



EARLY
LEARNING
INDIANA



CHILD CARE
ANSWERS

Access and Equity in Early Childhood Education

Presenters

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A photograph of a classroom. In the foreground, a rack of colorful coats and bags is visible. The coats are in various colors like pink, blue, red, and purple. In the background, there is a large window with a wooden frame and a grid pattern. The room has yellow walls and a light-colored floor. A blue semi-transparent box is overlaid on the right side of the image, containing white text.

The Case for High-Quality Early Learning



The Workforce Pipeline Begins Here

We prepare children to flourish in kindergarten and beyond by building their core knowledge and instilling the essential skills to process new information and adapt:



Flexible Thinking

Infusing flexible thinking strategies



Effective Expression

Drawing out effective expression of ideas



Confidence & Initiative

Building confidence to explore and take initiative



Collaboration

Engineering collaboration among children and with teachers



Curiosity

Sparking curiosity about the world around them



Persistence & Resilience

Strengthening persistence and resilience

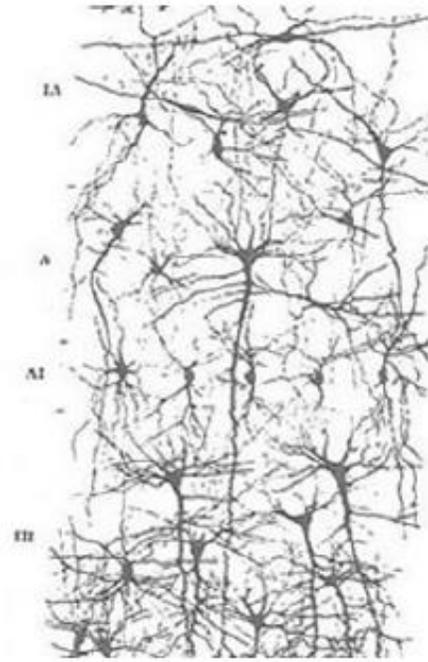


The Importance of the First Five Years

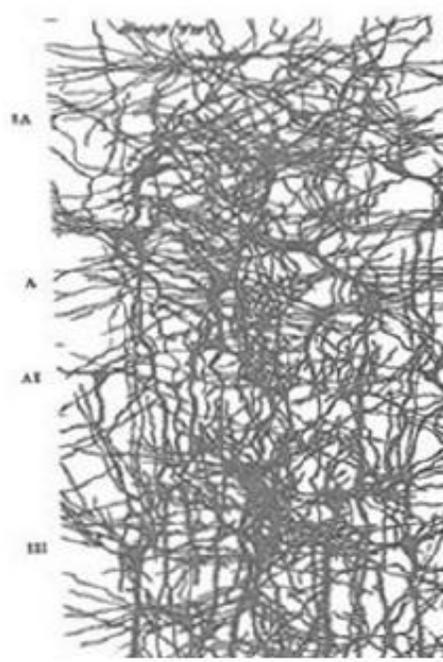
The single most important period of brain development occurs before children enter kindergarten



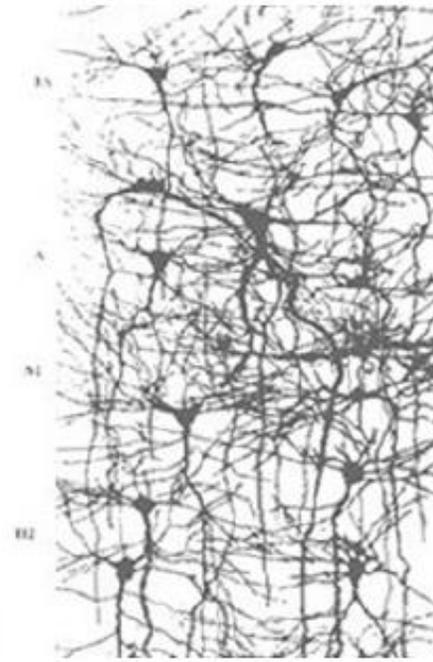
NEWBORN



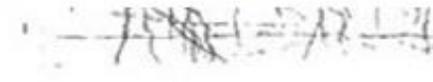
3 MONTHS



24 MONTHS



6 YEARS



The Two Generational Impact

While all children benefit, children from low-income families often make the most gains.

- There is near-universal alignment around the belief that access to early learning opportunities improves kindergarten readiness
- Studies of high-quality early learning have found:



Tulsa Public Schools

- Higher middle school math test scores
- More likely to enroll in honors courses
- Less likely to repeat a grade



Perry Preschool Project

- More likely to graduate from high school
- Higher academic achievement
- Lower incidence of crime



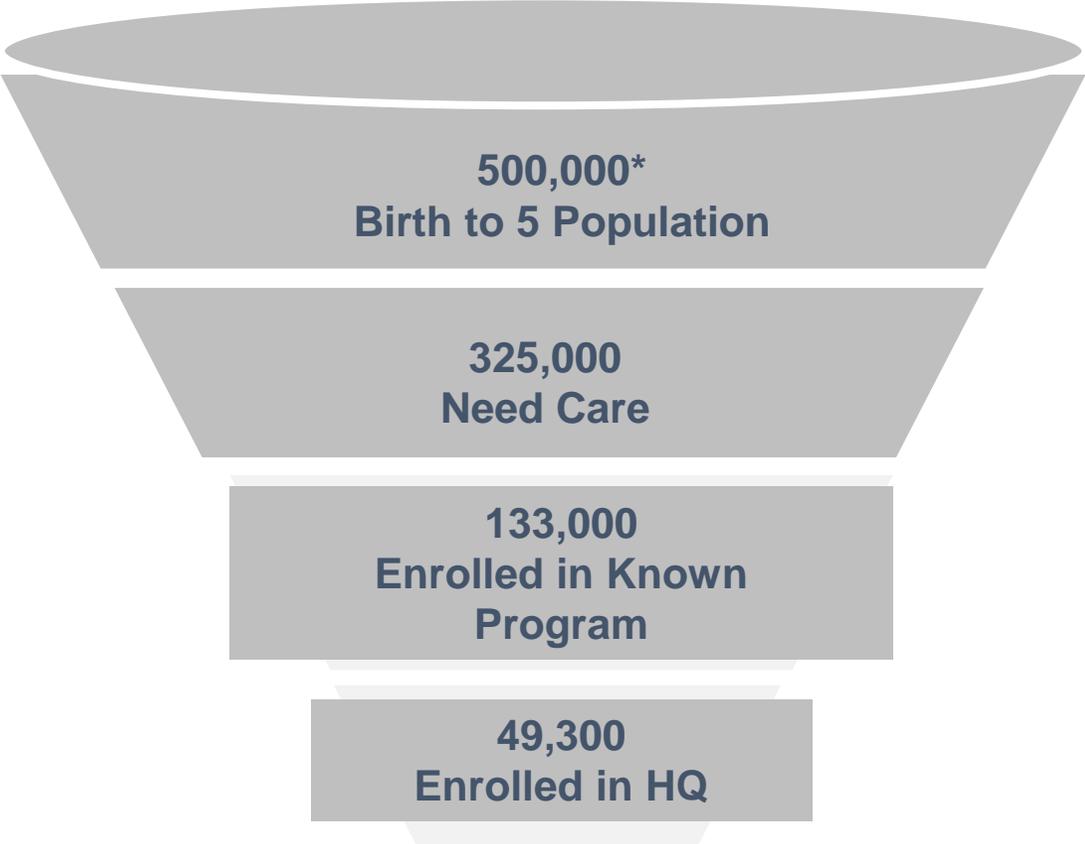
State of Indiana

- Improved family self-sufficiency



Indiana's Progress Report

Our Opportunity



***125,000 in poverty**



About Early Learning Indiana

WHAT WE DO: We educate and activate an ecosystem of stakeholders to create accessible, high-quality early education opportunities for children in our state.



Practicing What We Teach

Operate a network of premier community-based lab schools, advance the science of early learning, train the next generation of teachers, and instill essential skills.



Sharing What We Know

An expert partner enabling early learning partners and providers to build capacity, transform operations, and improve learning outcomes.



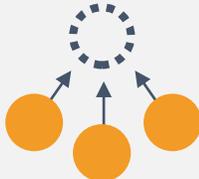
Driving System-Level Change

A leading voice in the conversation about the future of early learning, and its role in helping to solve K-12 and workforce challenges.

Examining Key Factors of Early Learning in Indiana

Availability

Nearly half of Hoosier children remain in a child care **desert or a location with low-capacity.**

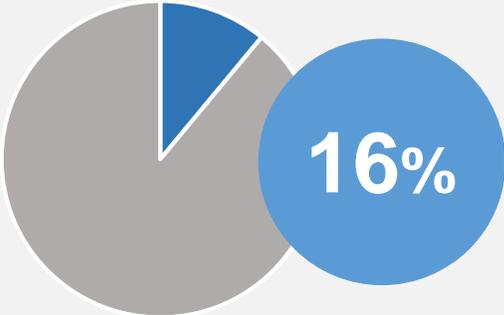


There are **3 or more children** for every available child care spot.

Trend: Estimated shortage of care workers by 2027:

9,120

Quality



Only 16% of children (0 to 5) in need of care are currently **enrolled in a high-quality program.**

Only 25% of known providers are rated as **high-quality**

Affordability

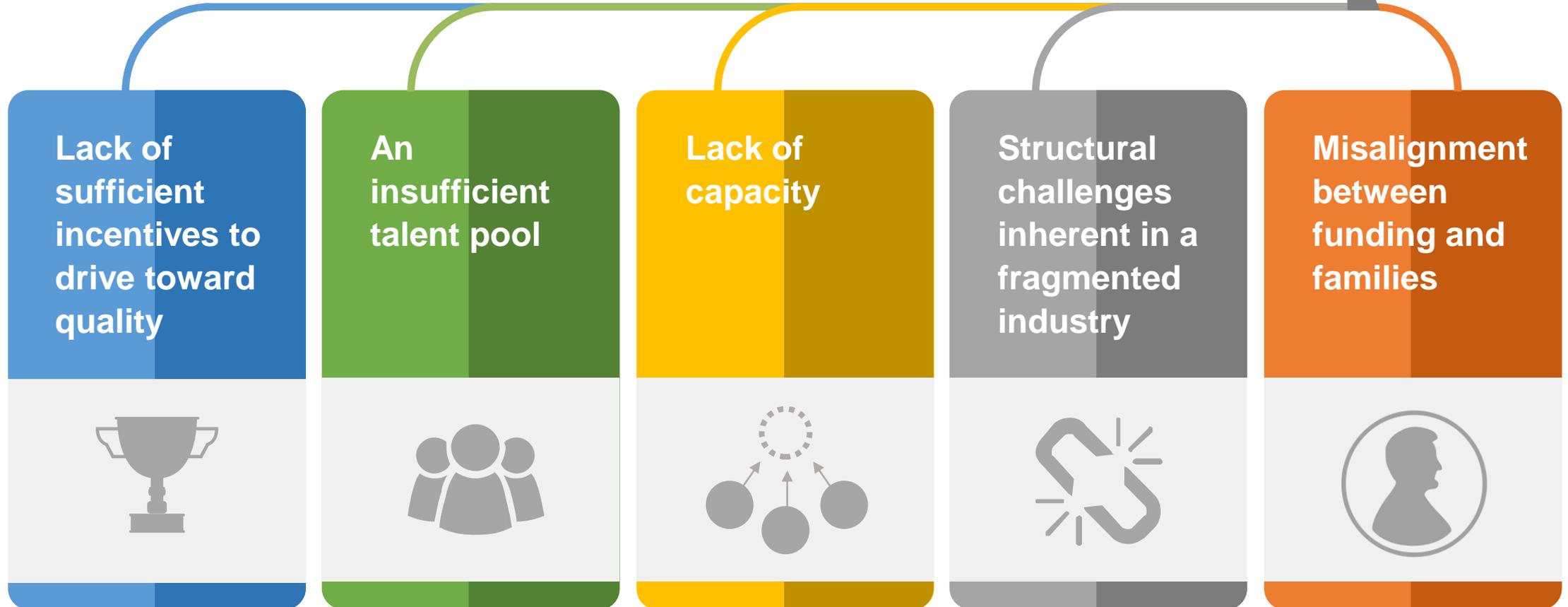
The cost of high-quality care is **outpacing the growth of family income** during the same period.



A high-quality programs costs **56% of total wages** for a single parent with one child in care.

Source: 2019 Early Learning Advisory Committee Report

The Underlying Challenges





Educate Me Early

Innovative Partnerships | Educate Me Early

PROGRAM OVERVIEW

The early childhood education field faces a critical workforce shortage. In Indiana, demand for early learning educators is outpacing supply, with a projected shortfall of more than 9,000 child care workers and teachers by 2027.

Moreover, lack of ethnic and gender diversity in the general teaching population is even more pronounced in early learning programs. People of color represent only 36% of the early childhood workforce nationally and just 14% in Indiana. Additionally, only 7% of the more than 30,000 early childhood educators across the state are men. National research indicates children who are instructed by a teacher who looks like them, particularly in their formative years, are more likely to complete high school and enroll in college.



Innovative Partnerships | Educate Me Early

African American and Latino males who apply and are selected as fellows will join one of two Educate ME Early cohorts and make a two-year commitment. In the first year, fellows will co-lead a classroom with the mentorship of a full-time teacher at an early childhood center in Central Indiana. Fellows will transition to full-time teaching in the second year. In addition to the support of a mentoring teacher, Educate ME Early Fellows will receive individualized coaching and guidance from an Educate ME program coordinator throughout their experience.

Current Pipeline

- Community engagements: 70+
- Total leads generated: 150+
- Applications submitted: 45
- Total candidate interviews: 36
- Applicants accepted and ready for background check: 7
- Disqualified from the interview process: 29

Innovative Partnerships | Educate Me Early



Promotion and Recruitment

In-person efforts halted due to COVID-19 response. Social and email marketing efforts have ramped up.

Orientation and Training

Program recruitment materials are ready. Conducting all components that can be done prior to site placements.

Site Placements

Establishing a new talent pipeline directly into the early learning workforce.

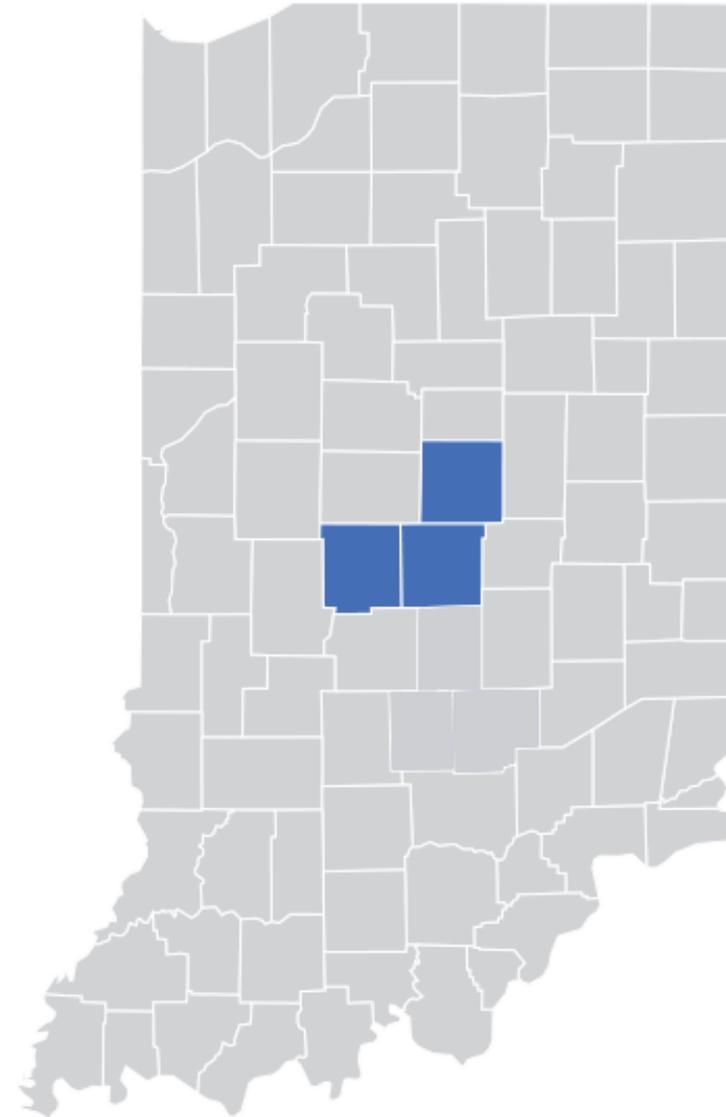
To apply to become an early childhood educator through Educate ME Early, visit <http://educatemeearly.org/>.

Child Care Answers

Child Care Resource and Referral Agency

Proudly serving the counties of:

Hamilton
Hendricks
Marion



Child Care Answers aims to assure the highest level of early childhood education for children in Central Indiana. To achieve this, we support: families, community agencies and businesses, and child care professionals.



How We Support Families



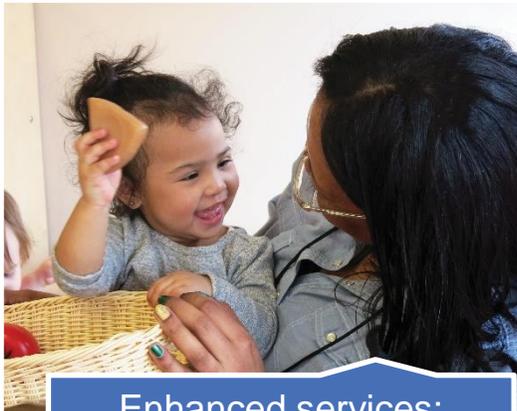
Connection to child care programs and other community resources



Information on Indiana's Paths to QUALITY rating and improvement system



Information on laws and regulations relating to child care



Enhanced services: special needs, ages 0-3, military families

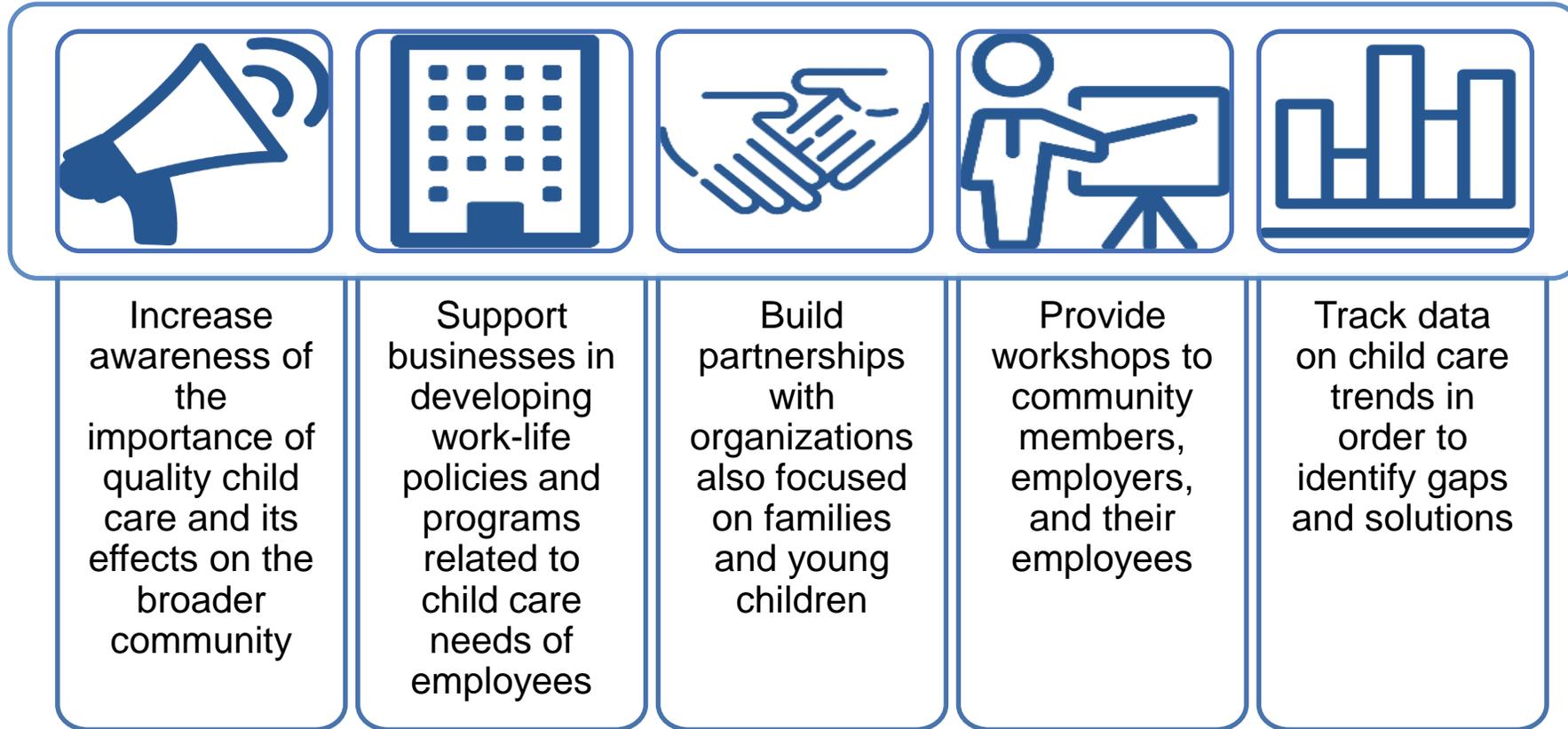


Education: how to choose a quality child care and early education program



Parent workshops

How we interact with the community



How we support child care professionals



Recruiting new early childhood programs into communities where there is a high need for high quality child care



Providing mandated orientation trainings and support to child care providers working to become licensed



Increasing child care provider knowledge in business operations



Connecting child care providers to resources such as community supports, grants, or professional development organizations

Connecting with our Bilingual Staff



Lucy Intriago

Bilingual Program Engagement Specialist

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Benito Barrera Casagnon

Bilingual Family & Community Engagement Specialist

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Provider, Community, and Family Engagement Staff



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Benito Barrera
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Kristin Cofield
Family Engagement
Specialist



Michelle Terry
Program
Engagement
Specialist



Lauren George
Family Support
Specialist



Lael Hill
Relationship Growth
Specialist



Vicki Lehman
Community
Engagement
Specialist



Mollie Smith
Program Director



Tom Taylor
Family & Community
Engagement Manager

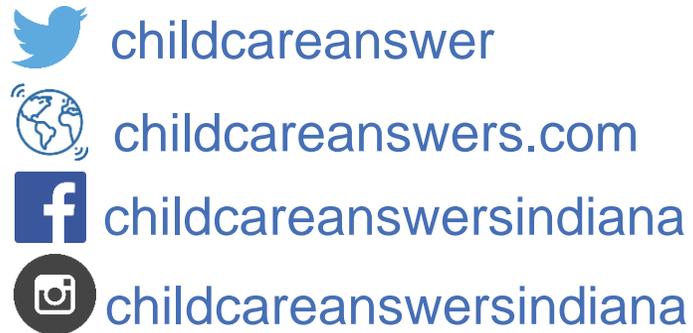


Across Indiana, families, businesses and local leaders can find the supports they need with child care resource and referral agencies.

Questions?

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