evaluations of Early Care and Education Programs

Early Childhood Care and Education Annual Report

2017 Performance Profiles

The Department shared Performance Profiles with every site and community network in fall 2017 featuring their results from the Early Childhood Accountability System.

Early Childhood 2016-2017 Performance Profiles:

- Overall, more than 14,000 *CLASS™* observations took place in 5,440 classrooms across 1,600 sites, representing over 1 million minutes of instruction observed.
- 1,200 trained Louisiana observers observed pre-K and toddler classrooms and provided valuable feedback to help teachers in child care centers, Head Starts, and schools improve.
- Louisiana released 1,571 profiles based on 2016-2017 results that will provide critical information to families on quality of care and instruction across the state.

Louisiana School or Center Finder:

- Louisiana launched a new website that contains school and center information that will help families make the best choice for their child or student, including all programs birth-grade 12.
- Louisiana School and Center Finder enables families to search directly for a site by name, as well as search for schools or centers in a particular area or zip code.
- Families can access 2016-2017 Performance Profiles directly in the new Louisiana School and Center Finder, alongside other important information.

Early Childhood Care and Education Annual Report

Revisions to the School Readiness Tax Credits

Louisiana revised tax credits to align with unified rating system and reward teachers and directors for their dedication to the field. The changes begin in 2018.

<table>
<tr><th>Credit Type</th><th>Summary of Revisions</th></tr>
<tr><td>For Teachers and Directors</td><td>• Directors will be able to earn credits based on site performance and teachers will earn more based on earning an ancillary certificate.
• Teachers with an ancillary certificate can earn up to ~$3,300 annually for working at a publicly-funded center and receiving tax credits for more than 2 years.
• No staff will lose their current credit; changes only add options.</td></tr>
<tr><td>For Providers</td><td>• As of January 1, 2018, sites will be issued stars based on unified rating system.
<table>
<tr><th>Star</th><th>1 Star</th><th>2 Star</th><th>3 Star</th><th>4 Star</th><th>5 Star</th></tr>
<tr><td>Rating</td><td>3 – 3.74</td><td>3.75 – 4.49</td><td>4.5 – 5.24</td><td>5.25 – 5.99</td><td>6 – 7</td></tr>
</table>
• This rating, which will be used for the 2018 tax year, is currently visible on the Louisiana School or Center Finder.
• CCAP bonus payments will be increased by 3% to support improvements. However, bonuses for two-star providers will be reduced to zero over time to incent quality.</td></tr>
<tr><td>For Families and Businesses</td><td>• Credits will be based on stars, which come from the overall score under unified rating system.</td></tr>
<tr><td>For R and R</td><td>• No changes needed.</td></tr>
</table>

Early Childhood Care and Education Annual Report

Early Care and Education Program Evaluations

The Department has conducted surveys of teachers and families to understand both what is working well, and where additional support is needed.

1. **2017 Teacher Satisfaction Survey**
   - The Department collected nearly 4,000 responses to an online from teachers in publicly-funded sites within all parishes
   - Survey collected information about observations and feedback, assessment usage, training and professional development, and community network supports.
   - 96% of teachers found feedback from local observations helpful to their growth and development, up from 88% last year.
   - There is an additional need for communities to seek additional opportunities to leverage resources and development opportunities to support teacher improvement, especially for teachers of younger ages.
2. **2017 Family Satisfaction Survey:**
   - The Department conducted a survey in collaboration with Louisiana State University (LSU) that collected responses from more than 2,400 families across all program types
   - Survey measured family satisfaction with the coordinated application process and program quality
   - The majority of families were satisfied with the qualify of their program, and were likely to select the program again
   - Five percent fewer families than in 2016 reported not knowing if their program met quality benchmarks

Early Childhood Care and Education Annual Report

Louisiana's Performance Profiles

Researchers at the University of Virginia found children learn more in Louisiana classrooms with higher ratings.

In 2014-2015, researchers evaluated Louisiana classrooms and children to measure impact:

- 90 child care, Head Start and pre-K classrooms serving four-year-olds across the state;
- Conducted four *CLASS* observations per classroom;
- Assessed ~1,100 children in the fall and spring; and
- Surveyed teachers, program directors and ~1,800 parents/guardians.

University of Virginia
Curry School of Education

Initial results indicated that:

1. Louisiana observations are accurate: local and research – collected *CLASS* scores align closely
2. Children learn more in classrooms with higher *CLASS* scores
3. Adding other quality measures does not help identify effective classrooms

Local Raters	Math	Literacy	Achievement Average
Emotional Sup.			
Classroom Org.	★	★	★
Instructional Sup.	★	★	★
CLASS Total	★	★	★

Descriptions of the Early Care and Education Workforce

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

Louisiana's child care workforce represents diverse educational backgrounds and ethnicities.

Demographics of the Early Learning Center Workforce (based 16,671 active Pathways members):

- 99% are female
- 99% speak English as their primary language
- Ethnicity:
  - 56.4% identified as African American
  - 36% identified as Caucasian American
  - 2.2% identified as Hispanic American
  - 1.2% identified as Acadian American
  - 4.2% identified as other ethnicities
- Education level:
  - 50% have a high school education or no verified degree
  - 2.5% have 30 college credits
  - 21% have a CDA or approved career diploma
  - 10.5% have an associate degree
  - 16% have a bachelor degree or higher

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

Louisiana's child care teachers are pursuing their Early Childhood Ancillary Certificate to prepare for the 2019 policy requirement.

Early Childhood Ancillary Teaching Certificate:

- Established as a minimum credential for child care lead-teachers beginning July 2019
- Teachers will complete training for the certificate at BESE-Approved Early Childhood Ancillary Certificate Programs
- Beginning July 2018, teachers will be expected to attend a BESE-Approved Early Childhood Ancillary Certificate Program

Teachers who currently have the Early Childhood Ancillary Certificate:

- 2,576 teachers earned their Early Childhood Ancillary Certificate in 2017
- Over half earned through a CDA or equivalent degree

Early Childhood Ancillary Certificate Programs (BESE-approved):

- 14 teacher preparation programs are approved by BESE to offer Early Childhood Ancillary Certificate Programs
- Believe and Prepare: Early Childhood has provided funding and support to 11 new programs seeking approval in 2017

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

Child Care Teacher Participation in LA Pathways Career Development System (2017)	
Early Learning Center Staff I	4,323
Early Learning Center Staff II	1,311
Early Learning Center Staff III	952
Early Learning Center Staff IV	472
Early Learning Center Assistant Teacher I	337
Early Learning Center Assistant Teacher II	1,414
Early Learning Center Teacher I (CDA credential/associate degree)	3,966
Early Learning Center Teacher II (associate degree/bachelor degree)	532
Early Learning Center Teacher III (associate degree/bachelor degree)	898
Early Learning Center Teacher IV (bachelor degree)	38
Early Learning Center Master Teacher (graduate degree)	104
Totals	14,347

Qualify for the EC Ancillary Certificate

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

Family Child Care Track (2017)	
Family Child Care Staff I	8
Family Child Care Staff II	3
Family Child Care Staff III	1
Family Child Care Staff IV	2
Family Child Care Assistant Teacher I	8
Family Child Care Assistant Teacher II	16
Family Child Care Teacher I	17
Family Child Care Teacher II	2
Family Child Care Teacher III	0
Family Child Care Teacher IV	0
Family Child Care Master Teacher	0
Totals	57

Admin Track (2017)	
Assistant Director I	138
Assistant Director II	23
Assistant Director III	12
Director	486
Director I	124
Director II	175
Director III	458
Director IV	15
Totals	1431

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

Teachers that Qualify for the 2017 School Readiness Tax Credits

Pathways Career Ladder Level	Number of Qualifying Individuals (Preliminary 2017)	Tax credit amount (2017)
Teacher I	3963	$1,680.00
Teacher II	530	$2,239.00
Teacher III	896	$2,798.00
Teacher IV	38	$3,358.00
Child Care Master Teacher	103	$3,358.00
Director I	125	$1,680.00
Director II	175	$2,239.00
Director III	458	$2,798.00
Director IV	15	$3,358.00

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

Salaries for Teachers in Early Care and Education Settings:

	Child Care	Head Start	PreK
Current Credential Requirement	None	50% - BA Degree, Others AA	BA Degree, Certified
Average Compensation	75% earn < $20,000/yr($10/hr) No benefits	~$30,440/year (BA degree) Some benefits	~$47,000 Full benefits

Salaries for workforces requiring similar educational preparation:

Program Type	Similarly Qualified Professions	Louisiana Average Wages (2016)
Child Care Teacher	Social Assistance (Child and youth services, community food services, temporary shelters, child day care services)	$20,300
Head Start Teacher	Nursing/Residential Care Facilities (Community care facilities, home for elderly, residential mental health facilities)	$25,300
PreK Teacher	Education (elementary and secondary, junior colleges, universities, business schools)	$39,948