

Best Starts for Juneau's Kids

Best Starts for Juneau's Kids requests funding of \$2.18 million for a two-year pilot program

What: Best Starts for Juneau's Kids, initiated by business and civic leaders, will provide the resources needed to put Juneau children on a path toward lifelong success.

Why: Overwhelming scientific evidence tell us that prevention/early intervention is the most effective and least expensive way to address critical youth issues. In Juneau, per the Alaska Development Profile, about three out of five kids are not ready for kindergarten and the same ratio of kids never become proficient in reading and math. Almost no local public funds are spent on the most important learning period of 0-5 years. Fostering affordable, high quality child care and preschool is one of the most productive and cost-effective ways a community can improve the lives of children and families. It is also a key factor in the long term economic success of our community.

Cost: A full public education model for 0-5 years of high quality child care and preschool could cost \$15-25 million per year. In comparison, Best Starts can initiate and run a two-year pilot program for \$2.18 million. Funding in the first two years will ramp up as goals are met, to a \$1.4 million investment by CBJ in year two. Best Starts will also be supported by matching funds from federal, state, philanthropic and other local sources. The low cost of the Best Starts program is achieved by relying on the private and nonprofit sectors to address the problem by leveraging existing resources to add to what they already have. The fiscal agent to administer Best Starts will be Juneau's Association for the Education of Young Children (AEYC) or the Juneau School District (JSD).

The \$2.18 million two-year budget is broken down as follows:

-City Child Care Quality Improvement Incentives - \$1.8 million – Child care programs need support to achieve higher quality standards leading to kindergarten readiness. Incentive awards will enable programs to increase wages, improve learning environments and adopt curriculum. Quality will be based on Learn & Grow, which is Alaska's statewide Quality Recognition and Improvement System (QRIS) for early care and learning programs. QRIS is a formal system that provides the framework for early care and learning programs to actively engage in continuous quality improvement. Quality matches will be sought from employers to provide priority enrollment in three-star programs. Quality awards will attract new child care programs to open and build capacity. The awards will enable programs to increase child care teacher wages, provide bonuses for quality achievement, complete required training and purchase program needs identified through quality rating of the classrooms. Awards will be based on number of children attending and quality level. Programs with level 2 quality ratings will receive \$125 per month per child. Programs with level 3 quality ratings will receive an additional \$125 per child as well as an additional \$150 per toddler if they choose to offer that service.

-Administrative Costs - \$91,798 – This will provide support to AEYC to verify quality of childcare providers and to increase the number of children participating.

-JSD Preschool Coordinator - \$248,151 – This position is needed to provide support to community based programs and to coordinate preschool efforts throughout Juneau, as well as expand the JSD KinderReady program.

-HEARTS Awards Increased Funding - \$31,964- This request is for a \$31,964 increase from the current \$90,200 funding. This proven program will be maintained at the current award levels, based on number of children, and distributed directly to teachers in licensed childcare (not including Head Start and school district Pre-K). Award levels are based on review of similar education and retention award programs across the nation, including Anchorage. The current levels are highly successful in reducing turnover rates and increasing professional development of child care teachers.

BEST STARTS: 5 YEAR PROJECTED EARLY EDUCATION INVESTMENT					
Incentives	First Year	Second Year	Third Year	Fourth Year	Fifth Year
Annual Award Level 2 (\$125/mo/child)	\$ 432,375	\$ 618,375	\$1,086,000	\$1,159,500	\$1,242,000
Annual Award Level 3 (\$125/mo/child)	\$ 150,000	\$ 422,700	\$ 813,000	\$ 885,000	\$1,057,500
Infant/Toddler Award for Level 3 (\$150/mo/child)	\$ 48,600	\$ 133,200	\$ 183,600	\$ 201,600	\$ 232,200
HEARTS Expansion	\$ -	\$ 31,964	\$ 68,307	\$ 79,034	\$ 91,076
Administrative costs	\$ 45,328	\$ 46,461	\$ 47,622	\$ 48,813	\$ 50,033
JSD Preschool Coordinator	\$ 122,388	\$ 125,763	\$ 129,242	\$ 132,818	\$ 136,510
Cost of Program	\$ 798,691	\$1,378,463	\$2,327,771	\$2,506,766	\$2,809,319
Childcare Supported by Best Starts	412	558	724	773	828
Direct Recipients of Quality Awards	297	436	724	773	828
Cost Per Child (Increases with Overall System Quality)	\$ 1,939	\$ 2,470	\$ 3,215	\$ 3,243	\$ 3,393
InKind Match for Quality Expansion					
AEYC/thread Match	\$ 401,200	\$ 401,200	\$ 401,200	\$ 401,200	\$ 401,200
Learn and Grow Match	\$ 47,500	\$ 54,500	\$ 66,500	\$ 69,500	\$ 71,000
Juneau School District STEP Grant	\$ 150,000	\$ 150,000	\$ 150,000	\$ 150,000	\$ 150,000
Child Care Assistance Match	\$ 865,200	\$1,171,800	\$1,520,400	\$1,623,300	\$1,738,800
HEARTS Current CBJ Support	\$ 90,200	\$ 90,200	\$ 90,200	\$ 90,200	\$ 90,200
	\$1,463,900	\$1,777,500	\$2,138,100	\$2,244,000	\$2,361,000
Total for the Program	\$2,262,591	\$3,155,963	\$4,465,871	\$4,750,766	\$5,170,319

Reporting: To measure the success of the program, Head Start will report the numbers of children participating in expanded full day. AEYC/Thread currently reviews professional development and retention of child care teachers every six months, verified by Learn and Grow. Alaska Learn and Grow Quality Recognition and Improvement System assess program quality including staff qualifications, administration, and completes a classroom learning environment using national inter-rater reliable tools. Annual ongoing monitoring of child care quality is also provided.

Looking Forward: Currently, less than 40% of children are ready for kindergarten, there are 412 child care spaces, no children are enrolled in three star programs, 40% of children are enrolled in two star programs, 31% in one star programs and 29% in zero star programs. This is based on funding from the CBJ of \$90,000 for HEARTS awards, and matching funds from other sources of \$448,000.

After year one of the program, 44% of children are expected to be ready for kindergarten (versus 38% currently), with 412 child care spaces, 48% of children are expected to be enrolled in three star programs, 24% in two star programs, 28% in one star programs and no children enrolled in zero star programs. CBJ investment in year one would be \$800,000 with matching funds from other sources of \$1.46 million.

At the end of year two of the program, 49% of children are expected to be ready for kindergarten, with 558 child care spaces, 37% of children enrolled in 3 star programs, 24% in 2 star programs and 25% in one

star programs. CBJ investment in year two would be \$1.34 million, with matching funds from other sources of \$1.78 million.

Over the two year pilot program, the number of kids expected to be ready for kindergarten is anticipated to increase by 11 percentage points to 49%, and the quality of programs is expected to increase significantly.

Assuming the program receives funding after the two year pilot program to continue the program to year five, 65% of children are expected to be ready for kindergarten, with 828 child care spaces, 41% of children are expected to be enrolled 4-5 star programs, 44% in 3 star programs and 15% in 2 star programs. CBJ investment in year five would be \$2.81 million, with with matching funds from other sources of \$2.36 million.

	Now	Year 1	Year 2	Year 3	Year 5
% 4 year olds Ready for Kindergarten	37%	44%	49%	59%	65%
Number of Child Care Spaces	412	412	558	724	828
Program Quality: % of children enrolled in quality programs					
0 star	29%	0%	0%	0%	0%
1 star	31%	28%	22%	0%	0%
2 star	40%	24%	11%	25%	15%
3 star	0%	49%	67%	44%	44%
4 & 5 star	0%	0%	0%	30%	41%
CBJ Investment by Year	\$ 90,200	\$ 798,691	\$ 1,342,900	\$ 2,327,771	\$ 2,809,319
Matching Funds (Federal, State & Local)		\$ 1,463,900	\$ 1,777,500	\$ 2,138,100	\$ 2,361,000

5 Year Goals: Eighty-five new jobs, over 1,000 children served, increased quality in care, increased kindergarten readiness and fewer ACEs and more resilient children.

Long Term Goals: Long term decrease in crime, social service usage, lower K-12 education costs, attract and retain young families

Additional Benefits: Juneau will be a more attractive place to run a business, work and raise a family. More young parents will be able to stay in Juneau, boosting our overall economy. Kids will be better prepared for kindergarten, boosting learning time for all kids. More kids will graduate high school and be better prepared for life. Long term savings in a wide range of social and law related service costs. Juneau will be a national leader in improving the outcomes for children and youth.

Juneau Best Starts: Ramping up Kindergarten Readiness and Juneau's Economy

Building quality, capacity, and affordability of child care for working families

April 2018



	Now	Year 1	Year 2	Year 5
% Children Ready for Kindergarten	38%	44%	49%	65%
Number of child care spaces	412	412	558	828
Program Quality: % of children enrolled in quality programs	0% ★★★★★/★ 0% ★★★ 40% ★★ 31% ★ 29% 0 star	0% ★★★★★/★ 48% ★★★ 24% ★★ 28% ★ 0% 0 star	0% ★★★★★/★ 67% ★★★ 11% ★★ 22% ★	41% ★★★★★/★ 44% ★★★ 15% ★★
CBJ Investment by year	\$90K (HEARTS Awards)	\$800K	\$1.34M	\$2.81M
Matching Funds (Federal, State, Local)		\$1.46M	\$1.78M	\$2.36M

BEST STARTS: 5 YEAR PROJECTED EARLY EDUCATION INVESTMENT

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InKind Match for Quality Expansion						
AEYC/thread Match	provides training and support	\$ 401,200	\$ 401,200	\$ 401,200	\$ 401,200	\$ 401,200
Learn and Grow Match	stipends and ERS observations	\$ 47,500	\$ 54,500	\$ 66,500	\$ 69,500	\$ 71,000
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Child Care Assistance Match	tuition scholarships	\$ 865,200	\$ 1,171,800	\$ 1,520,400	\$ 1,623,300	\$ 1,738,800
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Juneau Child Care

BY THE NUMBERS 2017

There is not enough child care to meet the needs of the community

There are **2,400** kids in Juneau under the age of six. Almost **70 percent** are without a stay-at-home parent and need child care. There are only enough licensed child care slots for one out of every three, leaving **34 percent** of our birth to five year olds in unknown child care situations.



There is currently only one licensed child care space for every 10 infants and toddlers. Over **550** households report restricted employment due to lack of affordable quality child care in Juneau.

(100 spaces for 1,000 children under age 2.5.)

Child Care Workers Wages are Low

While the 2016 average wage for a child care worker in Juneau is **\$28,184**, an increase of nearly **6 percent** from the year before, wages remain low. Kindergarten teachers are paid 2.3 times more than child care workers, and child care workers have no summer or winter vacations, and likely no health insurance or retirement benefits.

\$28,184

Average Juneau Child Care Wage

\$51,720

Average Juneau Wage

\$64,040

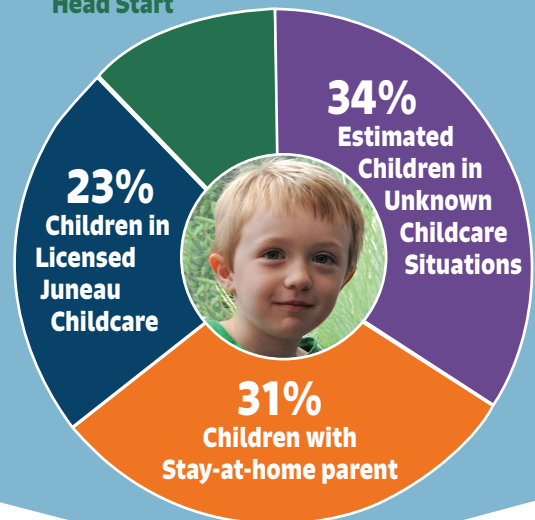
Average Juneau Kindergarten Teacher Salary

With an annual income of **\$44,120** needed to afford a one-bedroom unit in Juneau, child care workers don't earn enough to pay the rent. (Source: National Low Income Housing Coalition). Low wages make attracting and retaining qualified educational professionals for child care positions difficult.

More Licensed Child Care is Needed

An overview of the status of child care in Juneau, Alaska June 2017

11%
Juneau School District,
faith-based preschools,
Head Start



Child Care Costs more than College

A year of child care costs more in Juneau than in-state undergraduate tuition at the University of Alaska Southeast.

\$10,370

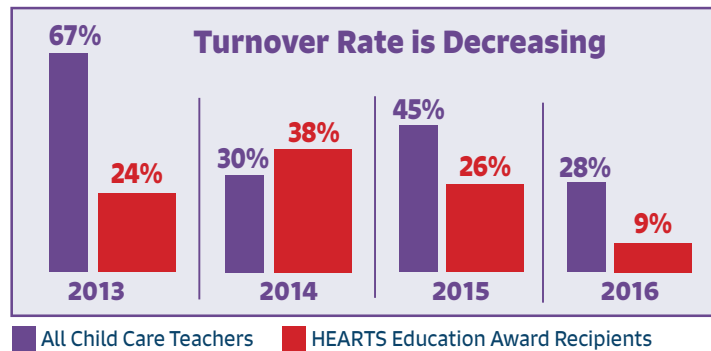
Average 1-year Cost of Child Care in Juneau

\$8,228

Average 1-year Cost of attending UAS

The HEARTS Initiative is Working

One of the dramatic impacts of the HEARTS Initiative is the decrease in turnover rates among HEARTS education award recipients.



Juneau Child Care BY THE NUMBERS 2017

2,400	Juneau Population Under Age Six 2016 ¹
560	Total Licensed Child Care Slots in Juneau 2017 ³
108	Number of Infant/Toddler Spaces 2017 ³
740	Estimated Juneau Children Under Age Six with a Stay-At-Home Parent 2016 ^{1,2}
1660	Estimated Juneau Children Under Age Six with All Parents Working 2016 ^{1,2}
820	Estimated Juneau Children Under Age Six in Unknown Child Care Situations 2016 ^{3,4}
1 to 4	Ratio of Licensed Child Care Slots to Children Under Six
\$28,184	Average Annual Child Care Wage in Juneau 2016 ¹
\$51,720	Average Annual Wage in Juneau 2016 ¹
\$64,040	Average Annual Kindergarten School Teacher Wage in Juneau 2016 ¹
102	Total Child Care Workers in Juneau (in Licensed Facilities) 2016 ³
28%	Annual Turnover Rate for Juneau Child Care Workers 2017 ³
29	Child Care Workers with Child Development Assoc. or 12+ Credits 2017 ³
9%	Annual Turnover Rate for Juneau Child Care Workers that receive a HEARTS Award 2017 ³
1 to 4	Ratio of Qualified Staff to All Child Care Workers 2016 ³
\$10,370	Average Annual Child Care Cost Per Child 2015 ⁵

Sources: 1 Alaska Department of Labor; 2 American Community Survey 5-YEAR Estimates Table B23008 2011-2015; 3 AEYC; 4 JEDC analysis; 5 2015 Alaska Child Care Market Price Survey Report



Association for the Education of Young Children, Southeast Alaska
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Early Care and Learning Investment in Juneau

Valuable Dividends Today and in the Future

"The most fundamental promotive experiences in the early years of life come from nurturing care and protection received from parents, family, and community, which have lifelong benefits including improved health and well being, and increased ability to learn and earn."¹

Juneau's Early Care and Learning Industry Today

Investment in early care and learning services is important to Juneau families and the economy. Today, Juneau's early care and learning industry serves approximately 55 percent of pre-K children and generates an estimated \$11 million in annual spending on early care and learning services by households and private and government-sponsored programs.

Total spending on early care and learning in Juneau generates an annual estimated:

- ▶ 200 jobs
- ▶ \$8.4 million in wages
- ▶ \$16.5 million in total economic (spending) activity

Limited Access to Quality Early Care and Learning Services is an Economic Burden for Juneau

Many Juneau families do not have access to early care and learning services they need.

- ▶ **150 households do not receive early care** and learning services for pre-K children due to cost, quality, or availability issues.
- ▶ **Over 550 households** report restricted employment opportunities due to inadequate access to early care and learning services for pre-K children.

These restrictions:

- ▶ **Reduce the available workforce in Juneau**, impacting businesses in need of workers.
- ▶ Result in an estimated annual **opportunity cost for Juneau households of \$6.6 million** in income not earned due to early care and learning-related employment constraints.

The Best Starts Initiative Will Benefit Juneau Families and the Economy

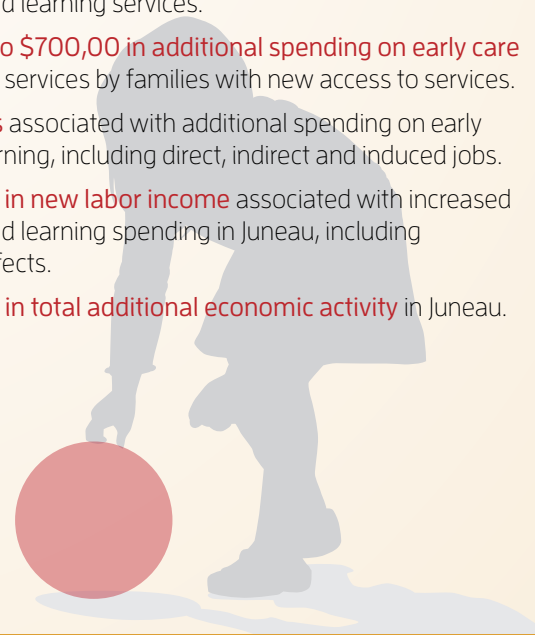
Investment in early care and learning services in Juneau proposed by the Best Starts initiative will mean:

- ▶ **Increased opportunity for Juneau residents to work and earn income**
- ▶ **A larger, more productive, resident workforce** available for Juneau employers
- ▶ **A stronger Juneau economy overall.**

Investment of approximately \$3.3 million annually will provide services for an estimated 250 additional families and generate the following estimated annual economic benefits for the local economy:

- ▶ **\$1.7 million in increased annual disposable household income** for families with pre-K children. This income will be generated through wages earned by additional adults able to participate in the workforce thanks to improved access to early care and learning services.
- ▶ **\$500,000 to \$700,00 in additional spending on early care and learning services** by families with new access to services.
- ▶ **85 new jobs** associated with additional spending on early care and learning, including direct, indirect and induced jobs.
- ▶ **\$2.9 million in new labor income** associated with increased early care and learning spending in Juneau, including multiplier effects.
- ▶ **\$5.8 million in total additional economic activity** in Juneau.

¹The Lancet (2016) Early Childhood Development Series. From Science to Scale. Published October 4, 2016.



Long-term Economic Benefits for Juneau

Alignment with Juneau economic development goals

Implementation of the Best Starts initiative will address a main goal of the Juneau Economic Plan: to increase availability of child care year-round, with an emphasis on Kindergarten readiness. More and higher quality pre-K programs may also support another objective in the plan by attracting location-neutral professionals who are looking for the best educational opportunities for their children.

Long-term benefits of investment in early care and learning

Long-term benefits are likely to result from increased access to high quality early learning and care. Research completed throughout the country demonstrates an inverse relationship between a variety of costly, negative social outcomes and quality, affordable early education.

Investment in education, particularly in early care and learning, can produce savings for communities from:

- ▶ Improved educational outcomes
- ▶ Reduced crime
- ▶ Less delinquency
- ▶ Lower reliance on welfare
- ▶ Fewer lost wages
- ▶ Less spending on health care treatment.

²Heckman, J. (2017) Invest in early childhood development: Reduce deficits, strengthen the economy. Research summary. James J. Heckman is a Professor of Economics at the University of Chicago, a Nobel Memorial Prize winner in economics, and an expert in the economics of human development.



*"Investing in early childhood education is a cost-effective strategy—even during a budget crisis...Our economic future depends on providing the tools for upward mobility and building a highly educated, skilled workforce."*²

Early Care and Learning-Related Benefits for the Juneau Economy

Households with Children in Early & Learning Services



Labor Income



Jobs



Economic Activity



LEVEL 5
THRIVING IN HIGHER QUALITY

LEVEL 4
GROWING IN HIGHER QUALITY

LEVEL 3
COMMITTING TO HIGHER QUALITY

LEVEL 2
MOVING INTO HIGHER QUALITY

LEVEL 1
LEARNING ABOUT HIGHER QUALITY



Learn & Grow

Alaska's Commitment to Quality Early Care & Learning

Learn & Grow is a recognition system that advances the quality of early care and learning to foster the success of young children.

Learn & Grow provides a framework for all early care and learning programs to follow as they participate in continuous quality improvement activities.

Learn & Grow resources and supports include:

- coaching and technical assistance
- funding for professional development
- quality improvement grants.

Phase I: Levels 1 & 2 for licensed centers, group homes & homes

Phase II: Levels 1 & 2 for Head Start, Early Head Start and Licensed afterschool programs

Phase III: All 5 Levels available for all early care and learning program types (Child care, Head Start, Pre-Elementary, and Licensed Afterschool). *Pending available funding and resources.*



Learn & Grow

LEVEL 1

LEARNING ABOUT HIGHER QUALITY



Administration & Leadership

- Bi-ennial Licensed Child Care (State or Municipality of Anchorage)

Staff Qualifications and Professional Development

- Learn & Grow Level 1 Training (administrator/ person(s) indicated on license)
- SEED Registry: All teaching and site administrator staff enrolled in SEED

LEVEL 2

MOVING INTO HIGHER QUALITY

Licensed Centers and Licensed Group Homes



Administration & Leadership

- Administrator (person(s) indicated on license):
 - Center Administrator -SEED Level 7; Group Home Administrator - SEED Level 6
 - Alaska Early Childhood Administrator Credential (AK-ECAC)

Staff Qualifications and Professional Development

- Lead Teachers
 - 80% of Lead Teachers have completed Level 2: Moving into Higher Quality Training

Learning Environments, Adult-Child Relationships, & Child Outcomes

- Classroom Environment Assessment:
 - Centers - Environment Rating Scale (ECERS-3 &/or ITERS)
 - Group Homes- Environment Rating Scale (FCCERS)
 - 2.5 minimum overall score for each assessment

(Centers: minimum of 1 classroom in each age group or 1/3 of total classrooms)



Learn & Grow



LEVELS 3, 4 & 5

COMMITTING, GROWING & THRIVING

There are four quality standards in Learn & Grow recognition Levels 3, 4, and 5. Each level has progressive standards in the following areas.

QUALITY STANDARDS

Administration and Leadership

- Early Childhood Administrator Credential System

Family & Community Engagement

- Strengthening families framework

Staff Qualifications and Professional Development

- SEED career ladder advancement for all early care and learning professionals.

Learning Environment, Adult -Child Interactions, & Child Outcomes

- Inclusionary Practices
- Child Observation and Assessment
- Planning and Curriculum
- Classroom Environment Assessment
- Program Assessment

Questions: contact Learn & Grow at info@aklearnandgrow.org or 265-3100



Learn & Grow