




Early Childhood
IMPROVING SCHOOL READINESS

Early Childhood Care and Education 2018 Annual Report



Description of Publicly-Funded Early Care and Education Programs

Early Childhood Care and Education Annual Report

Key Accomplishments

Unified Quality Rating System

- 8% more sites are Proficient or above compared to last year.
- The average score for each dimension and each domain improved.
- Replacement rates when comparing 3rd party and local observations decreased in almost every area measured.

Workforce Support and Preparation

- Over 5,000 individuals around the state have earned the Early Childhood Ancillary Certificate (ECAC) with more BESE-approved ECAC Programs available to programs than ever.

Ready Start Networks

PDG (B-5)

- Louisiana secured nearly \$8MM through the Preschool Development Grant B-5

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 | Pre-K Expansion Grant |
|---------------------------------|---|--|---|---|--|
| Eligibility criteria | Families that are: <ul style="list-style-type: none"> • 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 200% of the Federal Poverty Line | Families with four-year-olds who are at or below 200% of the Federal Poverty Line | Families with four-year-olds who are at or below 200% of the Federal Poverty Line |
| Program requirements | Type III Child Care Centers and home based providers | LEAs, 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, full year | 6-hour day, school year | 6-hour day, school year | 6-hour day, school year | 6-hour day, school year |
| Total funding and source | Total: \$50,159,598.17 Source: Child Care Development Fund | Total: \$182,861,782 Sources: Federal ACF Funding | Total: \$74,294,713 Sources: State General Fund and TANF | Total: \$6,471,540 Source: State General Fund | Total: \$11,699,440 Source: Federal Pre-K Expansion Grant |

Early Childhood Care and Education Annual Report

Children Served in Publicly-Funded Programs

| | Child Care Assistance Program | Head Start/ Early Head Start | LA-4 | NSECD | Pre-K Expansion Grant |
|---|---|---|--------------------------------|--------------------------------|---|
| Number of Children Served | Infant: 890 1 year old: 2,239 2 year old: 3,064 3 year old: 3,021 4 year old: 1,752 5 and above: 3,641 Total: 14,607 ¹ | Infant: 785 1 year old: 1,070 2 year old: 1,715 3 year old: 11,225 4 year old: 7,813 5 and above: 380 Total: 22,988 | 4 four year old: 16,221 | 4 four year old: 1,413 | 4 four year old: 1,720 |
| Amount of Public Funding Per Child | Average funding per child: \$3,433.94 ² | Early Head Start: \$14,685 Head Start: \$7,973 | \$4,580 per child ³ | \$4,580 per child ³ | \$5,185 per child ³ plus an additional \$1,617 per child to improve 130% of their seats. |

¹ Annual average enrollment (based off of October 2018)

² This reflects an average per child for all age groups and does not include bonuses

³ This reflects per child allocation, not average expenditure

Early Childhood Care and Education Annual Report

Child Care Assistance Program Fee Structure

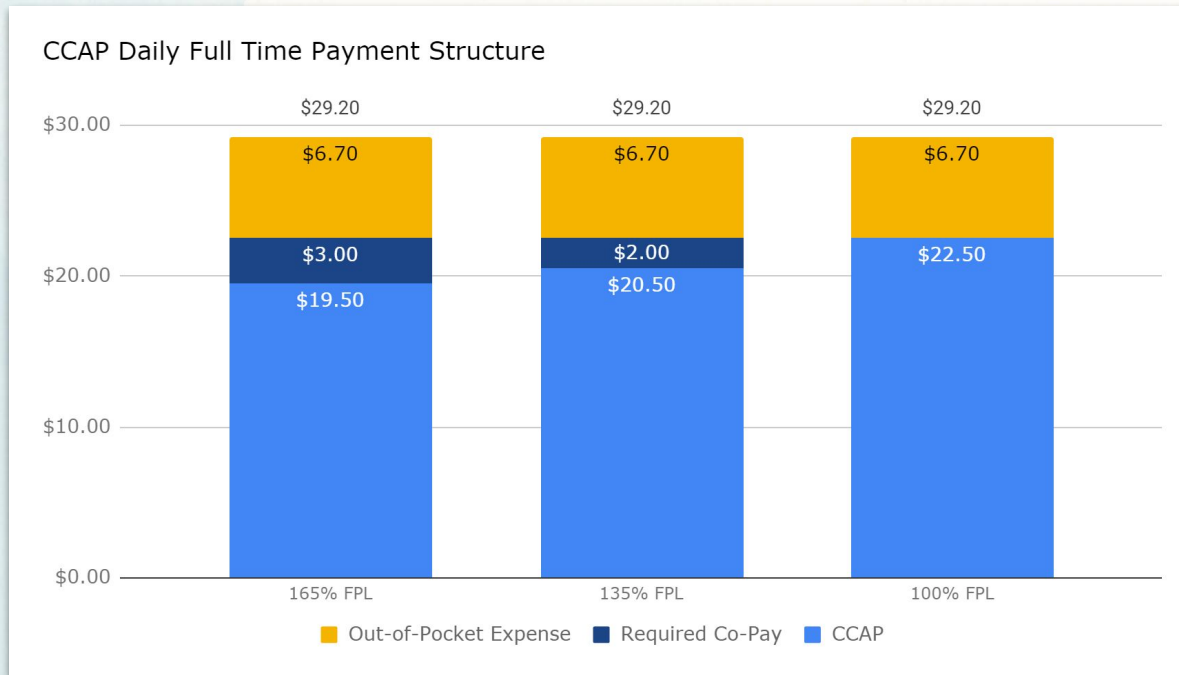
The CCAP Fee Structure is set by family income and the number of individuals in the household.

| | Weekly rate (100% FPL) | Weekly rate (135% FPL) | Weekly rate (165% FPL) |
|---|---------------------------|---------------------------|---------------------------|
| Provider Weekly Rate at 75 th Percentile of Market Rate ¹ | \$146 | \$146 | \$146 |
| Provider Weekly Rate at 50 th Percentile of Market Rate ¹ | \$125 | \$125 | \$125 |
| Weekly Max CCAP Rate, Infants/Toddler (Under age 3) | \$112.50 | \$102.50 | \$97.50 |
| Weekly Co-Pay | \$0 | \$10 (\$2/day) | \$15 (\$3/day) |
| <i>Total weekly out-of-pocket expense at 75th Percentile</i> | \$33.50 | \$43.50 | \$48.50 |
| <i>Total weekly out-of-pocket expense at 50th Percentile</i> | \$12.50 | \$22.50 | \$27.50 |

¹ Weekly rates based off of [2017 Louisiana Child Care Market Rate Survey](#).

Early Childhood Care and Education Annual Report

Child Care Assistance Program Fee Structure



This chart illustrates the daily rate at the 75th percentile based upon the [2017 Market Rate Survey](#) and CCAP rates for children ages 0-2.

Early Learning Centers and Quality Ratings

Early Childhood Care and Education Annual Report

Early Learning Centers

There has been slight change in the number of licensed centers for 2018 in comparison to 2017.

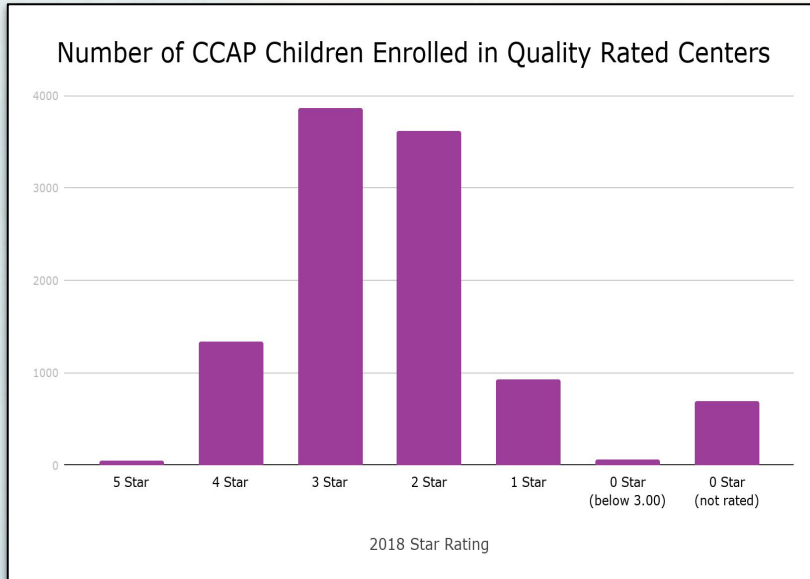
Early Learning Centers by Licensing Type

| | March (Q1) | | June (Q2) | | September (Q3) | | December (Q4) | |
|-----------------|------------|------|-----------|------|----------------|------|---------------|------|
| | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 |
| Type I | 301 | 292 | 296 | 284 | 296 | 285 | 295 | 277 |
| Type II | 167 | 184 | 173 | 193 | 182 | 188 | 184 | 193 |
| Type III | 1004 | 1008 | 1004 | 1028 | 1008 | 1016 | 1007 | 1011 |

Early Childhood Care and Education Annual Report


Early Learning Centers

In September 2018, less than 10% of publicly funded children were attending low-performing sites based on 2017 Performance Profile scores, and approximately 71% were attending 2 or 3 star sites.



| 2018 Star Rating | Center Performance Score | | Centers | % of Centers | # of CCAP Children Enrolled ¹ | % of CCAP Children Enrolled ¹ |
|------------------|--------------------------|-------------------------|--------------|--------------|--|--|
| | Score Range | Performance Level | | | | |
| 5 Star | 6.00-7.00 | Excellent | 5 | 0.5% | 44 | 0.4% |
| 4 Star | 5.25-5.99 | Proficient ¹ | 141 | 13.0% | 1,331 | 12.6% |
| 3 Star | 4.50-5.24 | Proficient | 389 | 35.8% | 3,867 | 36.7% |
| 2 Star | 3.75-4.49 | Approaching Proficient | 312 | 28.7% | 3,617 | 34.4% |
| 1 Star | 3.00-3.74 | | 76 | 7.0% | 927 | 8.8% |
| 0 Star | < 3.00 | Unsatisfactory | 7 | 0.6% | 54 | 0.5% |
| 0 Star | Not Rated | | 156 | 14.4% | 689 | 6.5% |
| Total | | | 1,086 | | 10,529 | |

¹ Will change to "High Proficient" beginning with 2019 Performance Profile release



Training and Support for Early Care and Education Programs

Early Childhood Care and Education Annual Report

Supporting a Focus on Classroom Instruction in 2018

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. Expansion of Options for ECAC:** By July 2019, all early childhood lead teachers must have a teaching credential called the Early Childhood Ancillary Certificate (ECAC).
 - In 2017, the Department increased the number of [approved teacher preparation programs](#) and supported qualified teachers to earn their credential.
- 2. Increased Focus on Classroom Instruction:** All publicly-funded early childhood classrooms are observed 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.
 - 8 community networks are using grants to increase the quality of teacher interactions.
- 3. Shared Vision for Classroom Improvement and Development:** All early childhood classrooms share the goal of improving their teacher-led interactions and instruction.

Early Childhood Care and Education Annual Report

Supports for Early Childhood Classrooms

All early childhood programs receive access to a set of classroom supports that promote improved teacher-child interactions, and are aligned to the CLASS™ tool.

Teacher Preparation

- New child care teacher preparation minimums:
 - Required training through a [child care teacher preparation program](#)
 - Required [Early Childhood Ancillary Certificate](#)
- [Birth to Kindergarten Pathway](#) for BA and AA degree

Coaching and Training

- Statewide network of [Child Care Resource and Referral](#) Centers
- [Tulane Mental Health Consultation](#) Program and MHC
- Early Childhood Community Networks
- [Louisiana Pathways](#) approved trainers

Professional Development

- [Child Care Curriculum Initiative](#)
- [Tiered rating](#) system for curricular resources
- Access across program types to [Teaching Strategies GOLD](#)
- [Quarterly Lead Agency Collaboration Events](#)
- [Annual Teacher Leader Summit](#)

Early Childhood Care and Education Annual Report

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 (*\$2.51 million from ACF*).

LA-4, NSECD, and Pre-K 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.

Early Childhood Care and Education Annual Report

New Training and Support Program

In 2018, the Department researched, developed and planned for a leadership program for child care directors that will launch in 2019.


LDOE researched and developed a model focused on instructional leadership:

- Engaged with stakeholders in the field (directors, R&Rs, Lead Agencies)
- Analyzed current program for directors offerings nationally
- Developed a model and shared with the field

The fellowship model

- incorporates fellowship sessions, job-embedded coaching, and communities of practice
- was recognized by winning second place in the [Harvard's Zaentz Innovation Challenge](#).

The LDOE released a Request for Proposals (RFP) in November seeking a vendor to implement the program in partnership with the Department. The pilot will serve 30 child care directors in the first year.



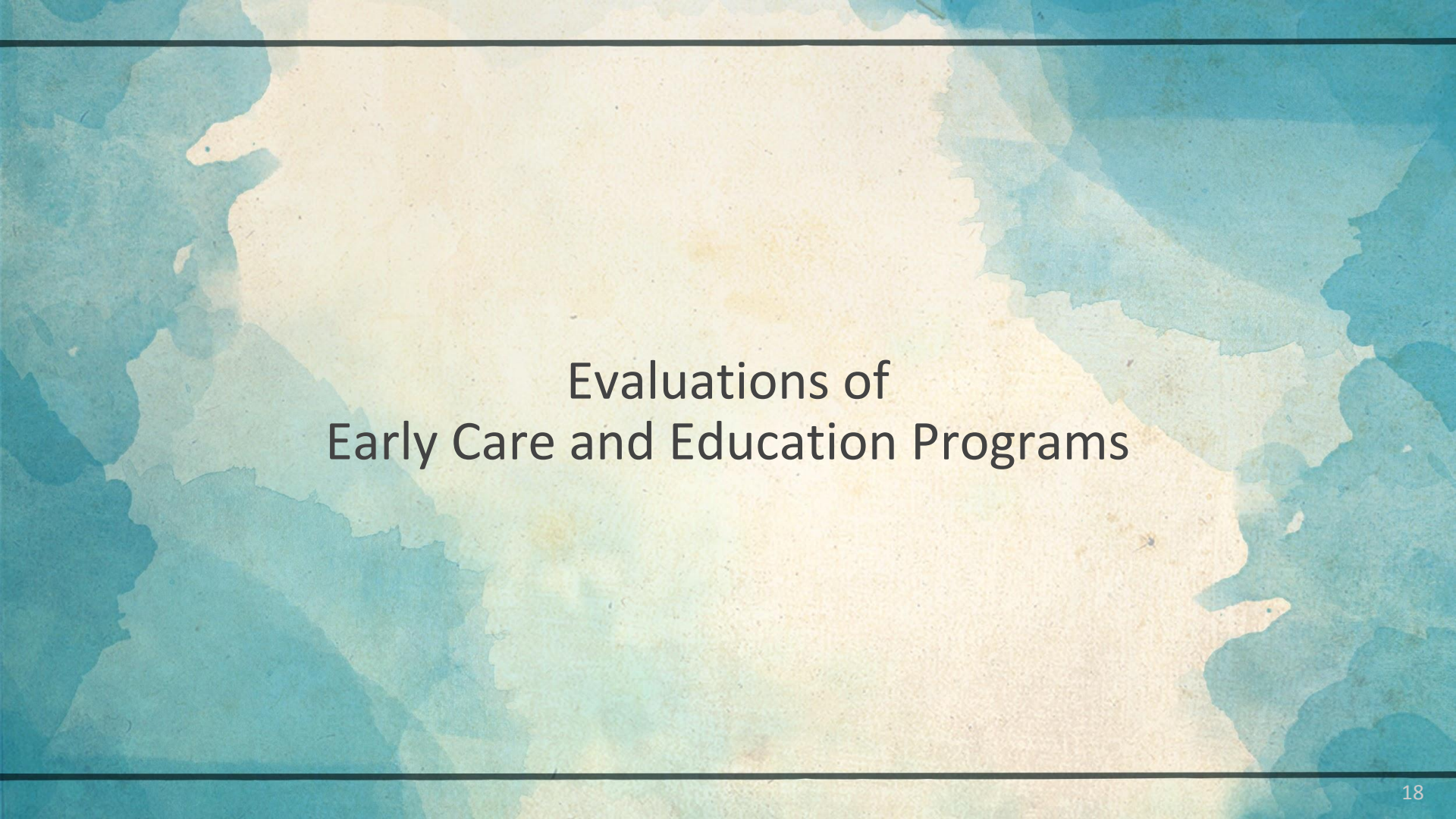
Family Demand for Early Care and Education Programs

Early Childhood Care and Education Annual Report

Family Demand for Early Care and Education

| | | 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 2018) | 890 | 2,239 | 3,064 | 3,021 | 1,752 | 10,966 | |
| | Early Head Start (2018-19 funded) | 785 | 1,070 | 1,715 | | | 3,570 | |
| | Head Start (2018-19 funded) | | | | 11,225 | 7,813 | 19,038 | |
| | LA 4 (2018-19 funded) | | | | | 16,221 | 16,221 | |
| | Title I (2018-19) | | | | | 8,212 | 8,212 | |
| | 8(g) (2018-19) | | | | | 2,228 | 2,228 | |
| | PreK Grant (2018-19 funded) | | | | | 1,720 | 1,720 | |
| | NSECD (2018-19 funded) | | | | | 1,413 | 1,413 | |
| | IDEA Part B (2017-2018 self-contained) | | | | 193 | 204 | 397 | |
| | Total Served Estimate | | 1,675 | 3,309 | 4,779 | 14,439 | 39,563 | 63,765 |
| | Percent Served | | 3.97% | 7.77% | 11.43% | 34.63% | 91.62% | 30.19% |
| Estimated Unserved | Gap Estimate | (40,558) | (39,276) | (37,031) | (27,260) | (3,620) | (147,745) | |

The Department will work with stakeholders to engage elected officials on gaps in access 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

Early Care and Education Program Evaluations

The LDOE partnered with LSU's Public Policy Research Lab to conduct a survey on the cost of child care in Louisiana. The results of the [2017 Child Care Market Rate Survey](#) was released in summer 2018.

Market Rate Survey - Cost

- Between 2014 and 2017, there was an average \$20 increase among type III providers in the cost of weekly care. For in-home and family child care providers, the increase was \$25.
- Child care costs are significantly higher in zone 1 or urban parishes than they are in zone 2, the state's more rural parishes. For example, there is a \$40 difference in the weekly rate at the 75th percentile for infant care. That amounts to \$160 more a month in zone 1 than zone 2.
- Most center based providers charge registration fees. Type III non-Head Start providers report an average registration fee of \$107.80.

Serving Child Care Assistance Participants

- Survey respondents reported serving just over 7,800 CCAP children.
- The percentage of providers taking CCAP has increased for nearly every age group.
- Most center based providers report serving fewer than 10 CCAP children.

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.

2018 Teacher Satisfaction Survey

- 3,063 lead teachers and 103 paraprofessionals, assistant teachers, or floating teachers responded to the 2017-2018 Early Childhood Lead Teacher Survey.
- Survey collected information about observations and feedback, coaching, instructional support (e.g., curriculum, assessment), training and professional development, and community network supports.
- Observation feedback is perceived as helpful to a teacher's growth and development.
- More teachers report receiving training on curriculum as compared to teachers who report being able to use curriculum to improve interactions with children.

2018 Family Satisfaction Survey:

- The Department conducted a survey in collaboration with Louisiana State University (LSU) that collected responses from more than 2,800 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 quality of their program and likely to select the program again

Early Childhood Care and Education Annual Report

Additional Reporting

Early Care and Education System State-by-State Analysis, *Bipartisan Policy Center*

- In December 2018, the Bipartisan Policy center released a report ranking Louisiana #8 in the nation for creating an integrated, efficient early care and education system.
- Louisiana is lauded in the report for:
 - Managing five programs serving children under one agency to improve efficiency and allow for better alignment of eligibility and monitoring requirements and quality improvement activities; and
 - Creating a quality rating and improvement system that is mandatory for all publicly funded early childhood education providers to ensure quality of care for all children.

Lessons from the Bayou State, Three Reforms for Improving Teaching and Caregiving, *New America*

- In November 2018, *New America* released a report analyzing the various structures the Department has set in place to support the early care and education workforce.
 - Reform #1: Measuring Quality through Teacher-Child Interactions Alone
 - Reform #2: Raising Requirements for Early Childhood Educators
 - Reform #3: Supplementing Wages with Tax Credits

Early Childhood Care and Education Annual Report

2018 Performance Profiles

The 2017-2018 release of profiles marks three years of full implementation of the statewide early childhood network.

Early Childhood 2017-2018 Performance Profiles:

- Overall, more than 14,000 CLASSTM observations took place in nearly 5,300 classrooms across 1,590 sites, representing over 1 million minutes of care and education observed.
- Approximately 1,100 local CLASSTM observers conducted observations in pre-K and toddler classrooms and provided valuable feedback to help teachers in child care centers, Head Starts, and schools improve.
- Louisiana released 1529 profiles based on 2017-2018 results that will provide critical information to families on quality of care and instruction across the state.

Louisiana School or Center Finder:

- Performance Profile results for each site are published on [Louisiana School and Center Finder](#) containing:
 - Ratings that relate to positive child outcomes, based on CLASSTM observations
 - Informational metrics that measure use of best practices, such as curriculum quality, assessment, children per teacher, and teacher preparedness

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.

| Credit Type | Summary of Revisions |
|----------------------|--|
| For Teachers | <ul style="list-style-type: none">• In addition to earning credits based on advanced degrees, teachers with an ancillary certificate can earn up to ~\$3,400 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. |
| For Directors | <ul style="list-style-type: none">• Directors can earn credits based on their own qualifications or based on site performance.• No director will lose their current credit; changes only add options. |
| For Providers | <ul style="list-style-type: none">• As of January 1, 2018, sites were issued stars based on unified rating system.• This rating is being used for the 2018 tax year• Providers can earn credits based on their star rating and amount of children funded through CCAP that they serve.• Quarterly CCAP bonus payments are also based on star rating and amount received via CCAP. |

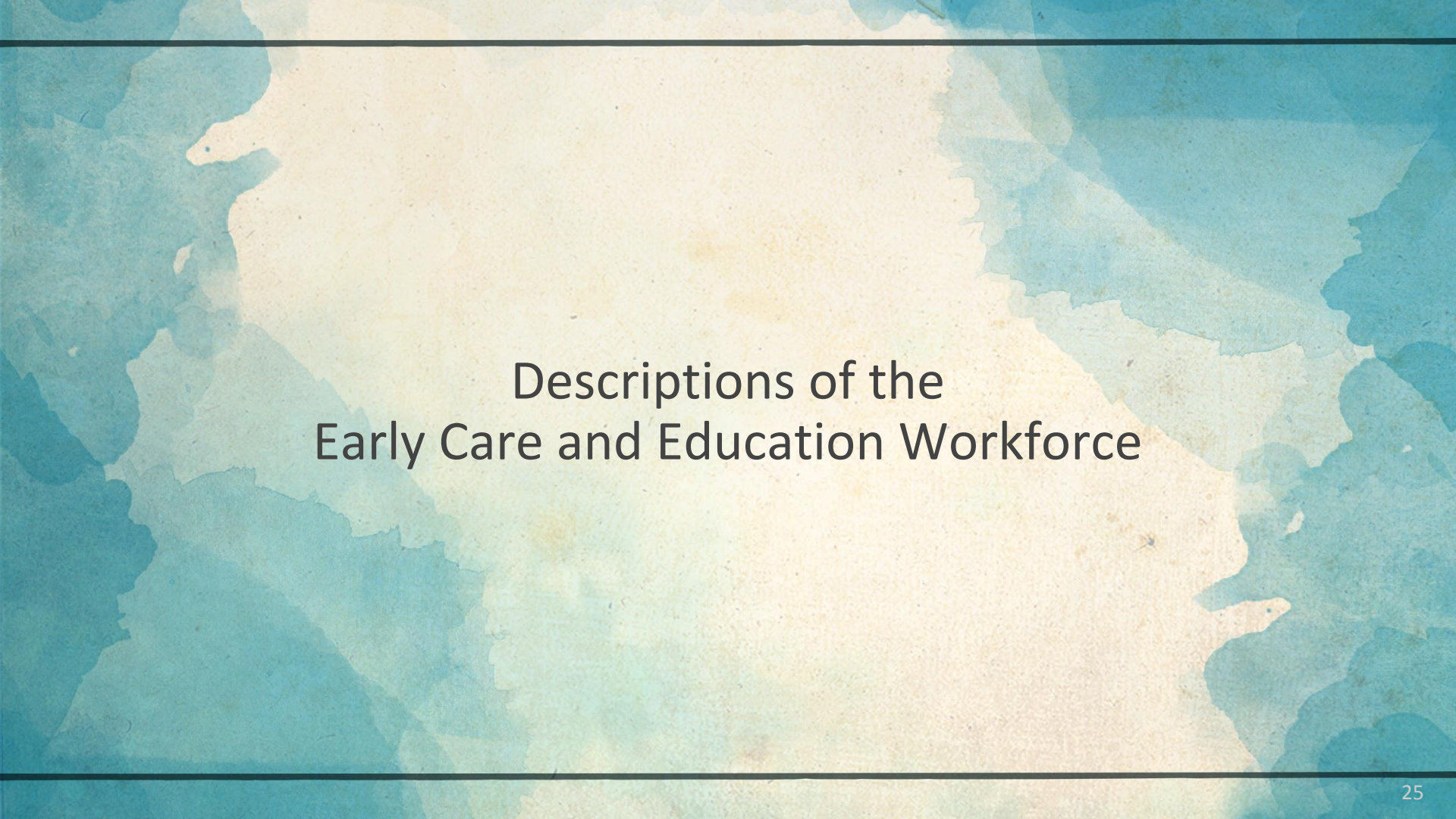
Early Childhood Care and Education Annual Report

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.

2019 Star Ratings now correlate with each center's 2017-2018 Performance Profile rating. Guidance, FAQs, and a qualifying site list were provided with the release of Performance Profiles.

| Star Rating of Center | Center Performance Rating | Center Performance Score | Summary Center Tax Credit per Eligible Child |
|-----------------------|---------------------------|--------------------------|--|
| 5 Star | Excellent | 6.00-7.00 | \$1,500 |
| 4 Star | Proficient | 5.25-5.99 | \$1,250 |
| 3 Star | Proficient | 4.50-5.24 | \$1,000 |
| 2 Star | Approaching Proficient | 3.75-4.49 | \$750 |
| 1 Star | Approaching Proficient | 3.00-3.74 | \$0 |



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 teachers are pursuing their Early Childhood Ancillary Certificate (ECAC) to prepare for the 2019 policy requirement.

Early Childhood Ancillary Certificate (ECAC):

- Established as a minimum credential for child care lead-teachers beginning July 2019
- Since July 2018, teachers are expected to attend a BESE-Approved [ECAC Program](#)
- A contract for a Statewide ECAC Program was approved by BESE in April, and will launch a pilot in 2019.

Teachers who currently have the Early Childhood Ancillary Certificate:

- 1,541 individuals earned their [ECAC](#) in 2018
- Over half earned through a CDA or equivalent degree

Early Childhood Ancillary Certificate Programs (BESE-approved):

- 22 teacher preparation programs are approved by BESE to offer ECAC Programs.
- Through Believe and Prepare: Early Childhood, 10 new programs gained approval in 2018 bringing the total to 22 ECAC programs.

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 17, 429 active Pathways members):

- 99.6% are female
- 97.3% speak English as their primary language
- Ethnicity:

| African American | Caucasian American | Hispanic American | Acadian American | Other Ethnicities |
|------------------|--------------------|-------------------|------------------|-------------------|
| 54.8% | 35.5% | 2.2% | 1.1% | 2.6% |

- Education level:

| High School Education or No Verified Degree | 30 College Credits | CDA or Approved Career Diploma | Associate Degree | Bachelor Degree or Higher |
|---|--------------------|--------------------------------|------------------|---------------------------|
| 58.6% | 2.2% | 14.8% | 10.1% | 36.5% |

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 (2018) | |
|---|--------------|
| Early Learning Center Staff | 2,298 |
| Early Learning Center Assistant Teacher | 428 |
| Early Learning Center Teacher I (<i>CDA credential/EC diploma</i>) | 535 |
| Early Learning Center Teacher II (<i>EC Ancillary Certificate or work towards associate</i>) | 2,412 |
| Early Learning Center Teacher III (<i>EC Ancillary Certificate + 1 year prior SRTC or college degree in early childhood</i>) | 1,639 |
| Early Learning Center Teacher IV (<i>EC Ancillary Certificate + 2 years prior SRTC college degree with specialized infant/toddler training</i>) | 2,021 |
| Early Learning Center Master Teacher (<i>graduate degree</i>) | 224 |
| Total | 9,557 |
| A full description of the 2018 Teacher Track for the Career Development System can be found here . | |

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

| Family Child Care Track (2018) | |
|--|-----------|
| Family Child Care Staff I | 13 |
| Family Child Care Staff II | 4 |
| Family Child Care Staff III | 1 |
| Family Child Care Staff IV | 1 |
| Family Child Care Assistant Teacher I | 7 |
| Family Child Care Assistant Teacher II | 17 |
| Family Child Care Teacher I | 25 |
| Family Child Care Teacher II | 3 |
| Family Child Care Teacher III or IV | 0 |
| Family Child Care Master Teacher | 0 |
| Total | 71 |

| Administration Track (2018) | |
|-----------------------------|------------|
| Director | 232 |
| Director I | 136 |
| Director II | 125 |
| Director III | 410 |
| Director IV | 62 |
| Total | 965 |

A full description of the 2018 Teacher Track for the Career Development System can be found [here](#).

Early Childhood Care and Education Annual Report

Description of the Early Care and Education Workforce

| Pathways Career Ladder Level | Number of Qualifying Individuals (2018) | Tax credit amount (2018) |
|------------------------------|---|--------------------------|
| Teacher I | 535 | \$1,715 |
| Teacher II | 2,412 | \$2,286 |
| Teacher III | 1,639 | \$2,857 |
| Teacher IV | 2,021 | \$3,429 |
| Child Care Master Teacher | 224 | \$3,429 |
| Director I | 136 | \$1,715 |
| Director II | 125 | \$2,286 |
| Director III | 410 | \$2,857 |
| Director IV | 62 | \$3,429 |

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 | Preschool Teachers |
|---------------------------------------|-------------------------------|---|----------------------------|
| Current Credential Requirement | None | 50% - BA Degree, Others AA | BA Degree, Certified |
| Average Compensation | ~\$19,330/year No benefits | ~\$28,700/year (BA degree) Some benefits | ~\$36,179 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 |
| Preschool Teacher | Education (elementary and secondary, junior colleges, universities, business schools) | \$39,948 |