



TulalipCares.org

Tulalip Charitable Contributions Funds Distribution Report

NAME OF AGENCY: Economic Opportunity Institute

DATE OF AWARD: 2017 Q1

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GENERAL GOALS: Our mission is to build an economy that works for everyone by advancing public policies that promote educational opportunity, good jobs, healthy families and workplaces, and a dignified retirement for all.

SPECIFIC USE FOR THIS AWARD:

This award went towards programs and operational expenses.

For more information please read the attached report from Economic Opportunity Institute.



Economic
Opportunity
Institute

**Tulalip Tribes Charitable Fund
Final Grant Report**

Project: A Proposal for Childcare Worker Compensation

Gift amount: [REDACTED]

Gift code: Q1 2017 14.2

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Overview

Thanks to the generosity of the Tulalip Tribes Charitable Fund, we have made tremendous progress this year towards advancing better compensation for early learning teachers and child caregivers in Washington State.

Early learning is foundational to lifelong success – and childcare educators and caregivers provide the most crucial element of this foundation. During this recent grant period, we have made excellent progress toward building a statewide network with childcare providers, including with the Early Learning Action Alliance and the Department of Early Learning Compensation Technical Work Group. We have completed extensive data collection, including listening sessions, key informant interviews and an electronic survey that was distributed to every childcare center statewide and yielded nearly 700 responses. Our team has also developed some important breakthroughs with key legislators who will take the lead on advancing our policy proposals in the 2019 legislative session. Our work to improve the economic security and quality of life for childcare workers is a multi-year project, with small steps leading to further progress, which leads to systemic change.

During our grant period, our previous Early Learning Policy Associate, Carolanne Sanders, accepted a position with King County working with the Law Enforcement Assisted Diversion program. We hired Sarah Clark as our Education Policy Associate, who joined our team in early 2018 and hit the ground running on leading this project with an eye to prioritizing centering childcare workers and keeping their voices at the core of our advocacy work. Sarah holds a Master of Education from the University of Washington's Master in Education Policy (MEP) program. Sarah sits on the MEP Alumni Advisory Board as Secretary and Chair of the Equity, Diversity and Inclusion Committee.

This grant supported our Early Learning Policy Associate's work to conduct extensive data collection, build connections in the early learning community, and center our policy development in the stories and knowledge of early learning workers themselves.

Goals and Accomplishments

Goal 1: Build a multi-organizational coalition in support of funding the career and wage ladder

Accomplished: We are building a statewide network of childcare center directors and providers as well as policy advocates focused on advocating for improved economic security for childcare workers. EOI was named to and has actively participated in the Department of Early Learning (DEL) Compensation Technical Work Group as well as in the Early Learning Action Alliance (ELAA), both of which have targeted childcare worker compensation as a top priority. We have laid the groundwork for a broad, community-based coalition in support of funding a policy mechanism for the direct transfer of funds to childcare worker compensation. We have largely built this coalition through community listening sessions and key informant interviews, as detailed further in goal 4 below.

Goal 2: Establish strong working relationships with the Department of Early Learning for their understanding and advocacy for funding

Accomplished: As detailed in goal 1, we have deepened our relationships with the Department of Early Learning Compensation Technical Work Group to improve the economic security and quality of life for childcare workers. This has included participating in the monthly meetings, sharing our research and data analysis with the group, meeting with group members to discuss compensation strategies, and working towards childcare center and family mobilization. We are also engaging in work with Angela Abrams, a leader at DEL in the Quality Practice & Professional Growth Division, to plan for long-term workforce support in efforts to increase hiring and retention of high quality early learning educators.

Goal 3: Develop a wage ladder iteration that takes into account and addresses the increases in the state minimum wage and is coordinated with the Early Achievers framework in state law

Accomplished: After extensive group dialogue, the group has decided to move away from the idea of funding the career and wage ladder. Instead, we are currently building a group made up of ELAA members as well as the Compensation Technical Work Group to build a compensation ladder that embeds levers to increase compensation for early learning workers. We are developing a multi-pronged approach using systems that already exist within early learning such as increasing the Working Connections subsidy slot rate, increasing ECEAP eligibility (which entails increasing the federal poverty cut-off), and leveraging the Early Achievers program (Washington's quality rating and improvement system.) While there has been some support for refunding the career and wage ladder, the main concern is that it is a budget proviso and not a

mandate. Our children and the workers who provide their care deserve a long-term secured solution, not just a budget proviso that can continue to be ignored and underfunded.

Goal 4: Work to create a network of childcare workers who will advocate together for career and wage ladder funding

Accomplished: This work is in process. EOI has begun building a network of center directors and childcare workers across the state who will advocate together for compensation policy. We have created a network of childcare workers through our regional community listening sessions across the state and through ELAA. Towards that goal, we have conducted qualitative data collection, both online and in eight cities across the state. We have conducted listening sessions with over 30 participants, completed 15 key informant interviews, and distributed an electronic survey to every childcare center in Washington, yielding nearly 700 responses. Our data analysis and policy development are iterative processes and our community relationships inform our work with the DEL Work Group and ELAA.

We are now in the process of mobilizing all center types statewide in preparation for compensation bill for the 2019 legislative session. We have been working to gain legislator support for this work and have gained Sen. Andy Billig's sign-on support. Going forward, we are planning listening sessions with families with young children, who as of now are an important group of stakeholders with untapped potential for early learning advocacy and action. Our efforts to mobilize and engage families in policy advocacy work before the 2019 legislative session will be crucial in our ability to advance policy solutions that address Washington's early learning crisis. We are also developing a series of community meetings with family center homes and licensed childcare centers in partnership with SEIU 925 and the Washington Childcare Center Association. The goal would be to get feedback from the workforce on policy proposals for the 2019 legislative session, specifically regarding Working Child Care Connection subsidy rates, workforce wages, professional development/education requirements for teachers, ECEAP expansion and impacts of minimum wage increases on early learning in the state.

Summary

Overall, passing legislation to support early learning workers and our state's young people will impact millions of residents in Washington State. This includes over 20,000 workers in Washington, as well as millions of children, young people, and their families. Tulalip funding has allowed us to deepen our connections with hundreds of childcare workers and early learning professionals across the state, build momentum with early learning action groups including within the Department of Early Learning, win legislator support for our policy solutions, and set the stage for success in the 2019 legislative session. We are indebted to the Tulalip Tribes Charitable Fund for your investment in young people and the workers who provide their care. Together, we are working to make our state one that nurtures our youth and supports workers. Thank you for your partnership.