

Group 1 – Suspension and Expulsion

Package of Support to Reduce Early Childhood Suspension and Expulsion

This recommendation includes a package of supports that will help reduce the likelihood of suspension and expulsion in early childhood. In alignment with the activities included in the PDG application the package may include:

1. Funding for increased **social emotional development training and coaching** support **\$5 million**
2. Funding for the creation of a system of **Infant Early Childhood Mental Health Consultation** **\$5.3 million**
3. Funding for expansion of the **Behavior Help Wisconsin** **\$2.3 million**
4. Direction and support for a **statewide policy that** requires early care and education providers to access supports and services before expelling or suspending a child.
5. **Scan of existing data** sources, gaps, and opportunities.
6. **Increased awareness** and knowledge about the rate of and negative impacts of suspension and expulsion in early childhood

Drivers for Expulsion



Structural drivers



Knowledge of child development



Racial disparities



Trauma/emotional behavior concerns

Evidence Base

Social Emotional Developmental
Training and Coaching

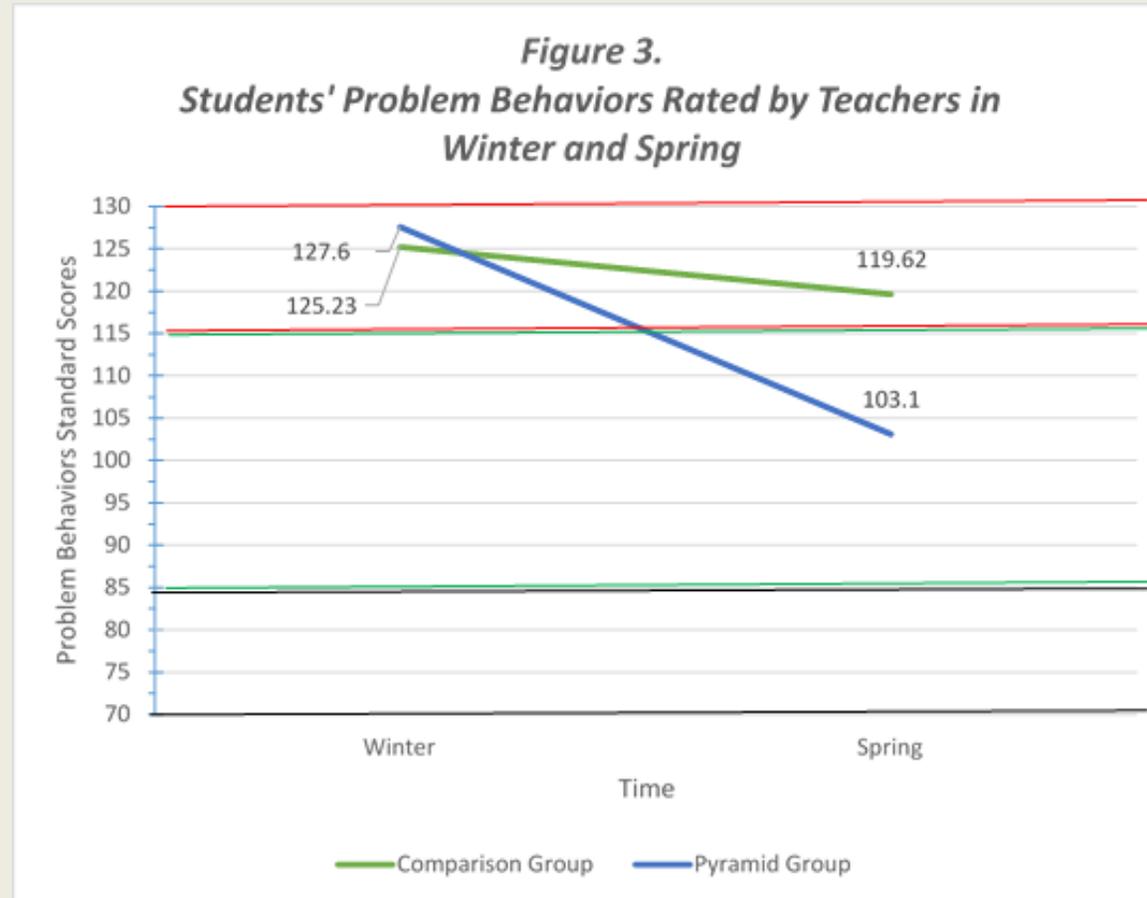
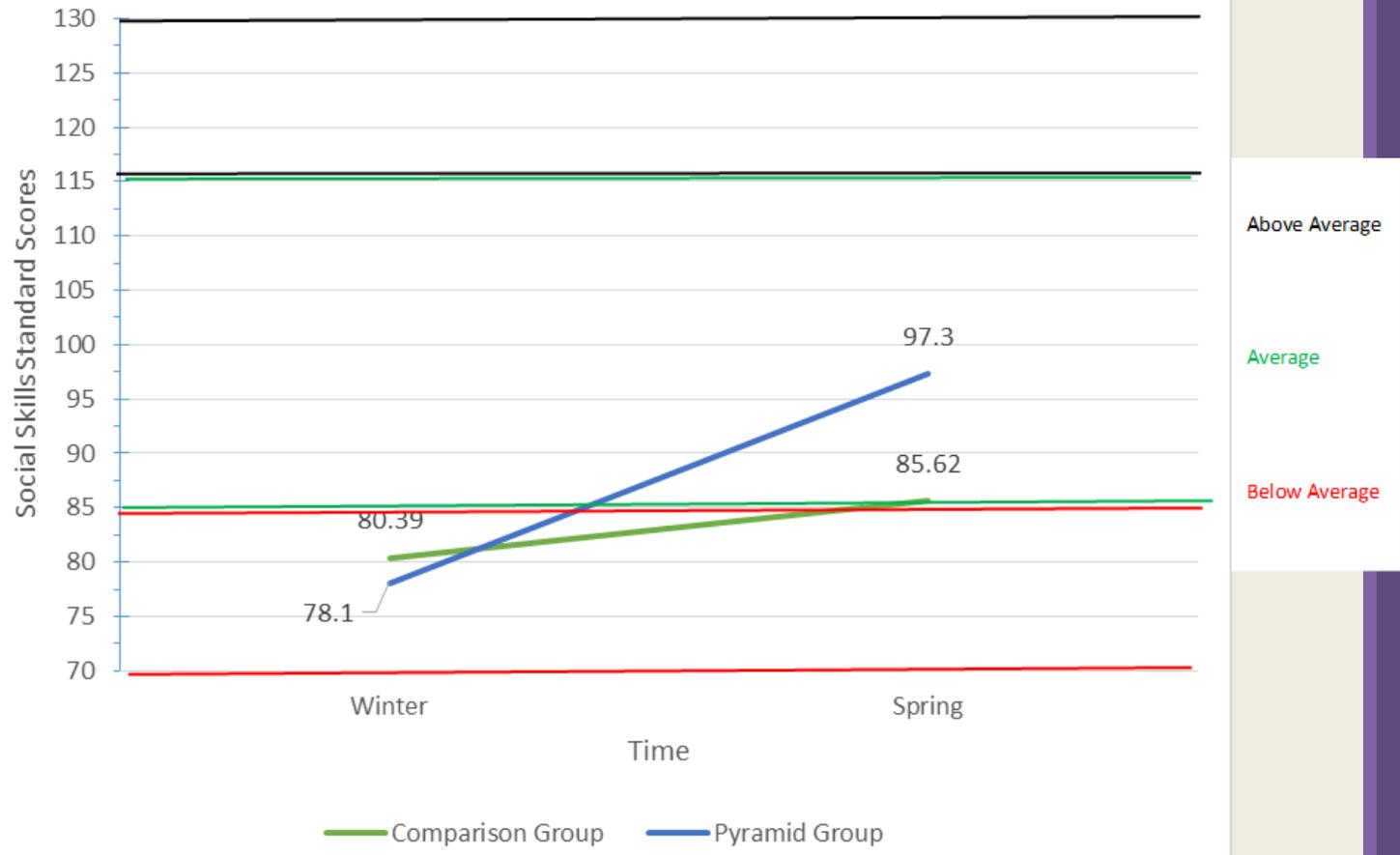


Figure 4.
Students' Social Skills Rated by Teachers
in Winter and Spring



Evidence Base
social emotional
training and
coaching

Evidence Base

Infant and Early Childhood Mental Health Consultation



Increases children's levels of **initiative, self-control, and attachment.**

(Wisconsin Early Childhood Association, 2016)

3.5x

Children (ages 0-4) are expelled 3.5 times more than children in the K-12 education system.

(Gilliam, 2005)



8x Children who are expelled or suspended are 8 times more likely to be incarcerated later in life.

(American Psychological Association, 2008)

50%

Fewer reported expulsions by teachers who have ongoing mental health consultation support.

(Berry, Brennan, Bradley, and Allen, 2006)

35%

There is a **35% turnover rate** in Wisconsin's ECE field annually. High turnover rate disrupts needed stability for supporting children's development.

(Wisconsin Early Childhood Association, 2016)



Almost **one in three Wisconsin educators** are replaced every year.

(Wisconsin Early Childhood Association, 2016)

Evidence Base

Behavior Help Wisconsin

Triage
Helpline



Onsite
Coaching

Infant
Mental
Health
Consultation



Benefits and Impacts



Academic Adjustment



Early learning is important. The relationship between social and emotional competence and academic adjustment is positively correlated.



Social and Emotional Health



Expulsion in preschool predicts expulsion and suspension in later grades.



Racial and gender disparities



Impact on life trajectory

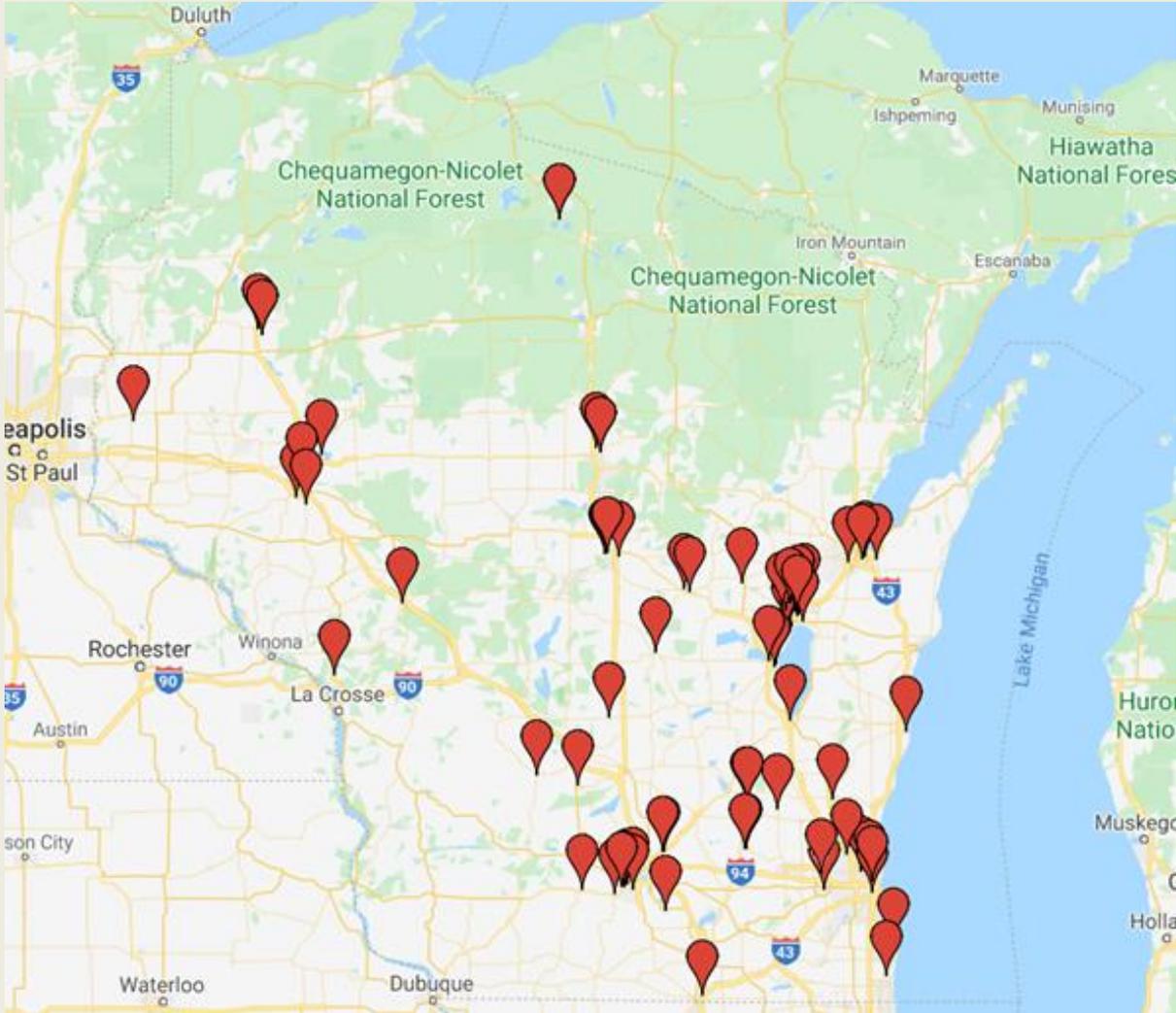


Support to teachers, families, children



Workforce

Wisconsin Context- What's Happening?



Wisconsin Pyramid Model by the Numbers

- Over 11,030 individuals trained in Pyramid Model content since 2010
- Over 469 Pyramid Model content trainings since 2010
- 120 Pyramid Model trainers of classroom practices, many ready to serve as program-wide coaches
 - 13 cohorts of sites launched through 13 Pyramid Model Implementation Academies
- 36 programs teaming to implement Pyramid Model program-wide,
 - 108 program-wide implementing sites (individual locations) in these programs
- 305 Pyramid Model classroom/internal coaches
- 10 Pyramid Model program-wide external coaches
- 16 members serve on the Pyramid Model state leadership team

Wisconsin Context-What's Happening

Pyramid Model

Parents Interacting With Infants

Behavior Help Wisconsin

Infant and Early Childhood Mental Health Consultation

Conscious Discipline

Positive Behavioral Intervention and Supports

Incredible Years

Wisconsin Model Early Learning Standards

Triple P

Suspension and Expulsion Workgroup

Home Visiting Reflective Practice

Infant Toddler Policy Group

Pyramid Model
10 years in WI!

Consultation

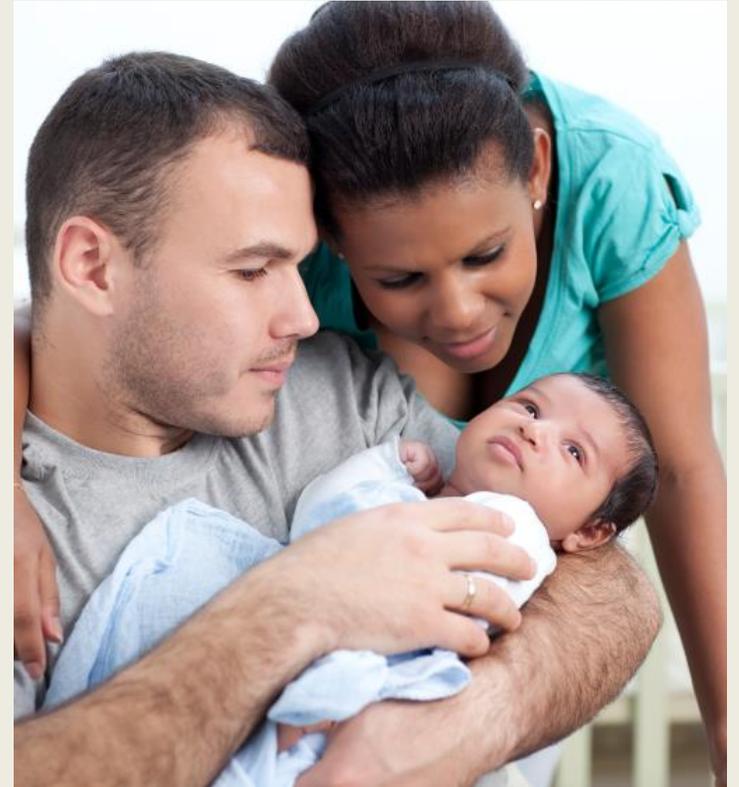
Behavior Help
WI

Probability/Feasibility of
Implementation

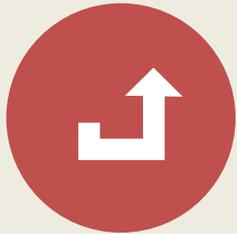
Group 2 – Family Support

Statewide Access to Family Support Services through Family Resource Centers

- Create a statewide infrastructure
- Implement uniform standards of quality
- Expand services to underserved areas and tribal communities
- Stabilize funding for existing FRCs and other community hubs
- Improve the breadth and quality of services available to all families



Evidence Base



RETURN ON
INVESTMENT



REDUCTIONS IN
CHILD
MALTREATMENT



WELL
ESTABLISHED
MODEL



EVIDENCE-BASED AND
EVIDENCE-INFORMED
PROGRAMS

A \$17 million investment would give a \$83,810,000 Return on Investment in Wisconsin

Navigation
supports
for families

Broad array
of activities

Improved
family
functioning

Aligns with
Wisconsin's
PDG

Benefits and Impacts



No funding for base FRC services or statewide infrastructure



Approximately 70 entities providing inconsistent services



Network of 22 FRCs, coordinated by SFTA without funding support

Wisconsin Context- What's Happening?

Probability/Feasibility of Implementation

Statewide and National Content Expertise

The Foundation for a Statewide Network

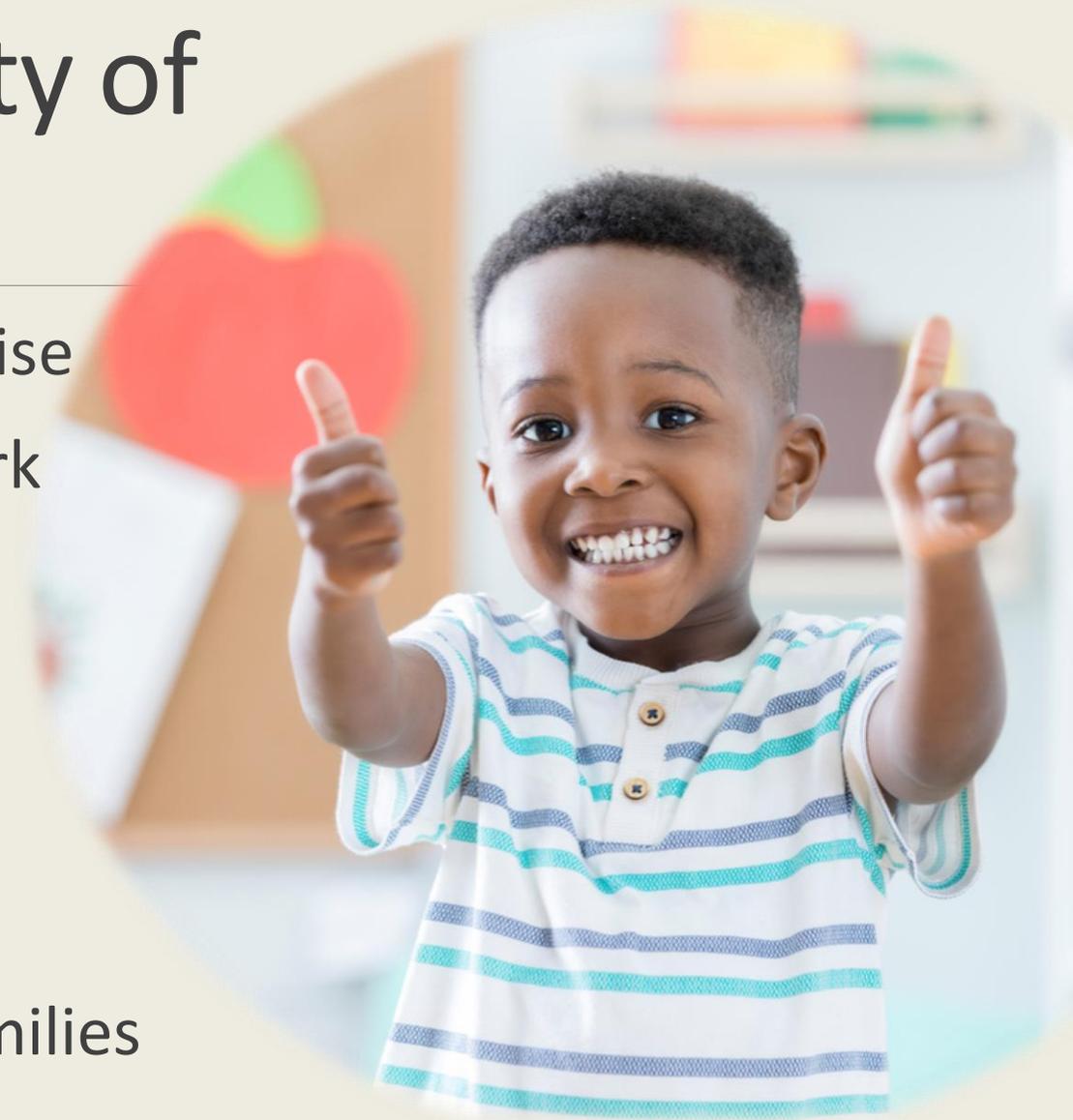
Certified Trainers

Resources & Guidance Materials

Evaluation Structure

Collaborative Support

Supports PDG efforts to Strengthen Families



The Workforce Behind Wisconsin's Workforce: A Smart Investment

We recommend Governor Evers invest \$30 million in state GPR for recruiting and retaining early childhood educators through increased bonus payments to child care programs.

This investment will:

- Grow access to high-quality early education across the state
- Enable parents to participate in and increase productivity of today's workforce,
- Allow child care programs to increase educator compensation, and
- Develop Wisconsin's next generation of students, workers, and citizens.

Group 3 – Access and Workforce #1

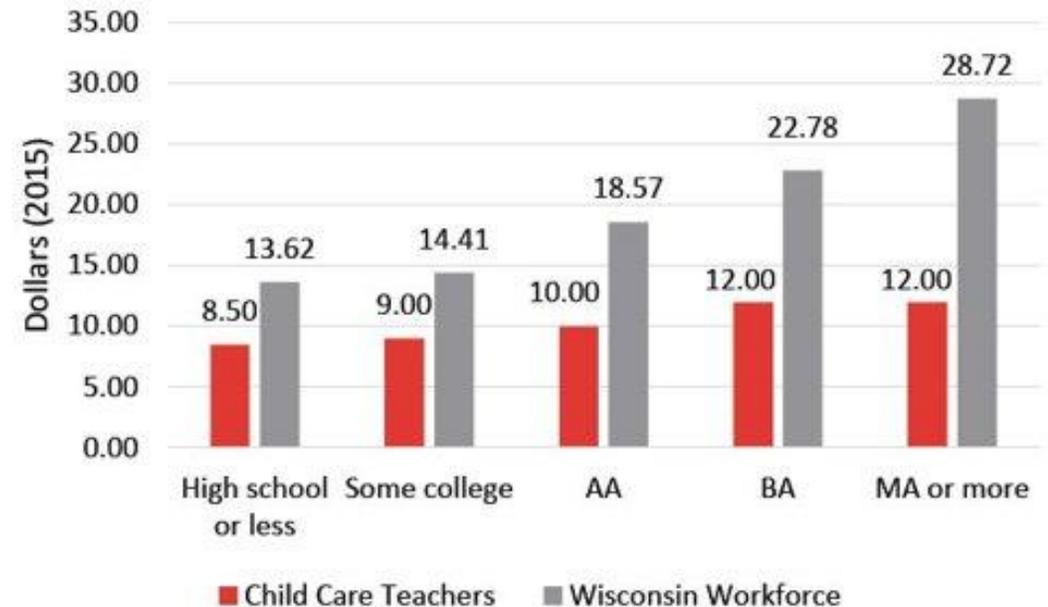
Evidence Base: A Two Generation Solution

- 78% of parents of children under 3 are in the workforce
- In WI: Infant care for 12 months = \$12,500 (49% of the annual income of the average single parent in WI)
- 86% of working parents said problems with child care hurt efforts and time commitment at work – falling behind, missed work, absences
- Nationally, this crisis costs the economy \$57 billion in lost earnings, productivity and revenue

Evidence Base: A Two Generation Solution

- 52% least an AA Degree or more
- 53% of child care teachers receive at least one form of public assistance
- Low wages, stressful work environment, and competitive job market are fueling the early education staff shortage
- Average current wage for early childhood educator in Wisconsin is \$10.03/hour

MEDIAN WAGES OF CHILD CARE TEACHERS COMPARED TO WISCONSIN WORKFORCE BY EDUCATIONAL ATTAINMENT



Source: COWS-UWSC Child Care Workforce Study 2015. WI workforce data obtained from 2013 ACS. WI workforce encompasses civilian workers, ages 18-64

*Note: Median wages for child care teachers represent the answers to the survey question, "If you were to hire a new teacher or assistant teacher today, assuming this candidate had at least one year of early childhood education experience, what is the typical starting hourly wage you would pay someone with each of the following educational qualifications?"

Evidence Base: A Two Generation Solution

Turnover and YoungStar

Vacancies and high turnover impact quality!

Child Care Industry Turnover – 35.3%

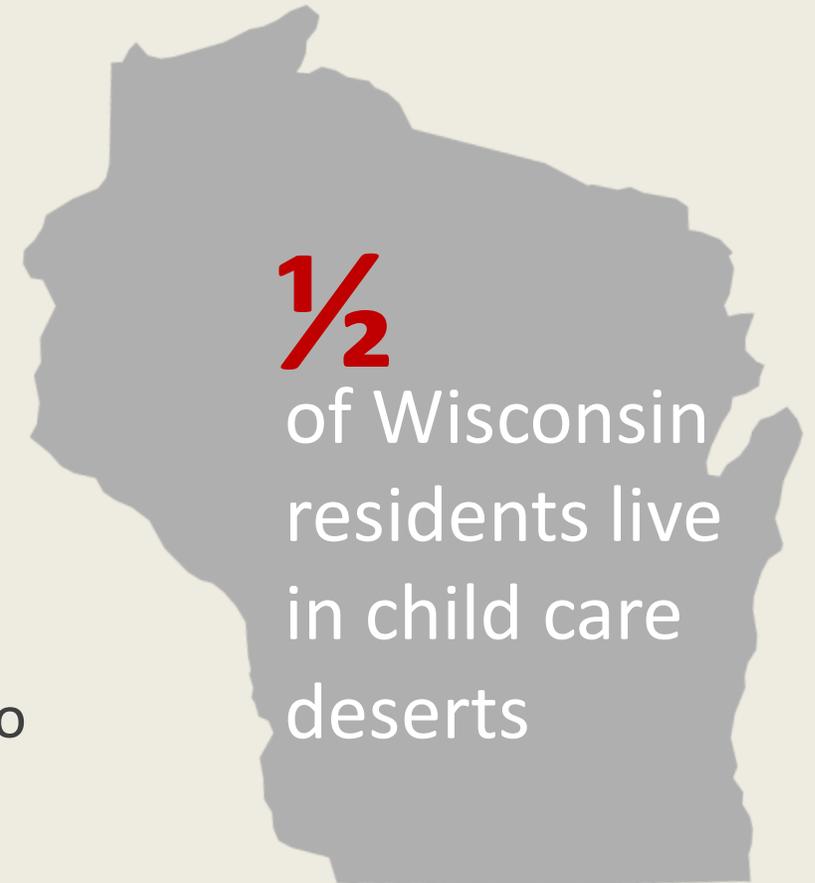
Teacher Turnover by star level:

2 stars	3 stars	4 stars	5 stars
37.4%	33.8%	24.6%	26.1%

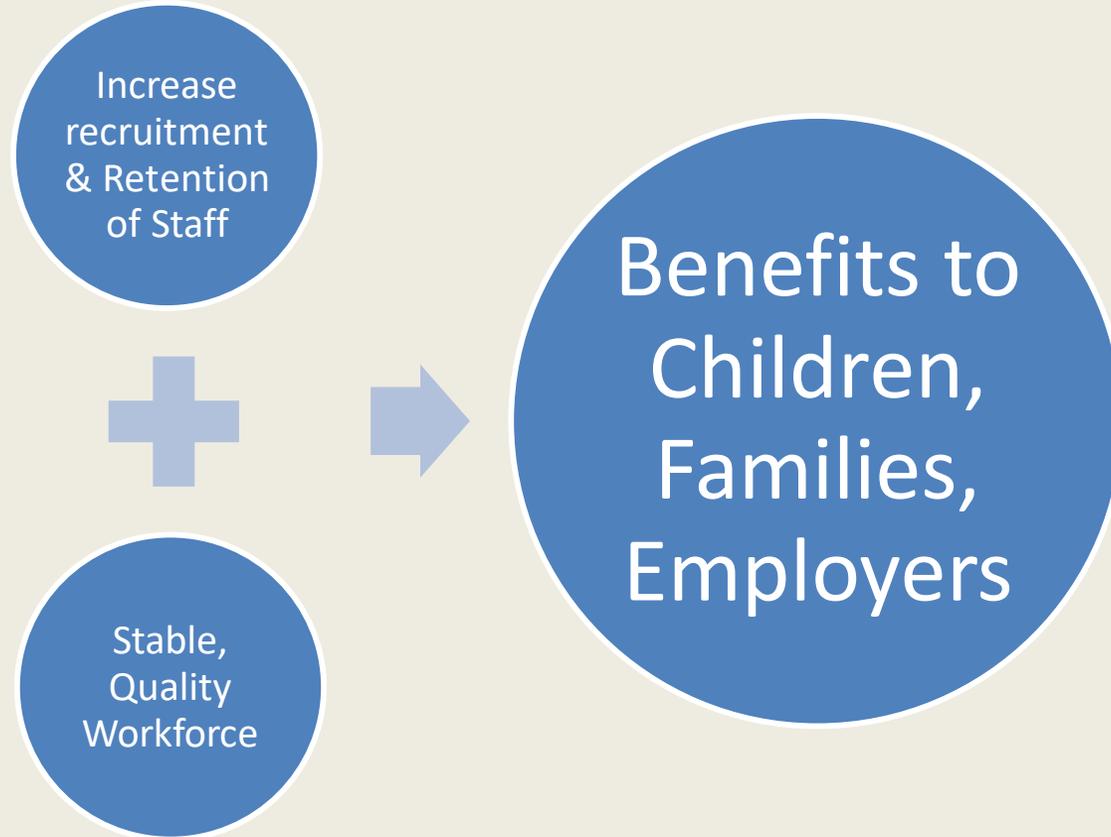
Evidence Base: A Two Generation Solution

- Child care deserts driven by staff shortages
 - Over 50% for the entire state
 - Pushing 80% in key rural areas
- Over last decade child care has lost ground
 - Regulated family child care: 68% decline
 - Licenses group care: 9% decline

In child care, higher compensation has been shown to contribute to sustainability of quality improvements over time.



Benefits and Impacts



Wisconsin Context-What's Happening?

- Implementation of the Preschool Development Grant B-5 will support research and development for quality bonuses to increase early childhood educator compensation.
- This investment has also been identified as a priority for the statewide, cross-sector Wisconsin Infant Toddler Policy Project supported by the Pritzker Children's Initiative.

A healthy, quality early care and education workforce is foundational to the PDG, Pritzker project, and most importantly to the health of our economy.

Group 3 – Access and Workforce #2

Probability/Feasibility of Implementation

The success of Wisconsin's economy depends on the success of childcare. We cannot afford NOT to make this substantial investment.

The U.S. is facing a skills gap crisis with more jobs available than qualified candidates. Between 2018 and 2028, there will be an estimated 2.4 million vacant positions in the manufacturing industry that could result in a loss of economic output around \$2.5 trillion.



Connecting the Dots Across the Economic Support System

We recommend the Governor direct the Leadership Council on Early Years (LCEY) to facilitate and support to all state agencies with connections to the benefits access system to work together to streamline and coordinate the system, and provide necessary funding.

This will:

- Make the system more family and worker friendly
- Improve efficiency
- Ensure that Wisconsin families are benefitting from available support

Evidence Base

- The need for support is high, but many eligible families don't access the Wisconsin Shares child care subsidy.

“The (Shares) process is really rough. At a certain point, I was like, this is not even worth it anymore.”

-Pritzker listening session participant

Evidence Base

- Families navigate multiple systems causing confusion, lost time, and barriers to needed services.

“We’re working with lots of systems – child care, food, health, W2. Could they work together?”

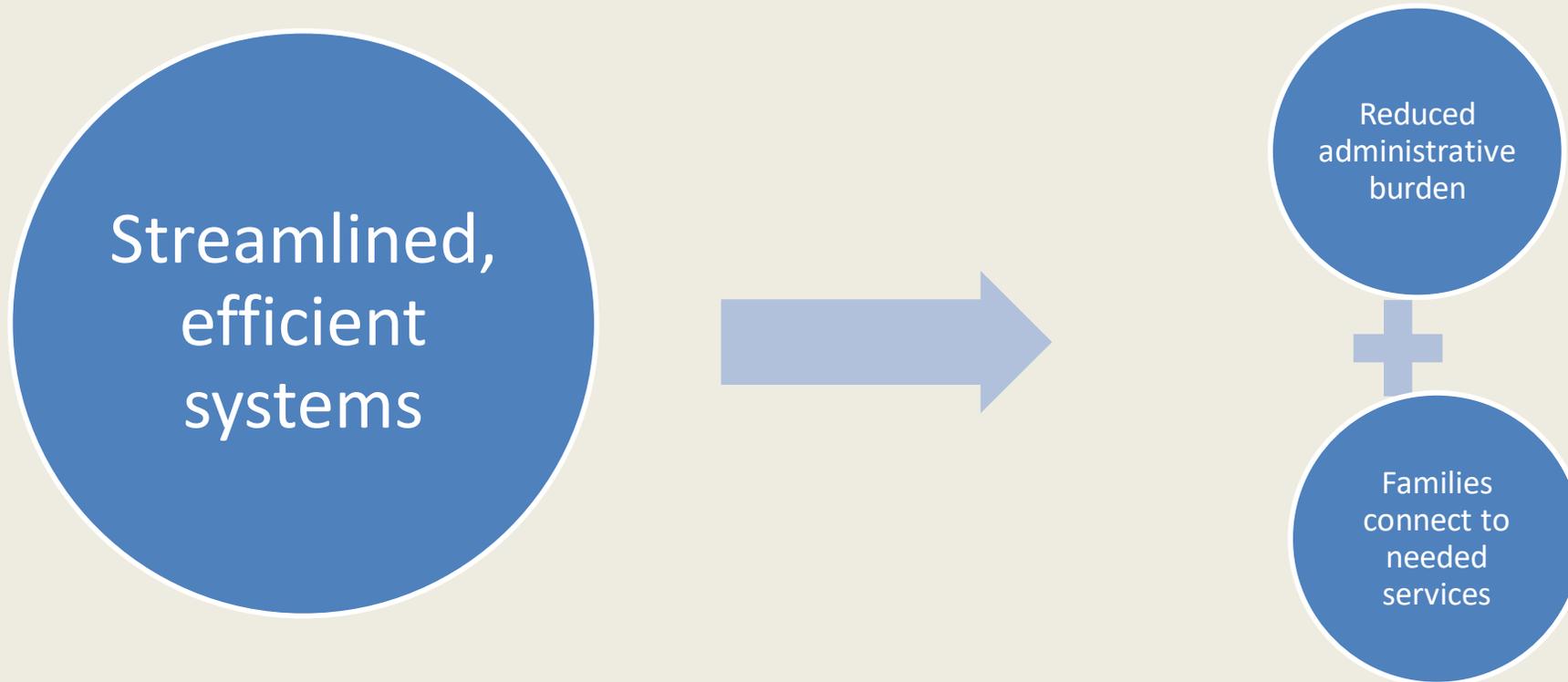
Could there be one person you know to call when you need support?”

- Green Bay listening session participant

Evidence Base

- Leading states have worked to align policies and practices across Supplemental Nutrition Assistance Program (SNAP), Medicaid and the Children's Health Insurance Program (CHIP), and child care assistance. Examples include:
 - Using data for cross-program automatic enrollment;
 - Aligning definitions and requirements;
 - Aligning recertification dates and enabling automatic renewals;
 - Establishing process for cross-program review of new policies; and
 - Developing integrated policy manuals.

Benefits and Impacts



Wisconsin Context-What's Happening?

- PDG implementation will support two pilot ECE Family Navigators, as well as the review and potential revision of state and local policies and procedures that support children and families, such as Shares eligibility, nutrition, health, etc.
- This policy has also been identified as a priority for the statewide, cross-sector Wisconsin Infant Toddler Policy Project supported by the Pritzker Children's Initiative.

Probability/Feasibility of Implementation

The state is poised to make changes under the leadership of Governor Evers in conjunction with the PDG and Pritzker work.

"We have to connect the dots and focus on the fundamentals of economic development."

- Governor Evers

Group 4 – Home Visiting

Family Foundations Home Visiting

Mission: Promote parent, infant and early childhood health and well-being, in partnership with families facing adversity, through home-based support, information, and connection to community.

4 Evidence-Based Models:

- Healthy Families America
- Nurse-Family Partnership
- Early Head Start
- Parents as Teachers

Funded through:

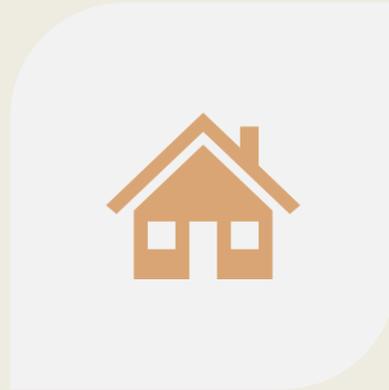
- Federal MIECHV (Maternal, Infant, Early Childhood Home Visiting)
- Federal TANF (Temporary Assistance to Needy Families)
- State General Purpose Revenue

2018 ECAC Recommendation

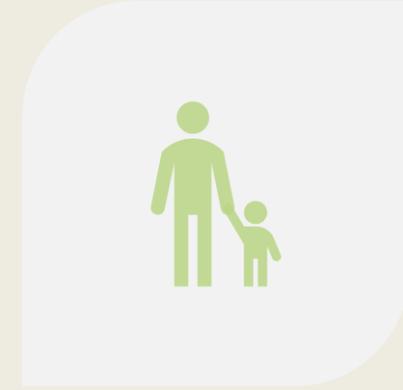
Expand evidence-based home visiting services to families in underserved communities.



**STRATEGY 1:
GROW CURRENT PROGRAMS
TO SERVE MORE FAMILIES**



**STRATEGY 2:
IMPLEMENT HOME VISITING IN
NEW COMMUNITIES**



**STRATEGY 3:
FUND THE LAST TWO
PROGRAMS THAT APPLIED FOR
FUNDING IN 2016**

2019-21 Budget Increase

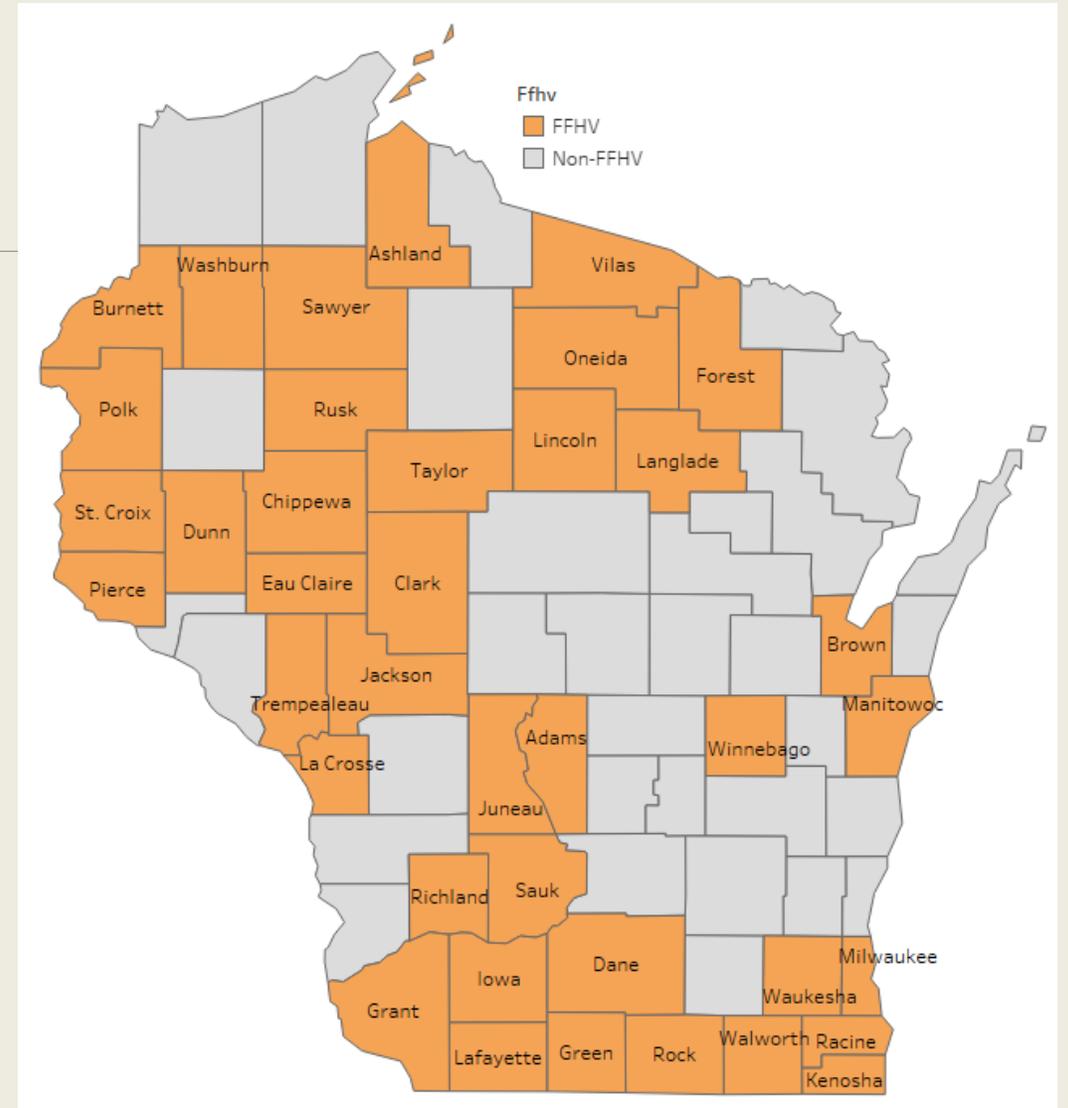
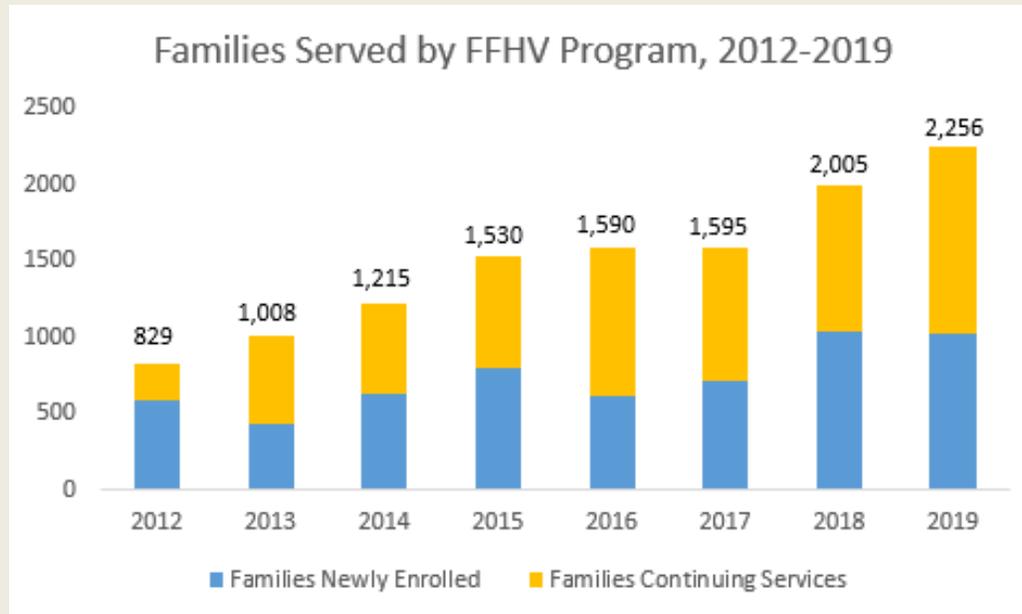
SFY20 - \$500,000

SFY21 - \$2,500,000

Strategy 1	Strategy 2	Strategy 3
Grow current programs to serve more families	Implement home visiting in new communities	Fund the last two programs that applied for funding in 2016
 Home visitor positions added at 2 current local programs	 New programs to be added in 2021	 Added Western NFP and Southwest Community Action Program

Addressing Unmet Need Across Wisconsin

- Local Implementing Agencies: 33
- Counties: 38
- Tribes: 5



2018 – Tax Credit

A Refundable Tax Credit for Early Childhood Educators

Provide Wisconsin's early childhood education professionals with a tax credit to promote high quality child care.

- Refundable
- Goes directly to the (ECE) workforce
- Targets those working in YoungStar programs
- Tied to individual educational qualifications

A Refundable Tax Credit for Early Childhood Educators

- A Registry Career Level 12 or higher, which requires an Associate Degree in Early Education or an established equivalent.
- Employment in a 3, 4, or 5 Star program through YoungStar
- Employment in their program for a year or longer

A Refundable Tax Credit for Early Childhood Educators

	Approximate Median Starting Wage	Proposed Credit	Percent Increase to Compensation	Hourly Wage Increase
Career Level 12	\$10	\$2,000 credit	9.6%	\$0.96
Career Level 13	\$11	\$3,000 credit	14.4%	\$1.44
Career Level 14 & Above	\$12	\$4,000 credit	19.2%	\$1.92

A Refundable Tax Credit for Early Childhood Educators

	Year 1	Year 2	Biennial Total
Refundable Tax Credit	\$18,403,000	\$18,403,000	\$36,806,000
Registry Verification Process	\$20,000	\$20,000	\$40,000
Initial Registry Preparation	\$55,000	-	\$55,000
Department of Revenue Administration	-	-	-
Total	\$18,478,000	\$18,423,000	\$36,901,000

Nebraska School Readiness Tax Credit

Began in 2017. Refundable. Employed with an eligible program for at least six months during the taxable year and are classified in the Nebraska Early Childhood Professional Record System

- A) \$510 for a Level One classification;
- B) \$765 for a Level Two classification;
- C) \$1,275 for a Level Three classification; and
- D) \$1,530 for a Level Four classification.

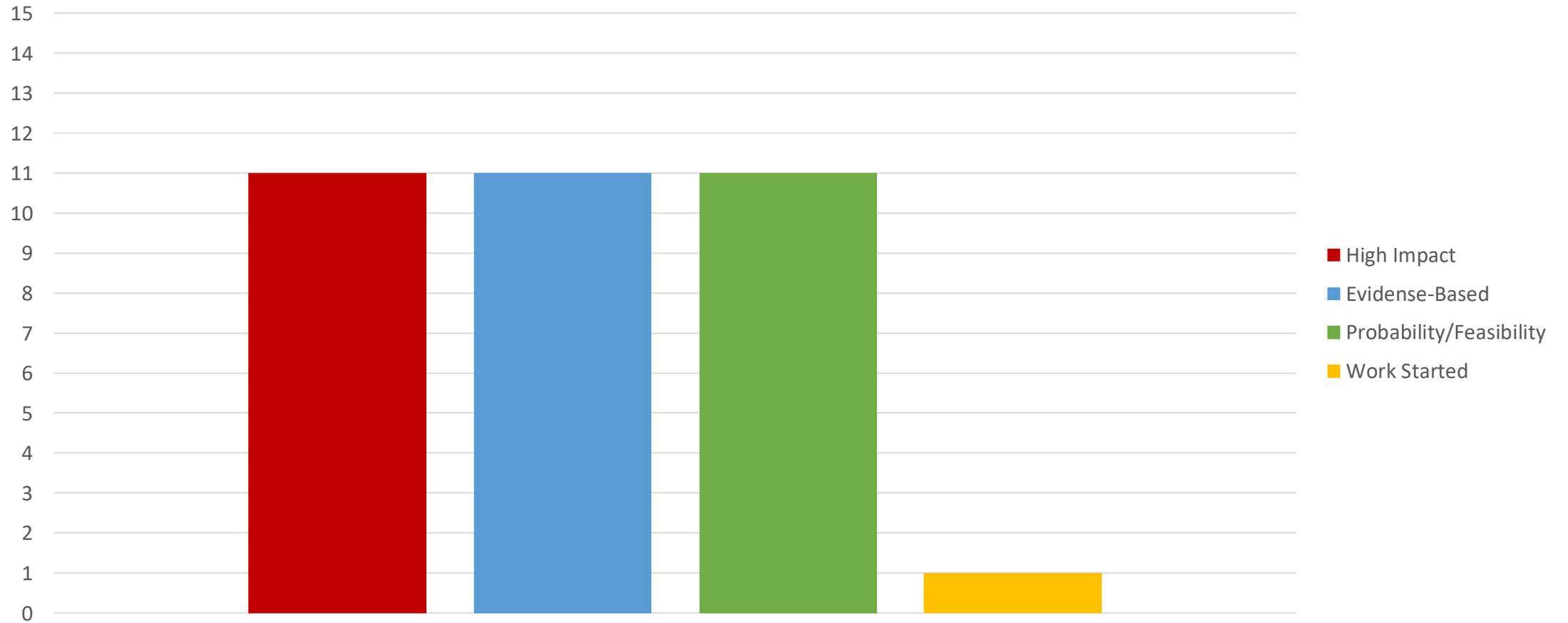
Louisiana School Readiness Directors and Staff Tax Credit

- Mix of tax credits that started in 2007. Refundable. Work at least six months for a licensed child care facility that participates in the quality rating system and are enrolled in the [Louisiana Pathways Child Care Career Development System](#) .
- 2019: Director and Child Care Teacher: Range from \$1,756 - \$3,511
- In 2016, 4,000 claimed the credit.

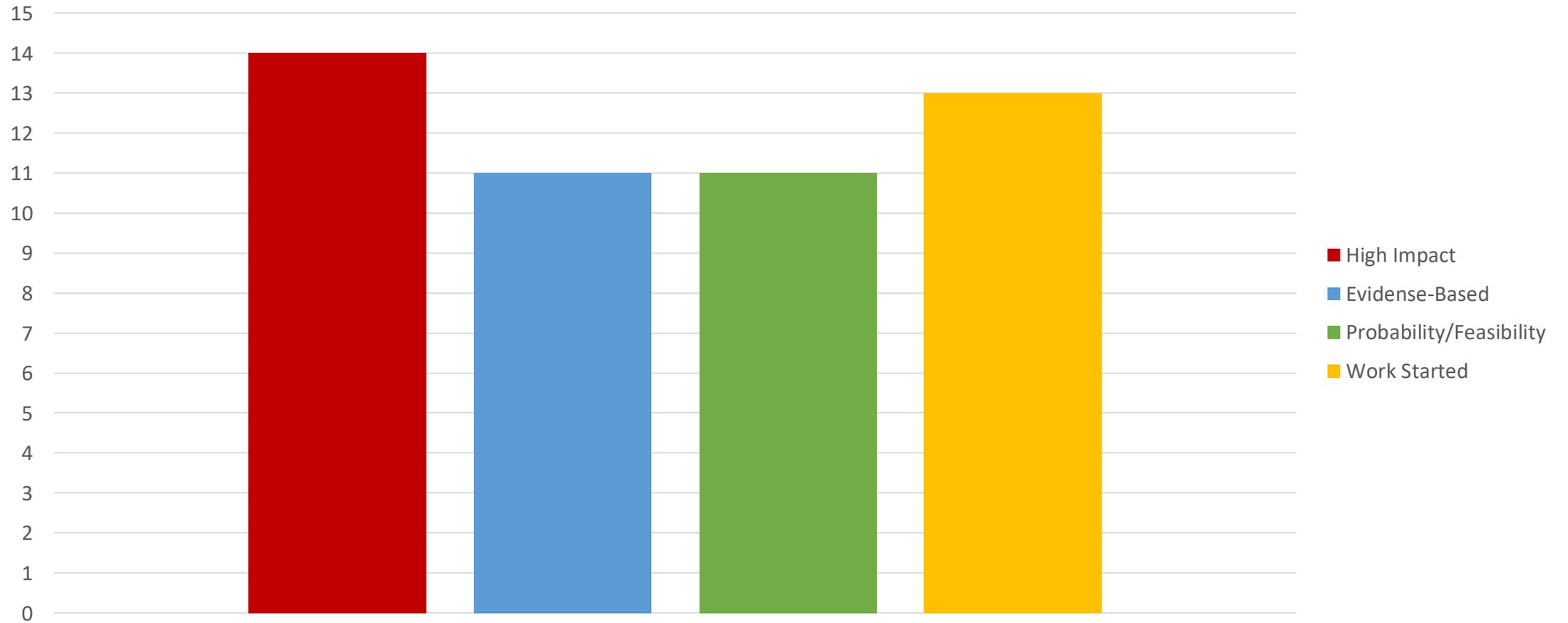
Rating Activity

Activity Results

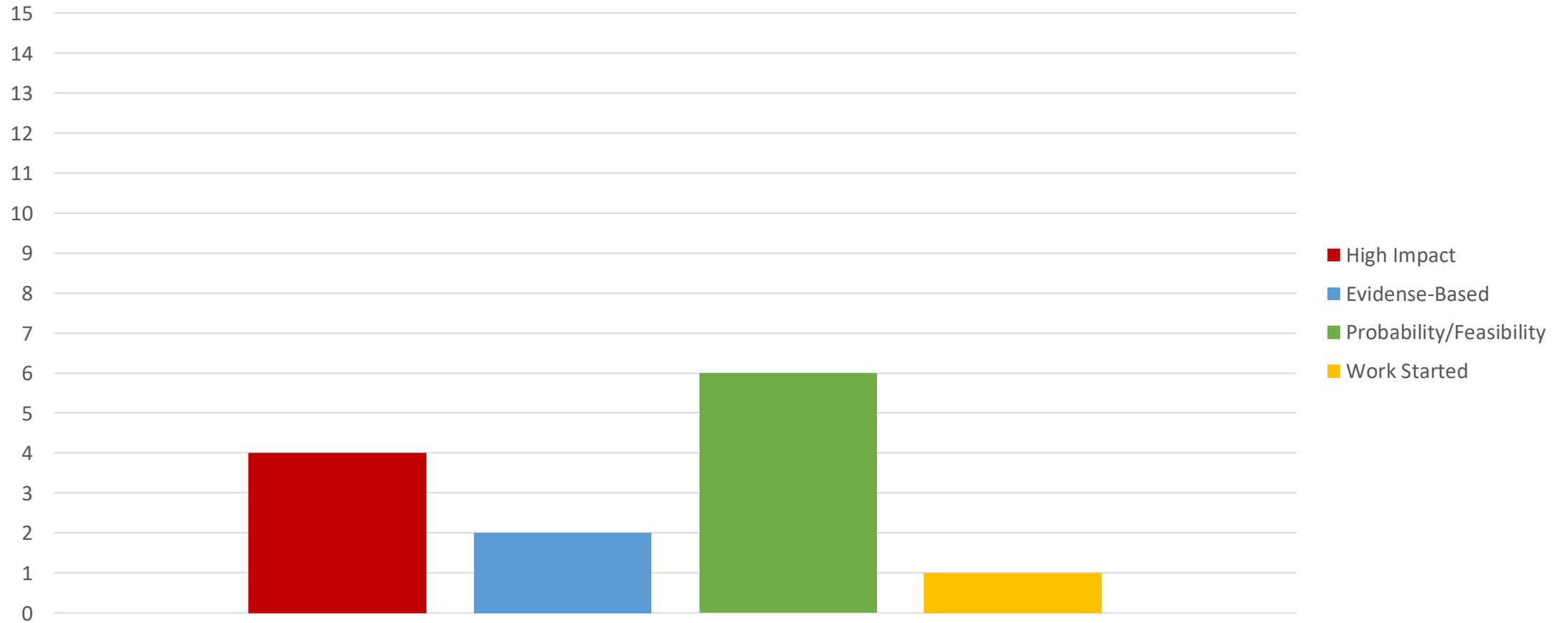
Family Support



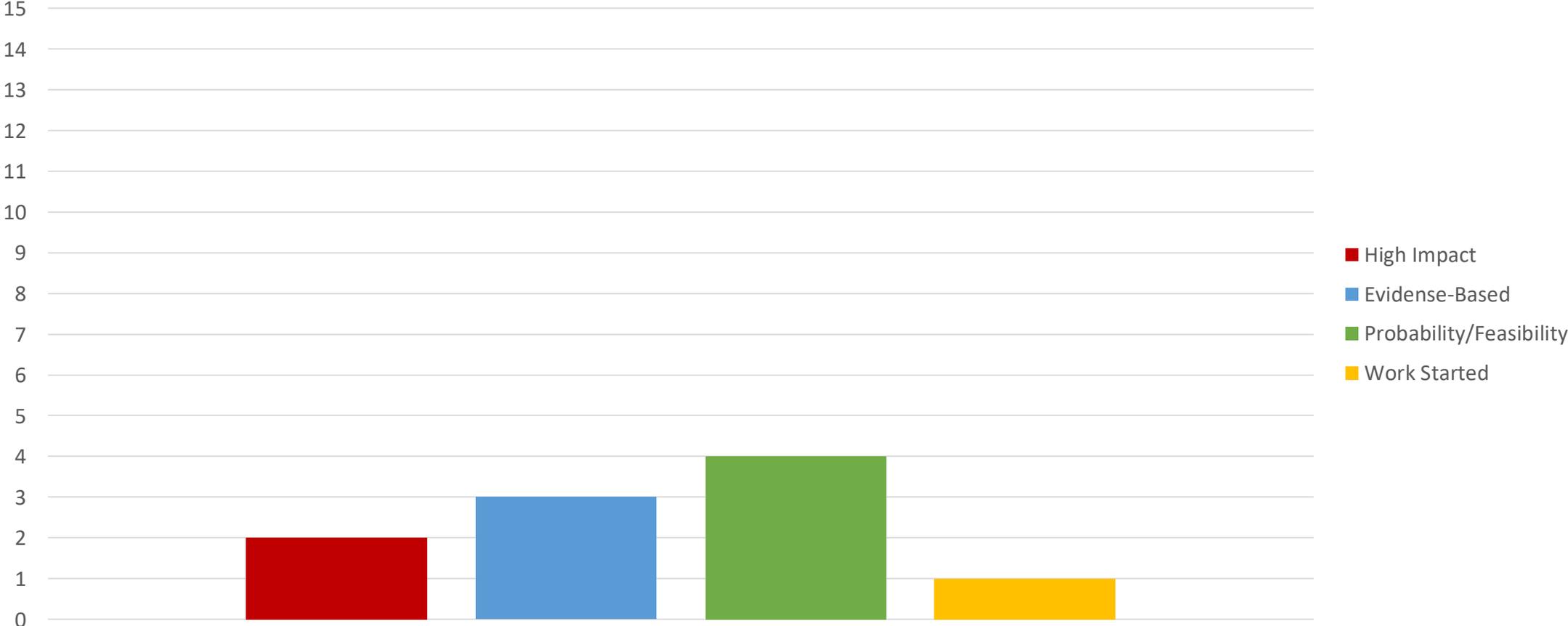
Workforce Support



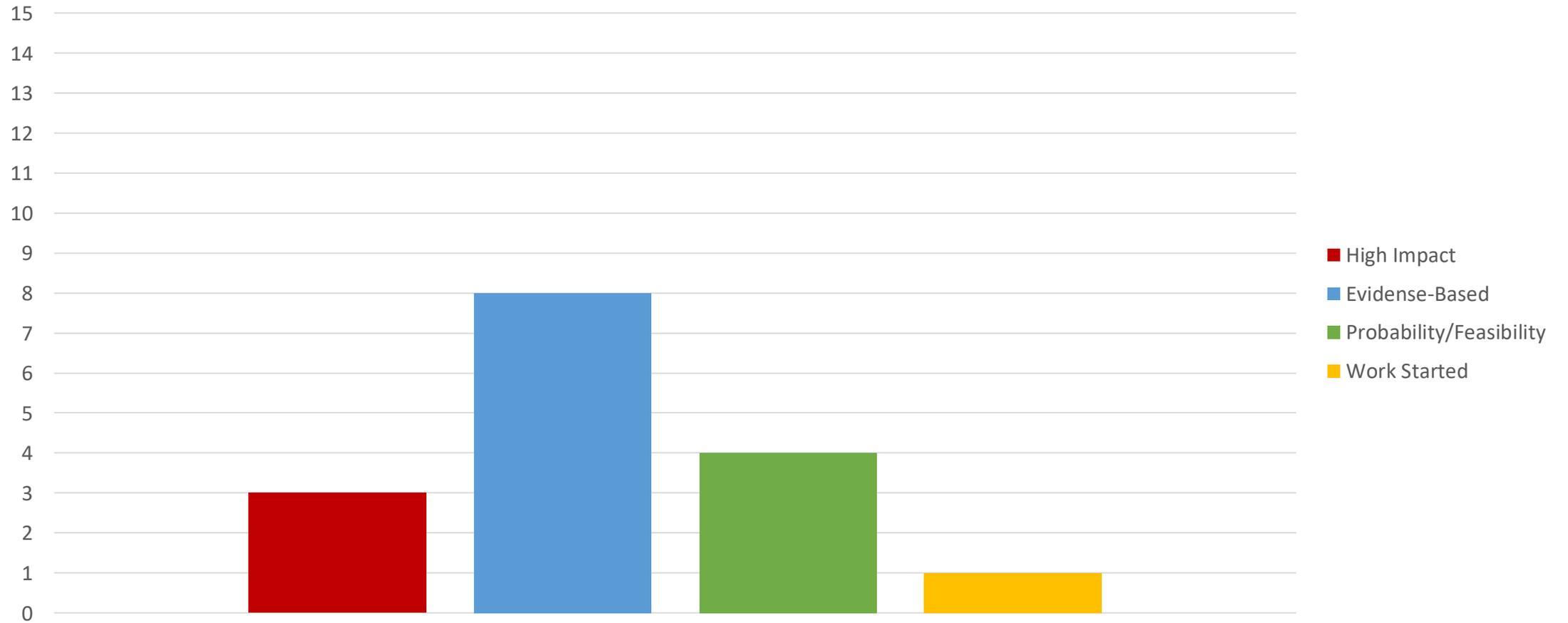
Connecting the Dots



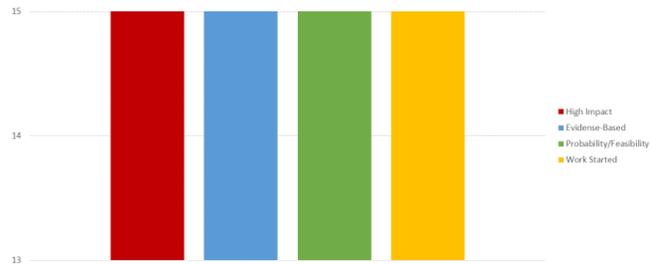
Tax Credit



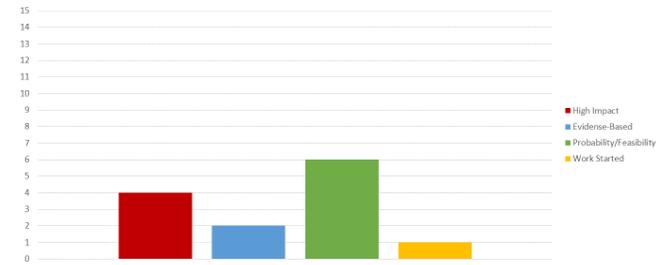
Home Visiting



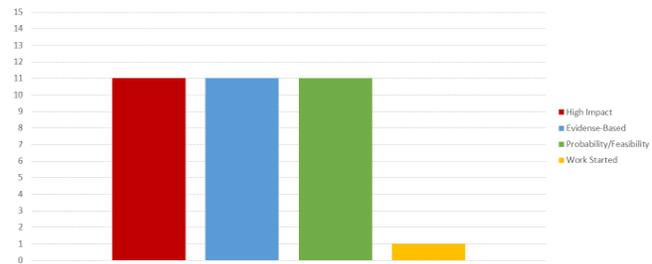
Reduce Suspension and Expulsion



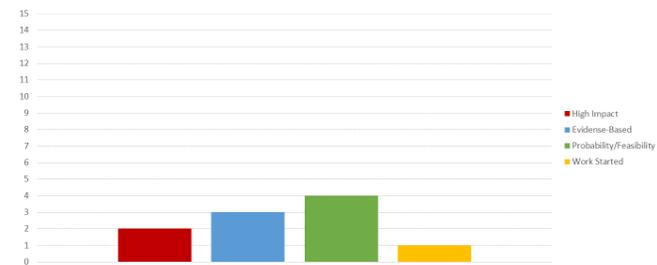
Connecting the Dots



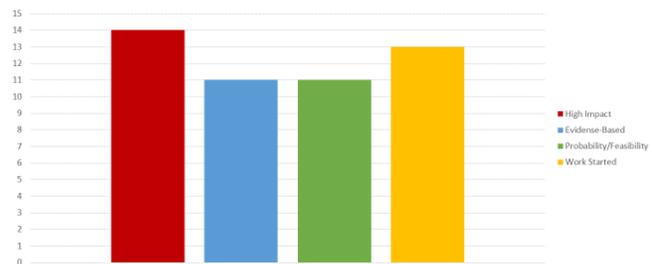
Family Support



Tax Credit



Workforce Support



Home Visiting

