



## Indiana Early Learning Advisory Committee

March 14, 2023

# Meeting Agenda

- ▶ Call to order
- ▶ Approval of the Agenda/Minutes
- ▶ Provider & Community Spotlight
- ▶ Workforce Crisis
- ▶ Matters for Decision
- ▶ Updates from the State
- ▶ Public Comment
- ▶ Adjourn





# Chair's Report



Indiana Early Learning  
Advisory Committee

# ELAC's Statutory Charge

- Establish child developmental and educational goals for Indiana's early learning system
- Design and maintain an approach to measuring progress toward the goals established that include objective measures of academic quality
- Assess the attainment of the goals established and evaluate the efficacy of state and federal spending on Indiana's early learning system
- Assess whether the requirements for early education program licensure create an equitable standard for health and safety across all early education program types, reinforce the goals and support the sustainability of Indiana's early learning system.
- Conduct periodic statewide needs assessments
- Identify opportunities for, and barriers to, collaboration and coordination among federally and state funded child development, child care, and early childhood education programs and services
- Design early education workforce strategies, including recommendations on how to advance professional development
- Assess the capacity and effectiveness of pathways to support training and recruitment of early educators
- Develop and make recommendations to the governor and legislative council



# ELAC Roadmap – Workforce-Related Strategies

- Increase reimbursement rates, based on costs of delivering high-quality care, to improve provider sustainability
- Design and implement a strategy to encourage new workforce training models (competency-based credentials and pathways, including career technical education in high-school) for career entry and advancement, leveraging portable and stackable credentials, apprenticeships and regional sector-based job-embedded training)
- Increase scholarship supports for early childhood workers to participate in training and education programs that allow them to advance and increase compensation
- To the extent of available funding, use matching workforce funds or other incentives to support recruitment and competitive compensation and working conditions for effective early learning educators

# GWC Recommendations – ECE Workforce Strategies

- Revise the age requirements for young adults working in childcare facilities to address immediate constraints on early childhood education capacity.
  - Reduce age requirement for employees working in a childcare setting to 16
  - Adjust requirements of workers 21 or older for care in infant and toddler areas
  - Replace high school degree requirement with a skills-based training/assessment
- Maintain focus on quality by requiring teens to:
  - Pass a competency-based assessment to exhibit knowledge of early childhood practices
  - Pass a background check prior to employment and safety checks throughout the year
  - Not be left alone in ratio without an adult present

# State of the Early Learning Workforce

- According to an Indiana Business Research Center report, the statewide childcare industry has just recovered to its pre-pandemic employment numbers.
- The recovery has been uneven, with Evansville, Kokomo, Elkhart, Bloomington, Marion County and others slower to recover.
- Child care had a **greater** loss during the lockdown period and have had **slower recoveries** across virtually all regions compared to most of the comparison industries
- **Childcare Workers** have had lower wage increases than most other jobs in Indiana: **only 6.5% between 2019 and 2021**, without adjusting for inflation
- According to Indiana's Build, Learn, Grow dashboard, as of February 2023, there were >2,500 teaching positions open with approximately 70% of providers reporting.

# Questions for Consideration

- How might Indiana leverage existing resources to experiment with ways to sustainably improve workforce compensation?
- How might we otherwise address the talent attraction gap?
- How can we further accelerate workforce preparation efforts?





# Approvals

- Agenda
- Minutes from November



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# Provider & Community Spotlight



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# Workforce Crisis



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# Roles & Responsibilities of ELAC



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# State Updates



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# Kindergarten Readiness Next Steps

March 2023



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## KEY INITIATIVES AND NEXT STEPS

### Initiatives that will help us build support around the concept of kindergarten readiness-

- GPS dashboard informed by the State Board of Education,
- Defining next steps for assessment (and adoption by State Board), and
- Reviewing evidence-based, developmentally-appropriate curriculum aligned to Indiana's Early Learning Standards (June 2023 adoption).

## **NEXT STEPS**

- **Early Learning Standards will be proposed to State Board in June, 2023. Kindergarten Readiness definition would be formalized at this time by the State Board.**
- **Curriculum recommendations formalized by summer 2023 in alignment to the Early Learning Standards.**
- **Assessment RFP will elicit provider options aligned to Early Learning Standards by summer 2023.**

## **PROCESS FOR ESTABLISHING KINDERGARTEN READINESS**

- **Step One:**
  - **Formalize the Early Learning Standards for State Board of Education adoption**
- **Step Two:**
  - **Implement the Early Learning Standards and initiate procurement of the assessment**
- **Step Three:**
  - **Implement the assessment with students**
- **Step Four:**
  - **Draft and review establish expectations (i.e., definition) of Kindergarten Readiness**
- **Step Five:**
  - **State Board adopts proficiency for Kindergarten Readiness (i.e., definition)**

# Thoughts & Questions

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***THANK YOU!***

# Preschool Development Grant (PDG) and Indiana's Early Learning Advisory Committee (ELAC) Crosswalk

March 14, 2023



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## **TODAY'S** FOCUS

- **ELAC Priorities**
- **PDG Application**
- **ELAC/PDG Crosswalk**
- **Next Steps**

# ELAC PRIORITIES

- **Improve Learning and Readiness for Kindergarten**
- **Increase the Supply and Sustainability of High-Quality Providers**
- **Increase Affordability for (Particularly Vulnerable) Families**
- **Improve and Increase System Capacity**



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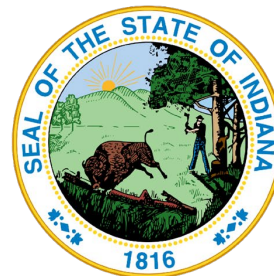
## PDG APPLICATION

*Collaborative application led to an award of \$42 million over 3 years*

- Needs assessment
- Strategic plan
- Family support



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## PDG APPLICATION

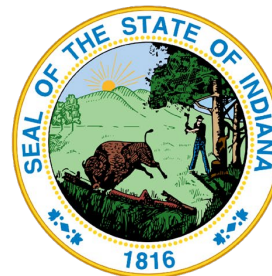
*Collaborative application led to an award of \$42 million over 3 years*

- Workforce
- Instruction and quality measures

- Expansion



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## **Improve Learning and Readiness for Kindergarten**

- Family education campaign
- Transitions
- English Learners
- Curriculum and Assessment
- Paths to QUALITY
- Data System

## **Increase the Supply and Sustainability of High-Quality Providers**

- **New workforce training models**
  - **Competency-based credentials**
  - **Portable and stackable credentials**
  - **Apprenticeships**
  - **Strengthen CTE Model**
- **Capacity-building grants**
- **Nimble**
- **Expanded professional development**

## **Increase Affordability for (Particularly Vulnerable) Families**

- Data Systems
- Supply-building Grants
- Inclusive Settings

## **Improve and Increase System Capacity**

- Paths to QUALITY
- Curriculum
  - Professional development
  - Grants

## NEXT STEPS

- Communication updates through the Brighter Futures website, grant will be posted
- Monthly meetings with federal project officer
- Quarterly update reports to HHS

# Thoughts & Questions

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***THANK YOU!***





# Public Comment





For media inquiries, questions or feedback, please contact  
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