

Special Report: Dual Language Learners and Preschool Workforce



For the first time, the 2014-2015 NIEER Yearbook survey included two sets of supplemental questions intended to shed light on key policy areas. The first set of questions focuses on states' policies to support dual language learners in pre-K; the second focuses on policies to support the pre-K workforce.

STATE PRE-K PROGRAM POLICIES FOR SUPPORTS TO DUAL LANGUAGE LEARNERS

Responding to the pressure from states for more detailed information about state pre-K policies on supports for children who are dual language learners (DLLs), NIEER supplemented the 2015 survey with a special set of questions on policies to support DLLs in pre-K. States were asked to report the number of children from homes where English is not the primary language spoken and on policies regarding services and supports for DLL children and their families, including requirements for staff qualifications and professional development related to serving DLLs and their families, assessing children in their home language, providing families with materials in their home language, and early learning and development standards covering topics of particular relevance for DLLs. States were also asked to report methods they use to identify children as DLLs and if coming from a home in which a language other than English is spoken was used as an eligibility criterion.

States' responses to this new set of questions are summarized in Figures 1-5 and Tables 1-4. In addition, each state's response to every survey question is presented in the Supplemental Appendix. To identify states that have developed policies to support DLLs, we note on each individual profile page whether a state has few or none of the DLL policies about which we inquired (-); at least 3 of 6 policies, for which they receive a "checkmark;" or requirement that teachers have specialized preparation, as well as policies requiring additional supports, which merits a (+). Only 4 states received a plus.

Nationally, 23% of young children are estimated to be DLLs. This varies dramatically by state, however, from 2% in West Virginia to 45% in California. Only 23 states could report the number of DLL children who were served in their states, and for these we calculated the percentage served in state pre-K. As the definition in each state likely differs from our definition, these numbers could underestimate the percentages served, but the estimated percentages served ranged from low—from 2 or 3% in some states—up to a high of 62% in Michigan, a state that includes a home language other than English as one eligibility criterion.

Particularly alarming is that only 5 states require any special qualifications for teachers of young DLL children, much less that they be bilingual. Indeed, only one state (Rhode Island) could report the percentages of lead and assistant teachers fluent in a language other than English.

DATA ON STATE PRE-K PROGRAM POLICIES FOR WORKFORCE COMPENSATION PARITY

In collaboration with the Center on the Study of Child Care Employment, the NIEER Yearbook survey included a second set of questions on state policies regarding compensation and other supports for the pre-K workforce. One particular interest is whether state pre-K policies ensure compensation parity with K-3 teachers. We inquired about parity with respect to not just salary, but also fringe benefits, professional development supports, and paid planning time for professional development for both lead and assistant teachers. Other questions focused on supports for teachers, such as loan forgiveness and scholarships, mentoring, job-embedded professional development, paid planning time, bonuses, and wage incentives. States were also asked to report the average salary for lead and assistant teachers in public and nonpublic schools, as well as if the pre-K workforce is covered by a collective bargaining agreement.

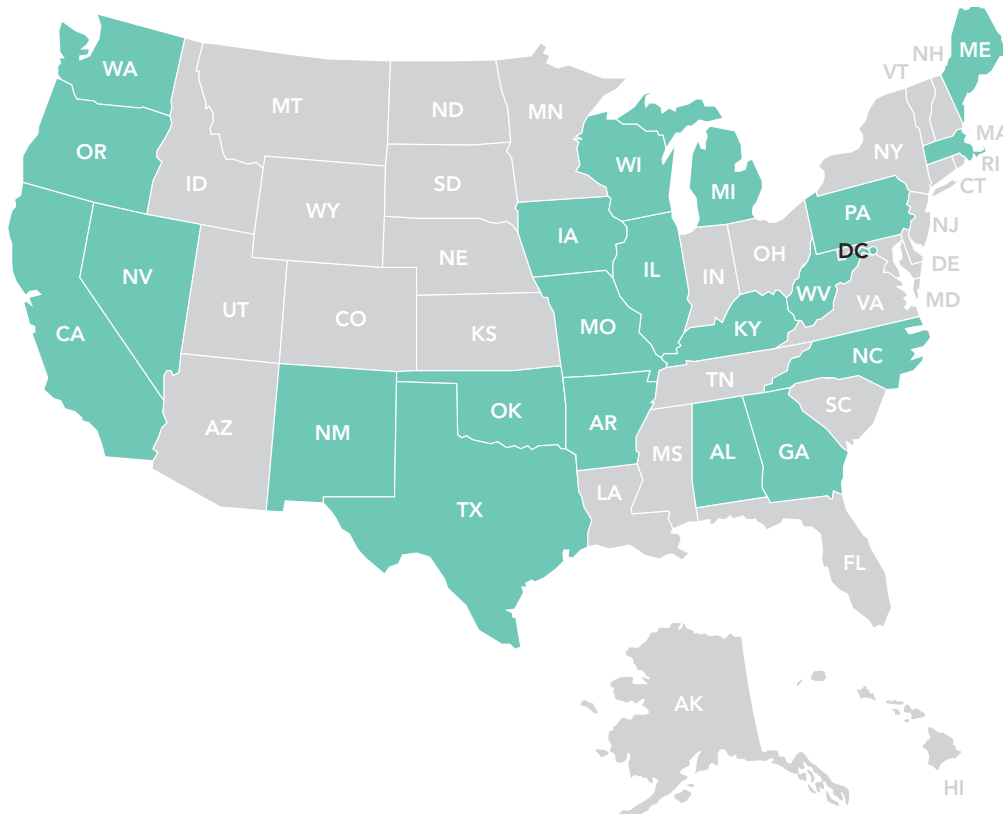
States' responses to this second new set of questions are summarized in Figures 1 and 2 and Tables 1-4. Furthermore, responses to each workforce question are presented in the Supplemental Appendix. In an effort to identify states that have developed policies for workforce compensation parity and other supports for teachers and assistant teachers, we have also noted on individual profile pages those states that have these policies and those that do not: States that do not have policies for salary parity and have few other supports received a (-); states with salary parity or at least 3 of 5 other workforce supports received a "checkmark;" and states that have salary parity and at least 2 other workforce supports received a (+). Only 4 states received a (+).

It is evident from the data that the majority of states do not have policies supporting compensation parity for the pre-K workforce. In the states that do have these policies, they largely only apply to lead teachers working in public school settings. Only 24 of 57 programs were able to report information on the average lead teacher salary. On average, pre-K teachers in public settings earned \$44,651 in 2014-2015. Pre-K teachers in nonpublic settings earned less, \$32,897 in 2014-2015. These salaries are consistently lower than the average salary for public school elementary teachers, typically by \$10,000 to \$30,000. This difference is larger for teachers in nonpublic pre-K settings, around \$27,000, than for teachers in public settings, approximately \$12,000.

Dual Language Learners Supplement

FIGURE 1: REPORTS ENROLLMENT OF DUAL LANGUAGE LEARNERS (DLLs) IN STATE PRE-K

23 state pre-K programs track enrollment of DLLs

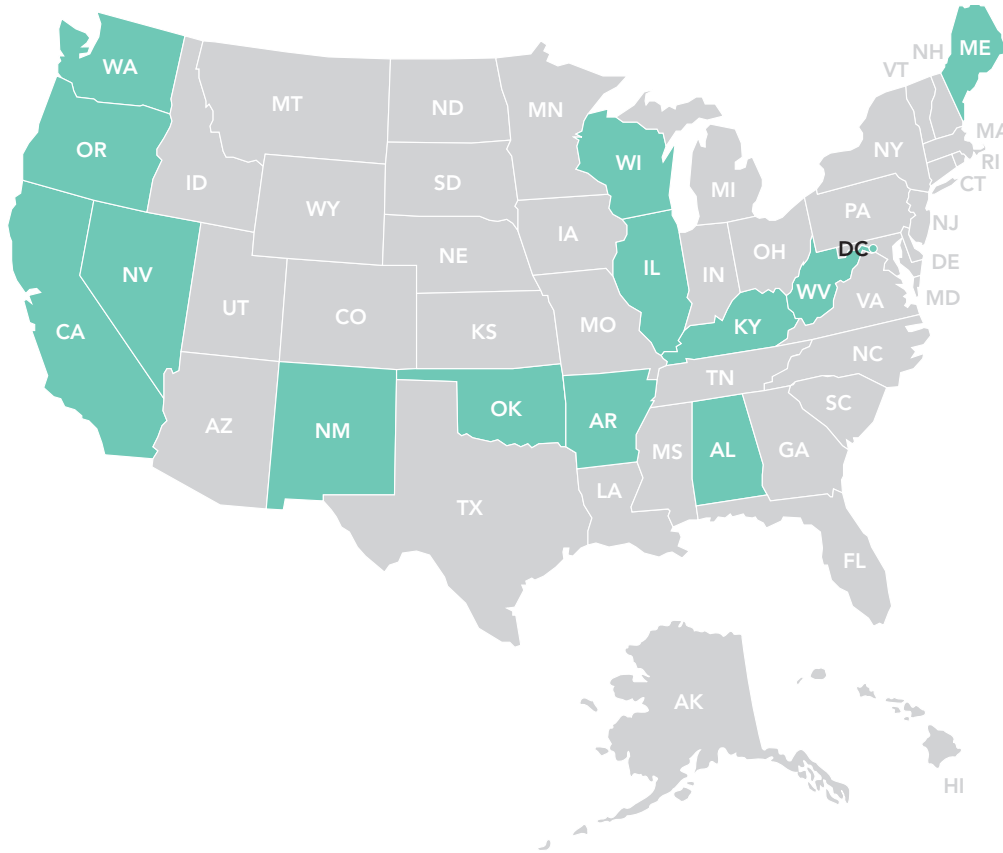


TOTAL ENROLLMENT OF DLLs IN STATE PRE-K PROGRAM	NUMBER OF 3- AND 4-YEAR-OLD DLLs IN STATE PRE-K PROGRAM
Alabama: 689	4-year-olds: 689
Arkansas: 3,690	3-year-olds: 1,925; 4-year-olds: 1,765
California: 62,691	3-year-olds: 20,128; 4-year-olds: 42,563
District of Columbia: 1,302	3-year-olds: 551; 4-year-olds: 738
Georgia: 8,087	4-year-olds: 8,087
Illinois: 24,476	3-year-olds: 9,756; 4-year-olds: 14,720
Iowa SVPP: 10	4-year-olds: 10
Kentucky: 1,295	3-year-olds: 310; 4-year-olds: 985*
Maine: 169	4-year-olds: 169
Massachusetts Grant 391: 884	3-year-olds: 256; 4-year-olds: 437*
Massachusetts UPK: 1,795	3-year-olds: 798; 4-year-olds: 558*
Michigan: 7,554	4-year-olds: 7,554
Missouri: 220	3-year-olds: 80; 4-year-olds: 140
Nevada: 459	3-year-olds: 103; 4-year-olds: 356*
New Mexico: 2,005	4-year-olds: 2,005
North Carolina: 6,294	4-year-olds: 6,294
Oklahoma: 2,955	4-year-olds: 2,955
Oregon: 2,441	3-year-olds: 952; 4-year-olds: 1,489
Pennsylvania Pre-K Counts: 1,528	3-year-olds: 514; 4-year-olds: 982*
Texas: 94,013	3-year-olds: 12,256; 4-year-olds: 81,295*
Washington: 3,392	3-year-olds: 906; 4-year-olds: 2,486
West Virginia: 195 ¹⁷	3-year-olds: 13; 4-year-olds: 172
Wisconsin 4K: 1,210	4-year-olds: 1,210

* These programs could not report DLL enrollment by single year of age. The number of 3- and 4-year-old DLLs was estimated based on the number of 3- and 4-year-olds in the program.

FIGURE 2: IDENTIFIES HOME LANGUAGES OF DLLs IN STATE PRE-K

14 state pre-K programs can report enrollment by home language

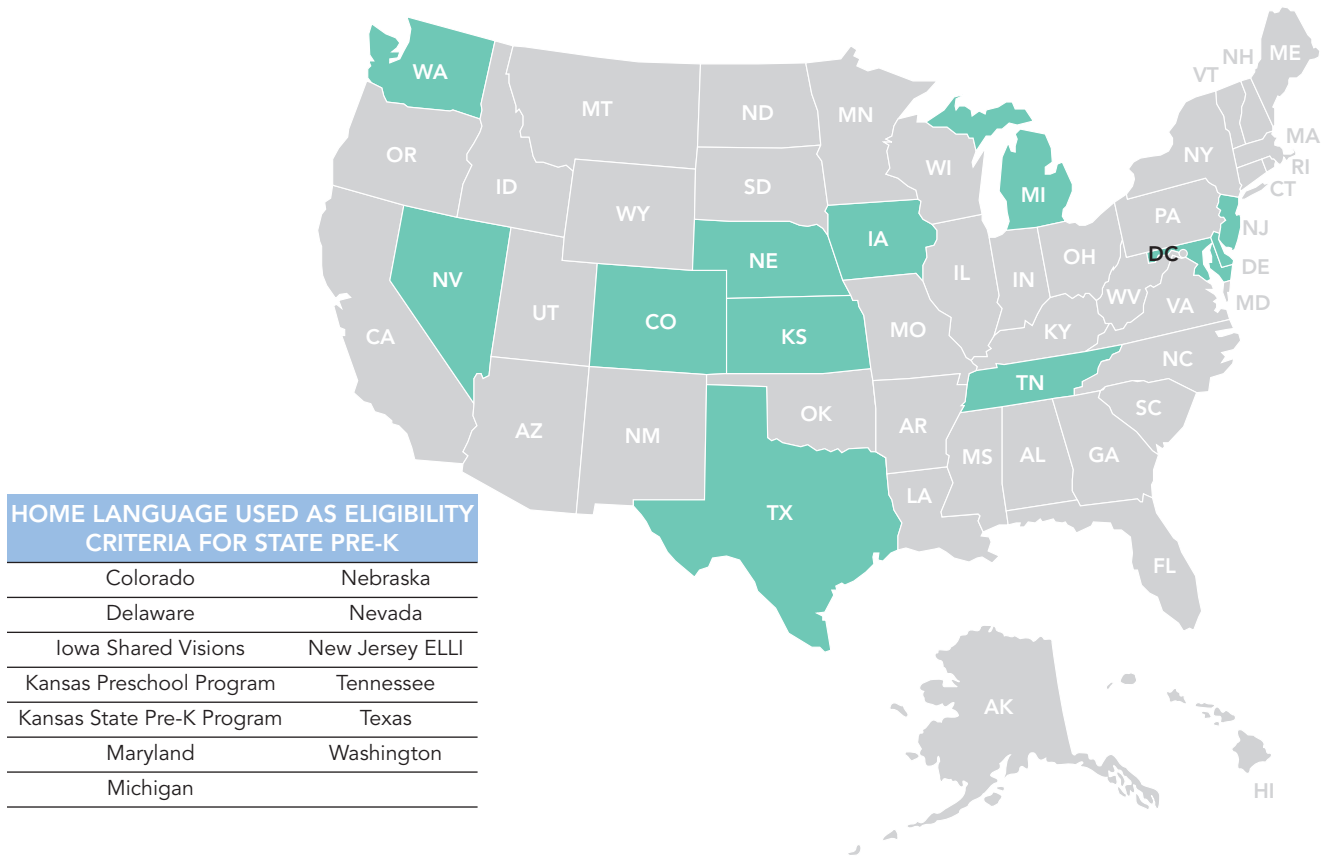


STATE PRE-K PROGRAM	ENGLISH	NON-ENGLISH						
		SPANISH	CHINESE	TAGALOG	VIETNAMESE	FRENCH	GERMAN	OTHER
Alabama	6,544	337	0	0	0	0	0	352
Arkansas	16,624	2,045	0	0	0	0	0	1,645
California	67,671	55,294	1,853	267	1,164	42	7	4,064
District of Columbia*	9,486	1,126	29	5	8	41	5	88
Illinois	50,436	18,927	129	170	138	176	16	4,920
Kentucky	17,421	1,164	31	0	0	0	0	100
Maine*	4,911	10	6	4	2	11	1	135
Nevada	939	459	0	0	0	0	0	0
New Mexico	6,829	1,694	10	0	11	0	9	281
Oklahoma	38,748	2,855	26	1	68	4	1	0
Oregon*	5,221	2,137	0	0	0	0	0	304
Washington*	6,699	2,899	28	12	82	11	2	358
West Virginia	14,566	94	24	1	4	2	0	60
Wisconsin 4K	46,635	930	23	3	4	6	7	236

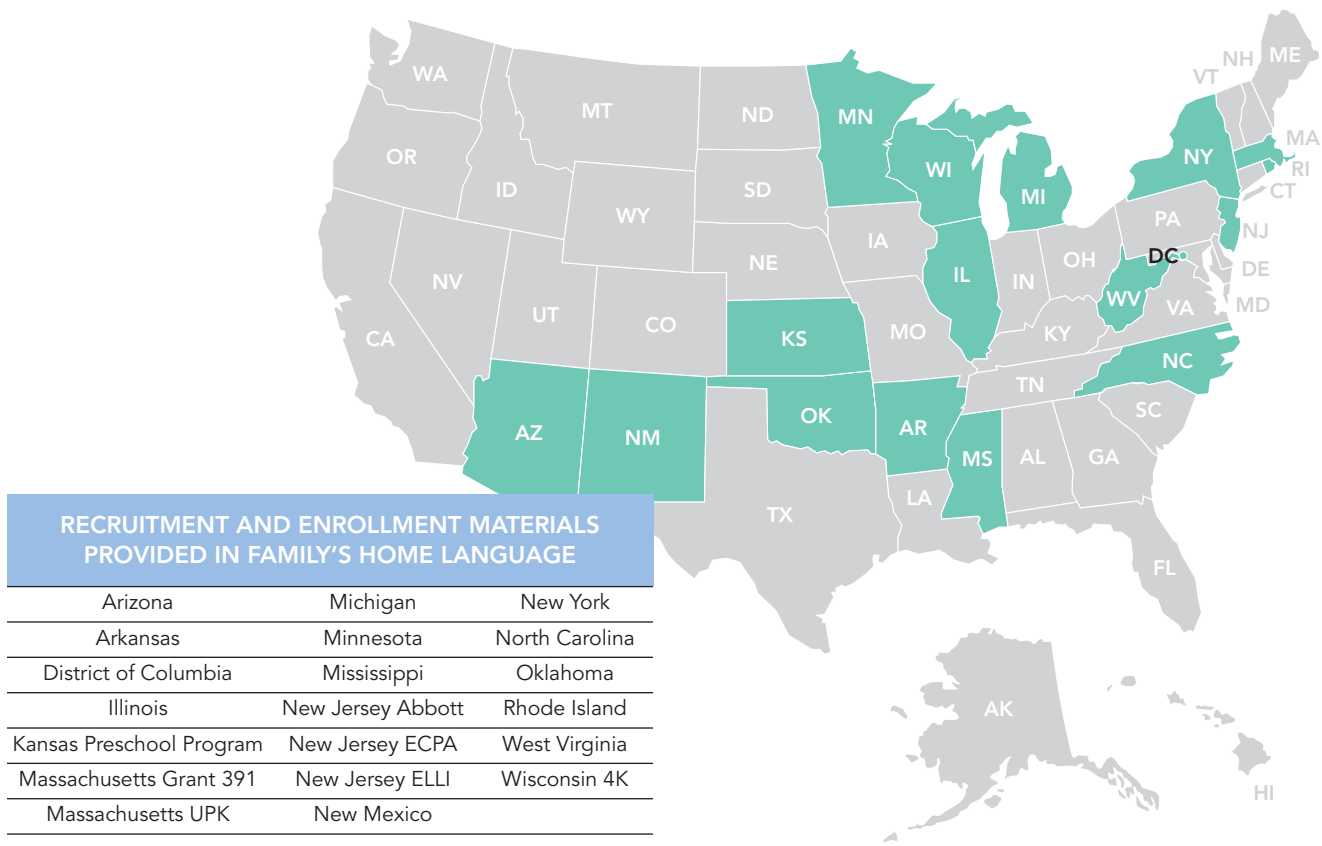
* For these state pre-K programs, the number of DLLs with each home language was estimated based on the total number of DLLs and the percentage of children with each home language.

FIGURE 3: POLICIES TO SUPPORT DLLs

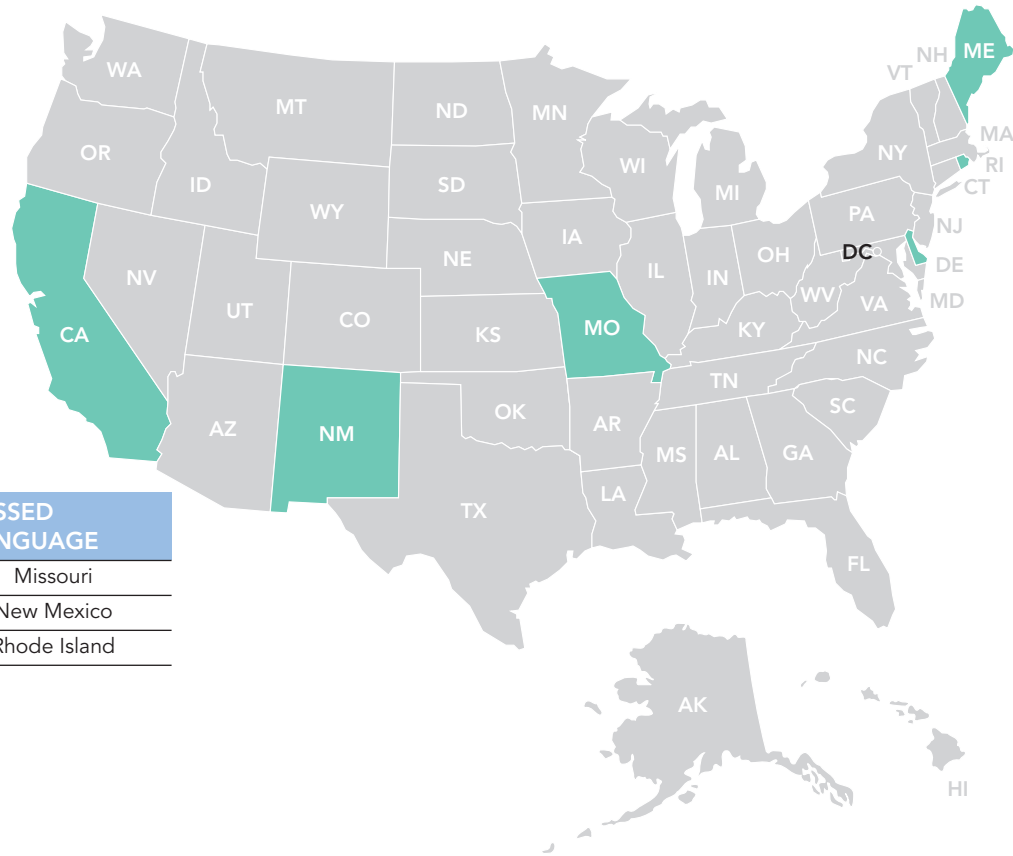
13 programs use home language as eligibility criteria for state pre-K



20 state pre-K programs provide recruitment and enrollment materials in the family's home language



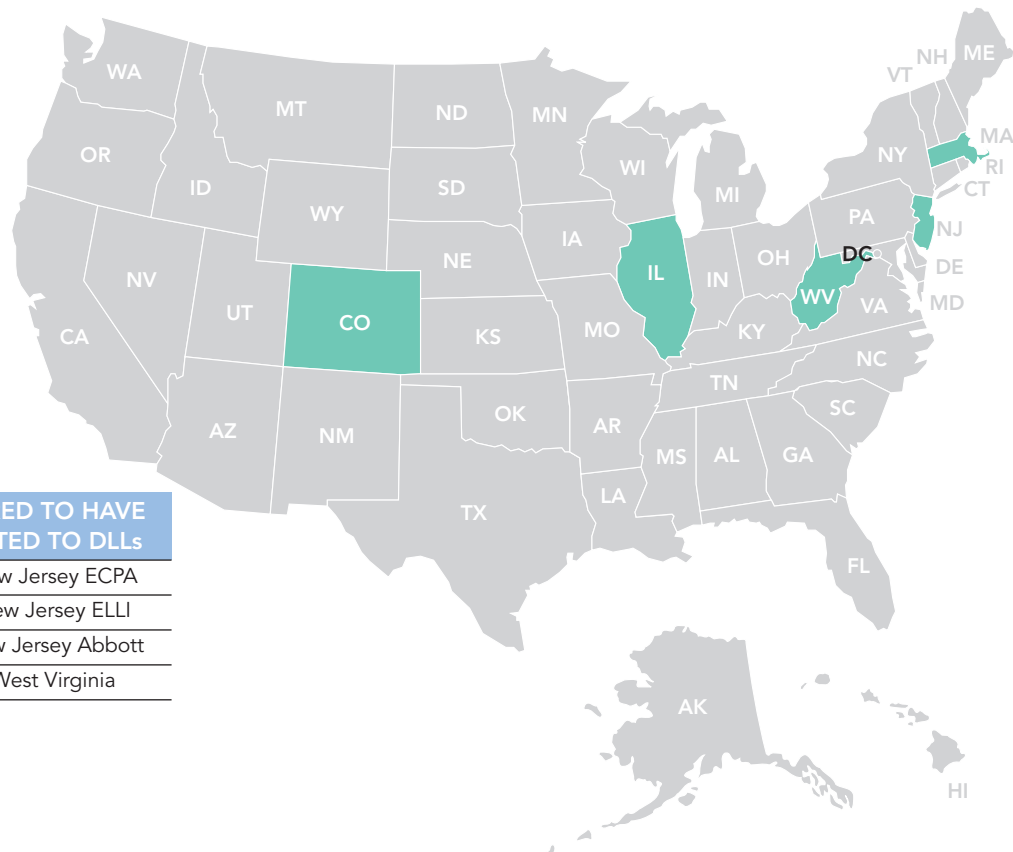
Only six state pre-K programs have policies requiring DLLs to be assessed in their home language



DLLs ARE ASSESSED IN THEIR HOME LANGUAGE

California	Missouri
Delaware	New Mexico
Maine	Rhode Island

Eight state pre-K programs require teachers to have qualifications specifically related to DLLs

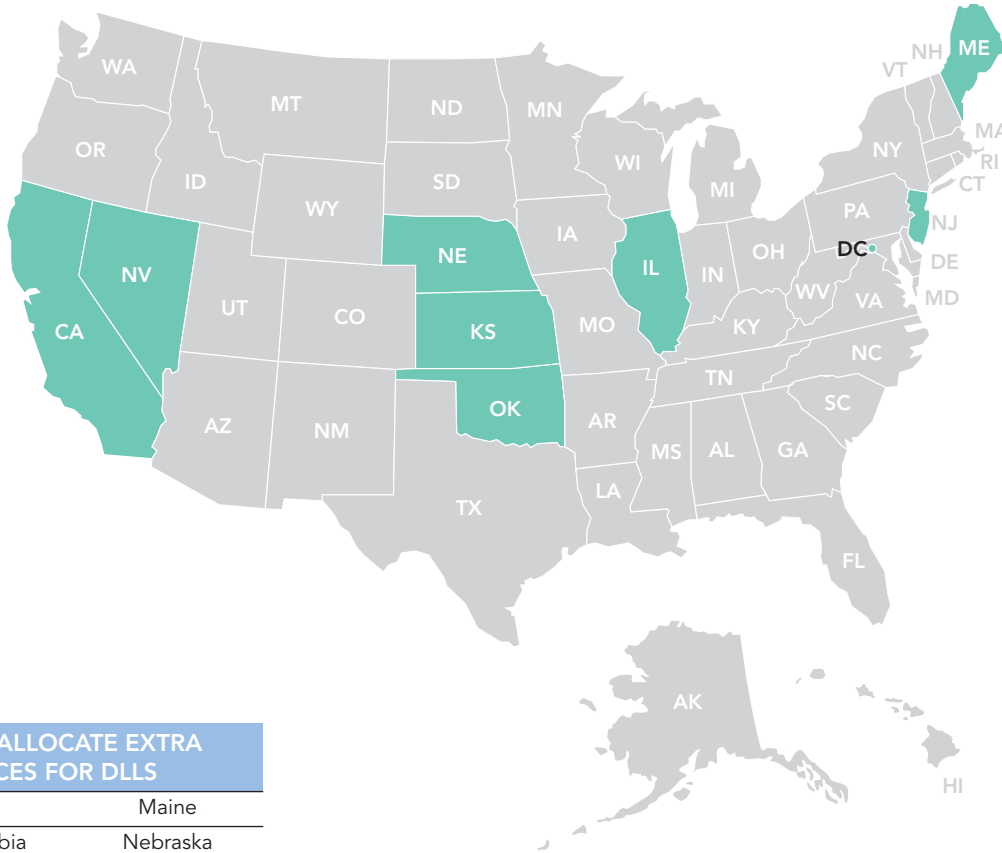


TEACHERS ARE REQUIRED TO HAVE QUALIFICATIONS RELATED TO DLLs

Colorado	New Jersey ECPA
Illinois	New Jersey ELLI
Massachusetts Grant 391	New Jersey Abbott
Massachusetts UPK	West Virginia

FIGURE 4: FINANCING FOR DLL SUPPORTS

Ten state pre-K programs allocate extra resources to serve DLLs



PROGRAMS ALLOCATE EXTRA RESOURCES FOR DLLS	
California	Maine
District of Columbia	Nebraska
Illinois	Nevada
Kansas Preschool Program	New Jersey Abbott
Kansas State Pre-K Program	Oklahoma

FIGURE 5: EARLY LEARNING AND DEVELOPMENT STANDARDS FOR DLLs

States early learning and development standards that support DLLs

WORLD LANGUAGES	FOREIGN LANGUAGE ACQUISITION	INTEGRATION OF STUDENT'S HOME LANGUAGE	CULTURAL AWARENESS	OTHER	NONE
Massachusetts Grant 391	Connecticut SRP	Alabama	Alabama	Arkansas	Alaska
Massachusetts UPK	Massachusetts Grant 391	Colorado	Arkansas	California	Arizona
Michigan	Massachusetts UPK	Connecticut SRP	Colorado	Connecticut CDCC	District of Columbia
New Jersey Abbott	West Virginia	Illinois	Delaware	Connecticut SRP	Georgia
New Jersey ECPA		Maine	Iowa SVPP	Delaware	Hawaii
New Jersey ELLI		Massachusetts Grant 391	Kentucky	Illinois	Iowa Shared Visions
Oklahoma		Massachusetts UPK	Maine	Kansas State Pre-K	Kansas Preschool
West Virginia		Mississippi	Maryland	Kentucky	Louisiana 8(g)
		New Jersey Abbott	Massachusetts Grant 391	Maine	Louisiana LA4
		New Jersey ECPA	Massachusetts UPK	Neveda	Louisiana NSECD
		New Jersey ELLI	Michigan	North Carolina	Missouri
		New Mexico	Minnesota	Rhode Island	Nebraska
		North Carolina	Mississippi	Wisconsin HdSt	New York
		Pennsylvania HSSAP	New Jersey Abbott		Oregon
		Washington	New Jersey ECPA		Pennsylvania RTL
		West Virginia	New Jersey ELLI		Pennsylvania K4 & SBPK
		Wisconsin 4K	New Mexico		Pennsylvania PKC
			North Carolina		South Carolina 4K
			Ohio		South Carolina CDEP
			Tennessee		Vermont Act 62
			Washington		Vermont EEI
			West Virginia		Virginia
			Wisconsin 4K		
			Wisconsin HdSt		

TABLE 1: PERCENT OF CHILDREN IN EACH STATE WHO ARE DUAL LANGUAGE LEARNERS (DLLs)

STATE	Percent of 3- and 4-year-olds in the state who are DLLs	Number of 3-year-old DLLs in each state	Number of 4-year-old DLLs in each state	Number of 3-year-old DLLs served in state pre-K	Percent of 3-year-old DLLs served in state pre-K	Number of 4-year-old DLLs served in state pre-K	Percent of 4-year-old DLLs served in state pre-K
Alabama	7%	4,343	4,414	0	0%	689	16%
Alaska	16%	1,858	1,689	Not Reported		Not Reported	
Arizona	29%	24,662	25,634	Not Reported		Not Reported	
Arkansas	11%	4,091	4,064	1,925	47%	1,765	43%
California	45%	230,346	226,520	20,128	9%	42,563	19%
Colorado	22%	14,593	14,737	Not Reported		Not Reported	
Connecticut	21%	8,101	8,134	Not Reported		Not Reported	
Delaware	16%	1,856	1,815	Not Reported		Not Reported	
District of Columbia	23%	2,033	1,795	551	27%	738	41%
Florida	29%	62,845	62,580	Not Reported		Not Reported	
Georgia	17%	22,756	23,273	0	0%	8,087	35%
Hawaii	19%	3,463	3,250	Not Reported		Not Reported	
Idaho	17%	3,830	3,932	No Program		No Program	
Illinois	26%	41,701	41,897	9,756	23%	14,720	35%
Indiana	11%	9,573	9,665	No Program		No Program	
Iowa [†]	12%	4,675	4,829	0	0%	10	0%
Kansas	15%	6,146	6,238	Not Reported		Not Reported	
Kentucky*	7%	4,058	4,069	310	8%	985	24%
Louisiana	7%	4,286	4,292	Not Reported		Not Reported	
Maine	4%	530	543	0	0%	169	31%
Maryland	18%	13,323	13,156	Not Reported		Not Reported	
Massachusetts*	25%	18,771	18,302	1,051	6%	995	5%
Michigan	11%	12,089	12,178	0	0%	7,554	62%
Minnesota	18%	12,853	12,896	Not Reported		Not Reported	
Mississippi	4%	1,662	1,688	Not Reported		Not Reported	
Missouri	8%	5,746	5,800	80	1%	140	2%
Montana	5%	570	575	No Program		No Program	
Nebraska	16%	4,112	4,167	Not Reported		Not Reported	
Nevada*	33%	11,731	12,065	103	1%	356	3%
New Hampshire	8%	1,061	1,040	No Program		No Program	
New Jersey	30%	32,799	32,309	Not Reported		Not Reported	
New Mexico	28%	7,716	7,771	0	0%	2,005	26%
New York	30%	71,518	68,647	Not Reported		Not Reported	
North Carolina	17%	20,596	21,077	0	0%	6,294	30%
North Dakota	5%	505	492	No Program		No Program	
Ohio	8%	11,648	11,768	Not Reported		Not Reported	
Oklahoma	13%	6,965	6,977	0	0%	2,955	42%
Oregon	23%	10,458	10,518	952	9%	1,489	14%
Pennsylvania* [†]	12%	17,790	17,634	514	3%	982	6%
Rhode Island	20%	2,220	2,197	Not Reported		Not Reported	
South Carolina	9%	4,943	5,108	Not Reported		Not Reported	
South Dakota	11%	1,295	1,265	No Program		No Program	
Tennessee	10%	7,830	8,007	Not Reported		Not Reported	
Texas*	36%	140,334	141,354	12,256	9%	81,295	58%
Utah	14%	7,083	7,188	No Program		No Program	
Vermont	6%	361	351	Not Reported		Not Reported	
Virginia	16%	16,351	16,142	Not Reported		Not Reported	
Washington	23%	21,009	20,882	906	4%	2,486	12%
West Virginia	2%	443	437	13	3%	172	39%
Wisconsin [†]	12%	8,070	8,174	0	0%	1,210	15%
Wyoming	9%	655	669	No Program		No Program	
U.S.	23%	928,252	924,206	48,545		177,659	

* The state did not provide DLL enrollment by single year of age. The number of 3- and 4-year-old DLLs was estimated using the percentages of 3- and 4-year-olds in state pre-K.

[†] Not all programs in the state were able to report the number of DLLs enrolled in state pre-K.

Note: The percent and number of 3- and 4-year olds in each state who are DLLs was estimated from the census questions about languages spoken at home. The number and percent of DLLs in state pre-K are based on enrolled children in homes where English is not the primary language spoken. For additional details about how these figures were calculated, see the Methodology section and the Roadmap to the State Profile Pages.

TABLE 2: ENROLLMENT IN STATE PRE-K BY HOME LANGUAGE

STATE	State can report enrollment by home language	ENGLISH ONLY	NON-ENGLISH						
			Spanish	Chinese	Tagalog	Vietnamese	French	German	Other
Alabama	Yes	6,544	337	0	0	0	0	0	352
Alaska	No								
Arizona	No								
Arkansas	Yes	16,624	2,045	0	0	0	0	0	1,645
California	Yes	67,671	55,294	1,853	267	1,164	42	7	4,064
Colorado	No								
Connecticut CDCC	No								
Connecticut SRP	No								
Delaware	No								
District of Columbia*	Yes	9,486	1,126	29	5	8	41	5	88
Florida	No								
Georgia	No								
Hawaii	No								
Idaho	No program								
Illinois	Yes	50,436	18,927	129	170	138	176	16	4,920
Indiana	No program								
Iowa SVPP	No								
Iowa Shared Visions	No								
Kansas Preschool	No								
Kansas State Pre-K	No								
Kentucky	Yes	17,421	1,164	31	0	0	0	0	100
Louisiana 8(g)	No								
Louisiana LA 4	No								
Louisiana NSECD	No								
Maine*	Yes	4,911	10	6	4	2	11	1	135
Maryland	No								
Massachusetts Grant 391	No								
Massachusetts UPK	No								
Michigan	No								
Minnesota	No								
Mississippi	No								
Missouri	No								
Montana	No program								
Nebraska	No								
Nevada	Yes	939	459	0	0	0	0	0	0
New Hampshire	No program								
New Jersey Abbott	No								
New Jersey ECPA	No								
New Jersey ELLI	No								
New Mexico	Yes	6,829	1,694	10	0	11	0	9	281
New York	No								
North Carolina	No								
North Dakota	No program								
Ohio	No								
Oklahoma	Yes	38,748	2,855	26	1	68	4	1	0
Oregon*	Yes	5,221	2,137	0	0	0	0	0	304
Pennsylvania RTL	No								
Pennsylvania HSSAP	No								
Pennsylvania K4 & SBPK	No								
Pennsylvania PKC	No								
Rhode Island	No								
South Carolina 4K	No								
South Carolina CDEP	No								
South Dakota	No program								
Tennessee	No								
Texas	No								
Utah	No program								
Vermont Act 62	No								
Vermont EEI	No								
Virginia	No								
Washington*	Yes	6,699	2,899	28	12	82	11	2	358
West Virginia	Yes	14,566	94	24	1	4	2	0	60
Wisconsin 4K	No								
Wisconsin HdSt	Yes	46,635	930	23	3	4	6	8	236
Wyoming	No program								

* For these state pre-K programs, the number of DLLs with each home language was estimated based on the total number of DLLs and the percentage of children with each home language.

TABLE 3: POLICIES TO SUPPORT DLLs

STATE	Home language used as eligibility criteria for state pre-K	Recruitment and enrollment materials in the family's home language	DLLs are assessed in their home language	Teachers are required to have qualifications specifically related to DLLs	Program allocates extra resources to serve DLLs
Alabama	No	No	No	No	No
Alaska	No	No	No	No	No
Arizona	No	Yes	No	No	No
Arkansas	No	Yes	No	No	No
California	No	No	Yes	No	Yes
Colorado	Yes	No	No	Yes	No
Connecticut CDCC	No	No	No	No	No
Connecticut SRP	No	No	No	No	No
Delaware	Yes	No	Yes	No	No
District of Columbia	No	Yes	No	No	Yes
Florida			Not reported		
Georgia	No	No	No	No	No
Hawaii	No	No	No	No	No
Idaho			No program		
Illinois	No	Yes	No	Yes	Yes
Indiana			No program		
Iowa Shared Visions	Yes	No	No	No	No
Iowa SVPP	No	No	No	No	No
Kansas Preschool	Yes	Yes	No	No	Yes
Kansas State Pre-K	Yes	No	No	No	Yes
Kentucky	No	No	No	No	No
Louisiana 8(g)	No	No	No	No	No
Louisiana LA 4	No	No	No	No	No
Louisiana NSECD	No	No	No	No	No
Maine	No	No	Yes	No	Yes
Maryland	Yes	No	No	No	No
Massachusetts Grant 391	No	Yes	No	Yes	No
Massachusetts UPK	No	Yes	No	Yes	No
Michigan	Yes	Yes	No	No	No
Minnesota	No	Yes	No	No	No
Mississippi	No	Yes	No	No	No
Missouri	No	No	Yes	No	No
Montana			No program		
Nebraska	Yes	No	No	No	Yes
Nevada	Yes	No	No	No	Yes
New Hampshire			No program		
New Jersey Abbott	No	Yes	No	Yes	Yes
New Jersey ECPA	No	Yes	No	Yes	No
New Jersey ELLI	Yes	Yes	No	Yes	No
New Mexico	No	Yes	Yes	No	No
New York	No	Yes	No	No	No
North Carolina	No	Yes	No	No	No
North Dakota			No program		
Ohio	No	No	No	No	No
Oklahoma	No	Yes	No	No	Yes
Oregon	No	No	No	No	No
Pennsylvania RTL	No	No	No	No	No
Pennsylvania HSSAP	No	No	No	No	No
Pennsylvania K4 & SBPK	No	No	No	Not reported	No
Pennsylvania PKC	No	No	No	No	No
Rhode Island	No	Yes	Yes	No	No
South Carolina 4K	No	No	No	No	No
South Carolina CDEP	No	No	No	No	No
South Dakota			No program		
Tennessee	Yes	No	No	No	No
Texas	Yes	No	No	Not reported	Not reported
Utah			No program		
Vermont Act 62	No	No	No	No	No
Vermont EEI	No	No	No	No	No
Virginia	No	No	No	No	No
Washington	Yes	No	No	No	No
West Virginia	No	Yes	No	Yes	No
Wisconsin 4K	No	Yes	No	No	No
Wisconsin HdSt	No	No	No	No	No
Wyoming			No program		

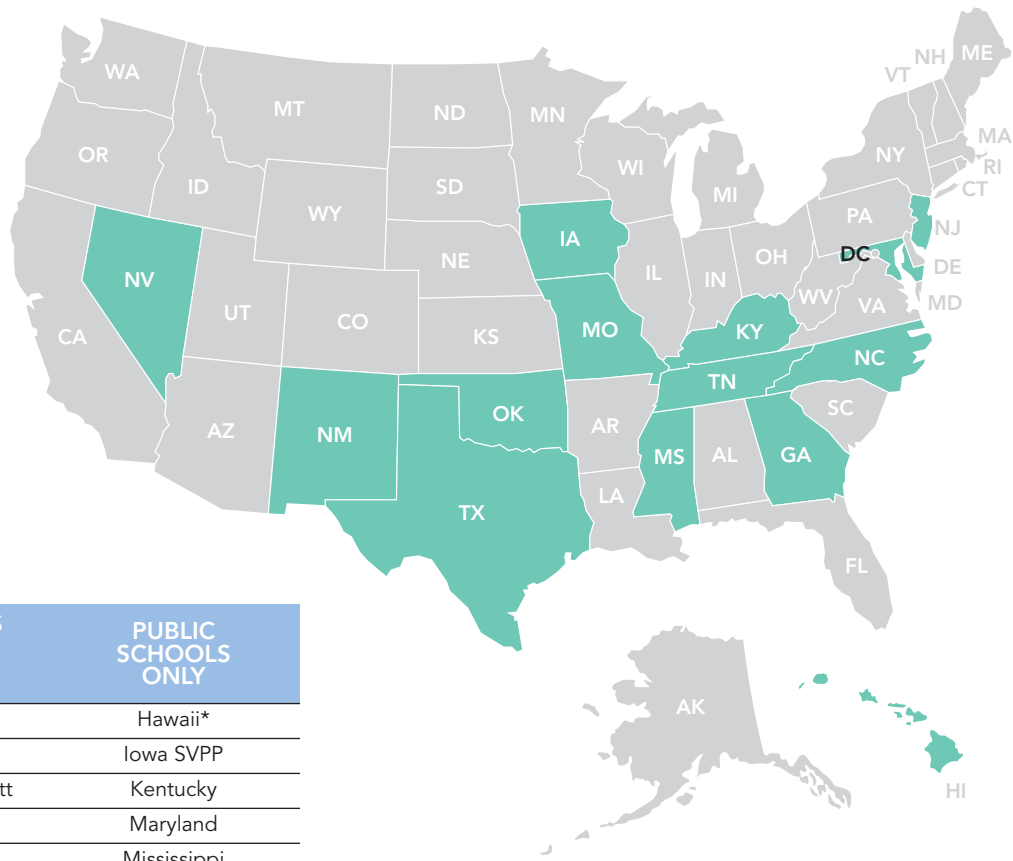
TABLE 4: HOW ARE CHILDREN IDENTIFIED AS DLL/ELL BY STATE PRE-K PROGRAMS

STATE	Teacher observation	Developmental screening or child assessment tool	Referral from another agency	Parent/family member report	Locally determined	No policy
Alabama				✓		
Alaska						✓
Arizona						✓
Arkansas					✓	
California	✓			✓		
Colorado					✓	
Connecticut CDCC						✓
Connecticut SRP						✓
Delaware				✓		
District of Columbia		✓				
Florida						
Georgia					✓	
Hawaii				✓		
Idaho			No program			
Illinois		✓				
Indiana			No program			
Iowa Shared Visions				✓		
Iowa SVPP				✓		
Kansas Preschool		✓				
Kansas State Pre-K				✓		
Kentucky					✓	
Louisiana 8(g)						✓
Louisiana LA4					✓	
Louisiana NSECD					✓	
Maine		✓				
Maryland					✓	
Massachusetts Grant 391	✓			✓		
Massachusetts UPK	✓			✓		
Michigan				✓		
Minnesota						✓
Mississippi		✓				
Missouri					✓	
Montana			No program			
Nebraska					✓	
Nevada		✓				
New Hampshire			No program			
New Jersey Abbott				✓		
New Jersey ECPA				✓		
New Jersey ELLI				✓		
New Mexico					✓	
New York				✓		
North Carolina		✓				
North Dakota			No program			
Ohio					✓	
Oklahoma		✓				
Oregon				✓		
Pennsylvania RTL					✓	
Pennsylvania HSSAP					✓	
Pennsylvania K4 & SBPK						✓
Pennsylvania PKC					✓	
Rhode Island	✓					
South Carolina 4K	✓					
South Carolina CDEP				✓		
South Dakota			No program			
Tennessee				✓		
Texas		✓				
Utah			No program			
Vermont Act 62						✓
Vermont EEI					✓	
Virginia						✓
Washington				✓		
West Virginia				✓		
Wisconsin 4K					✓	
Wisconsin HdSt						✓
Wyoming			No program			

Workforce Supplement

FIGURE 1: SALARY PARITY FOR LEAD TEACHERS

16 state pre-K programs report policies requiring salary parity for lead pre-K teachers

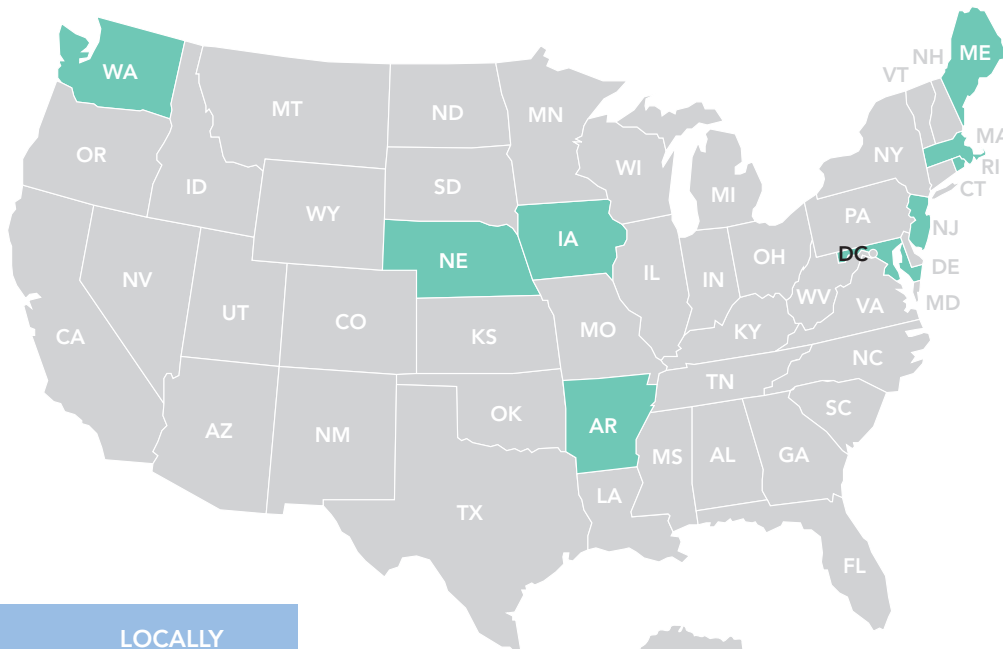


ALL SCHOOLS (PUBLIC AND NON-PUBLIC)	PUBLIC SCHOOLS ONLY
Georgia	Hawaii*
Missouri	Iowa SVPP
New Jersey Abbott	Kentucky
New Jersey ELLI	Maryland
Oklahoma	Mississippi
Tennessee	Nevada
	New Jersey ECPA
	New Mexico
	North Carolina
	Texas

* Hawaii serves all children in public schools

FIGURE 2: TEACHERS COVERED BY COLLECTIVE BARGAINING

In 13 state pre-K programs teachers are covered by collective bargaining



COVERED BY COLLECTIVE BARGAINING	LOCALLY DETERMINED
Arkansas	Alaska
Hawaii	California
Iowa SVPP	Colorado
Maine	Connecticut CDCC
Maryland	Connecticut SRP
Massachusetts Grant 391	Delaware
Massachusetts UPK	District of Columbia
Nebraska	Illinois
New Jersey Abbott	Iowa Shared Visions
New Jersey ECPA	Kansas State Pre-K
New Jersey ELLI	Kentucky
Rhode Island	Louisiana LA 4
Washington	Michigan
	Minnesota
	New Mexico
	Oklahoma
	Oregon
	Pennsylvania RTL
	Pennsylvania HSSAP
	Pennsylvania K4 & SBPK
	Pennsylvania PKC
	Tennessee
	Vermont Act 62
	Vermont EEI
	Wisconsin 4K

TABLE 1: PRESCHOOL TEACHER SALARY POLICIES

STATE	TEACHER PARITY WITH K-3 TEACHERS				WAGE INCENTIVES	
	Same starting salary	Same salary schedule	Same fringe benefits	Same paid planning time and/or PD	Tied to program quality standards	Tied to performance
Alabama	No	No	No	Not reported	No	No
Alaska	No	No	No	No	No	No
Arizona	No	No	No	No	No	No
Arkansas	No	No	No	No	No	No
California	No	No	No	No	No	No
Colorado	No	No	No	No	No	No
Connecticut CDCC	No	No	No	No	No	No
Connecticut SRP	No	No	No	No	No	No
Delaware	No	No	No	No	No	No
District of Columbia	No	No	No	Not reported	No	No
Florida	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Georgia	All settings	No	No	Not reported	Yes	No
Hawaii	Public*	Public*	Public*	Not reported	No	No
Illinois	No	No	No	No	No	No
Iowa Shared Visions	No	No	No	Not reported	No	No
Iowa SVPP	Public	Public	Public	Yes	No	No
Kansas Preschool	No	No	No	No	No	No
Kansas State Pre-K	No	No	No	No	No	No
Kentucky	Public	Public	Public	Public	No	No
Louisiana 8(g)	No	No	Not reported	Not reported	Not reported	Not reported
Louisiana LA 4	No	No	No	No	No	Yes
Louisiana NSECD	No	No	No	No	No	No
Maine	No	No	No	No	No	No
Maryland	Public	Public	No	No	Yes	No
Massachusetts Grant 391	No	No	No	Not reported	No	No
Massachusetts UPK	No	No	No	Not reported	No	No
Michigan	No	No	No	No	No	No
Minnesota	No	No	No	No	No	No
Mississippi	Public	Public	No	Not reported	No	No
Missouri	All settings	All settings	Yes	Yes	No	No
Nebraska	No	No	No	No	No	No
Nevada	Public	Public	No	No	No	No
New Jersey Abbott	All settings	All settings	Public	Yes	No	No
New Jersey ECPA	Public	Public	Public	Yes	No	No
New Jersey ELLI	All settings	All settings	Public	Yes	No	No
New Mexico	Public	Public	No	Public	No	No
New York	No	No	No	No	No	No
North Carolina	Public	Public	Public	Yes	No	No
Ohio	No	No	No	No	No	No
Oklahoma	All settings	All settings	Public	Not reported	No	No
Oregon	No	No	No	No	No	No
Pennsylvania RTL	No	No	No	No	No	No
Pennsylvania HSSAP	No	No	No	No	No	No
Pennsylvania K4 & SBPK	No	No	No	No	No	No
Pennsylvania PKC	No	No	No	No	No	No
Rhode Island	No	No	No	Not reported	No	No
South Carolina 4K	No	No	Public	No	No	No
South Carolina CDEP	No	No	No	No	No	No
Tennessee	All settings	All settings	No	Yes	No	No
Texas	Public	Public	No	Not reported	Not reported	Not reported
Vermont Act 62	No	No	No	No	No	No
Vermont EEI	No	No	No	No	No	No
Virginia	No	No	No	No	No	No
Washington	No	No	No	No	No	No
West Virginia	No	No	No	Public	No	No
Wisconsin 4K	No	No	No	No	No	No
Wisconsin HdSt	No	No	No	No	No	No

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TABLE 2: PRESCHOOL ASSISTANT TEACHER SALARY POLICIES

STATE	ASSISTANT TEACHER PARITY WITH K-3 ASSISTANT TEACHERS			
	Same starting salary	Same salary schedule	Same fringe benefits	Same paid planning time and/or PD
Alabama	No	No	No	Not reported
Alaska	No	No	No	No
Arizona	No	No	No	No
Arkansas	No	No	No	No
California	No	No	No	No
Colorado	No	No	No	No
Connecticut CDCC	No	No	No	No
Connecticut SRP	No	No	No	No
Delaware	No	No	No	No
District of Columbia	No	No	No	Not reported
Florida	Not Reported	Not Reported	Not Reported	Not reported
Georgia	All settings	No	No	Not reported
Hawaii	No	No	Public	Not reported
Illinois	No	No	No	No
Iowa Shared Visions	No	No	No	Not reported
Iowa SVPP	No	No	Public	No
Kansas Preschool	No	No	No	No
Kansas State Pre-K	No	No	No	No
Kentucky	No	No	No	No
Louisiana 8(g)	Not Reported	Not Reported	Not Reported	Not reported
Louisiana LA 4	No	No	No	No
Louisiana NSECD	No	No	No	No
Maine	No	No	No	Not reported
Maryland	No	No	No	No
Massachusetts Grant 391	No	No	No	Not reported
Massachusetts UPK	No	No	No	Not reported
Michigan	No	No	No	No
Minnesota	No	No	No	No
Mississippi	Public	Public	No	No
Missouri	No	No	Yes	Yes
Nebraska	No	No	No	No
Nevada	Public	Public	No	No
New Jersey Abbott	All settings	All settings	Public	No
New Jersey ECPA	Public	Public	Public	No
New Jersey ELLI	All settings	All settings	Public	No
New Mexico	Public	Public	No	Public
New York	No	No	No	No
North Carolina	Public	Public	Public	Yes
Ohio	No	No	No	No
Oklahoma	No	No	No	No
Oregon	No	No	No	No
Pennsylvania RTL	No	No	No	No
Pennsylvania HSSAP	No	No	No	No
Pennsylvania K4 & SBPK	No	No	No	No
Pennsylvanian PKC	No	No	No	No
Rhode Island	No	No	No	Not reported
South Carolina 4K	No	No	Public	No
South Carolina CDEP	No	No	No	No
Tennessee	All settings	All settings	No	Yes
Texas	No	No	No	No
Vermont Act 62	No	No	No	No
Vermont EEI	No	No	No	No
Virginia	No	No	No	No
Washington	No	No	No	No
West Virginia	No	No	No	No
Wisconsin 4K	No	No	No	No
Wisconsin HdST	No	No	No	No

TABLE 3: PRESCHOOL TEACHER QUALIFICATIONS AND SALARY

STATE	QUALIFICATIONS		2014-2015 LEAD TEACHER AVERAGE ANNUAL SALARY		Public elementary school teacher average salary	DIFFERENCE BETWEEN PRE-K AND PUBLIC ELEMENTARY SCHOOL TEACHER SALARIES		Covered by a collective bargaining agreement
	BA required	ECE Certification required	In public schools	In nonpublic schools		Public pre-K teachers	Nonpublic pre-K teachers	
Alabama	Yes	Yes	\$38,000	\$32,000	\$49,497	-\$11,497	-\$17,497	NR
Alaska	Yes	Yes	NR	NR	\$66,755			DL
Arizona	No	No	NR	NR	\$45,406			No
Arkansas	No	Yes	NR	NR	\$48,017			Public
California	No	Yes	NR	NR	\$72,535			DL
Colorado	No	Yes	NR	NR	\$49,828			DL
Connecticut CDCC	No	Yes	NR	\$32,795	\$71,709		-\$38,914	DL
Connecticut SRP	No	Yes	\$53,045	\$33,939	\$71,709	-\$18,664	-\$37,770	DL
Delaware	No	Yes	NR	NR	\$59,195			DL
District of Columbia	Yes	Yes	\$50,000	NA	\$75,490	-\$25,490		DL
Florida	No	No	NR	NR	\$48,992			NR
Georgia	Yes	Yes	\$38,500	\$28,000	\$52,906	-\$14,406	-\$24,906	No
Hawaii	Yes	No	\$58,573	NA	\$57,189	\$1,384		Public
Illinois	Yes	Yes	\$47,386	\$35,638	\$61,083	-\$12,519	-\$24,983	DL
Iowa Shared Visions	No	Yes	\$40,343	\$27,879	\$52,862	-\$12,519	-\$24,983	DL
Iowa SVPP	Yes	Yes	\$46,400	NA	\$52,862	-\$6,462		Public
Kansas Preschool	Yes	No	NR	NR	\$48,990			NR
Kansas State Pre-K	Yes	No	NR	NA	\$48,990			DL
Kentucky	Yes	Yes	\$55,117	NR	\$50,926	\$4,191		DL
Louisiana 8(g)	Yes	Yes	NR	NR	\$47,886			NR
Louisiana LA 4	Yes	Yes	NR	NR	\$47,886			DL
Louisiana NSECD	Yes	Yes	NR	\$25,000.00	\$47,886		-\$22,886	No
Maine	Yes	Yes	NR	NR	\$50,017			Public
Maryland	Yes	Yes	\$44,000	\$44,000	\$64,845	-\$20,845	-\$20,845	Yes
Massachusetts Grant 391	No	No	\$58,046	\$33,999	\$74,805	-\$16,759	-\$40,806	Public
Massachusetts UPK	No	No	NR	NR	\$74,805			Public
Michigan	Yes	Yes	\$34,740	\$31,364	\$62,778	-\$28,038	-\$31,414	DL
Minnesota	No	Yes	NR	NR	\$56,670			DL
Mississippi	Yes	Yes	\$39,000	\$20,259	\$42,564	-\$3,564	-\$22,305	No
Missouri	Yes	Yes	NR	NR	\$47,394			NR
Nebraska	Yes	Yes	NR	NR	\$50,401			Public
Nevada	Yes	Yes	\$43,000	\$40,000	\$56,703	-\$13,703	-\$16,703	NR
New Jersey Abbott	Yes	Yes	NR	NR	\$69,038			Public
New Jersey ECPA	Yes	Yes	NR	NR	\$69,038			Public
New Jersey ELLI	Yes	Yes	NR	NR	\$69,038			Public
New Mexico	No	Yes	NR	NR	\$46,003			DL
New York	Yes	Yes	NR	NR	\$77,628			DL
North Carolina	Yes	Yes	NR	NR	\$47,783			No
Ohio	No	Yes	NR	NR	\$56,172			NR
Oklahoma	Yes	Yes	\$37,278	NR	\$44,245	-\$6,967		DL
Oregon	No	Yes	\$25,376	\$25,376	\$59,474	-\$34,098	-\$34,098	DL
Pennsylvania RTL	No	Yes	NR	NR	\$64,717			DL
Pennsylvania HSSAP	No	Yes	NR	NR	\$64,717			DL
Pennsylvania K4 & SBPK	Yes	No	NR	NR	\$64,717			DL
Pennsylvanian Pre-K Counts	Yes	Yes	NR	NR	\$64,717			DL
Rhode Island	Yes	Yes	\$52,000	\$43,458	\$65,918	-\$13,918	-\$22,460	Public
South Carolina 4K	Yes	Yes	\$49,245	NR	\$48,709	\$536		NR
South Carolina CDEP	No	Yes	\$46,337	NR	\$48,709	-\$2,372		No
Tennessee	Yes	Yes	NR	NR	\$48,503			DL
Texas	No	No	NR	NR	\$50,046			NR
Vermont Act 62	No	No	NR	NR	\$57,642			DL
Vermont EEI	No	Yes	NR	NR	\$57,642			DL
Virginia	No	Yes	NR	NR	\$50,620			NR
Washington	No	Yes	\$33,422	\$31,851	\$53,714	-\$20,292	-\$21,863	Public
West Virginia	Yes	Yes	\$42,502	NR	\$45,647	-\$3,145		No
Wisconsin 4K	Yes	Yes	\$50,020	NR	\$54,535	-\$4,515		DL
Wisconsin HdSt	No	Yes	NR	NR	\$54,535			NR
United States			\$44,651	\$32,897	\$56,938	-\$12,038	-\$26,860	

NR = Not reported; DL = Determined locally

TABLE 4: TEACHER DEVELOPMENT SUPPORT POLICIES

STATE	Scholarships/ loan forgiveness	Mentoring	Job-embedded professional development	Paid planning time	Bonuses
Alabama	Yes	Yes	Yes	Yes	No
Alaska	Not reported	Not reported	Not reported	Not reported	Not reported
Arizona	Yes	No	Yes	No	Yes
Arkansas	No	No	No	No	No
California	Yes	Yes	No	No	No
Colorado	Yes	No	No	No	No
Connecticut CDCC	Yes	No	No	No	No
Connecticut SRP	Yes	No	No	No	No
Delaware	Yes	No	No	No	No
District of Columbia	Yes	No	Yes	No	No
Florida	Not reported	Not reported	Not reported	Not reported	Not reported
Georgia	Yes	No	Yes	Yes	No
Hawaii	No	Yes	Yes	No	No
Illinois	Yes	No	Yes	No	No
Iowa Shared Visions	No	No	No	No	No
Iowa SVPP	Yes	Yes	No	No	No
Kansas Preschool	No	No	No	No	No
Kansas State Pre-K	No	No	No	No	No
Kentucky	Yes	Yes	Yes	Yes	No
Louisiana 8(g)	Not reported	Not reported	Not reported	Not reported	Not reported
Louisiana LA 4	No	No	No	No	No
Louisiana NSECD	Yes	Yes	Yes	No	No
Maine	No	No	No	No	No
Maryland	Yes	Yes	Yes	Yes	No
Massachusetts Grant 391	Yes	Yes	Yes	No	No
Massachusetts UPK	Yes	Yes	Yes	No	No
Michigan	Yes	No	No	No	No
Minnesota	No	No	Yes	No	No
Mississippi	Yes	No	Yes	No	No
Missouri	No	No	Yes	Yes	No
Nebraska	Yes	No	No	No	No
Nevada	No	No	No	No	No
New Jersey Abbott	No	No	No	No	No
New Jersey ECPA	No	No	No	No	No
New Jersey ELLI	No	No	No	No	No
New Mexico	Yes	Yes	Yes	Yes	No
New York	No	No	No	No	No
North Carolina	Yes	Yes	Yes	Yes	No
Ohio	Yes	No	No	No	No
Oklahoma	No	No	No	No	No
Oregon	Yes	No	No	No	No
Pennsylvania RTL	No	No	No	No	No
Pennsylvania HSSAP	No	No	No	No	No
Pennsylvania K4 & SBPK	No	No	No	No	No
Pennsylvanian PKC	No	No	No	No	No
Rhode Island	Yes	No	Yes	Yes	No
South Carolina 4K	No	No	No	No	No
South Carolina CDEP	Yes	No	No	No	No
Tennessee	No	No	Yes	Yes	No
Texas	Not reported	Not reported	Not reported	Not reported	Not reported
Vermont Act 62	No	No	No	No	No
Vermont EEI	Not reported	Not reported	Not reported	Not reported	Not reported
Virginia	Not reported	Not reported	Not reported	Not reported	Not reported
Washington	No	No	Yes	No	No
West Virginia	No	No	Yes	No	No
Wisconsin 4K	Yes	Yes	Yes	No	No
Wisconsin HdSt	No	No	No	No	No