

**LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS**

Bill Number: HB 221

52nd Legislature, 2nd Session, 2016

Tracking Number: .203005.3

Short Title: Early Childhood Educator Development

Sponsor(s): Representative Christine Trujillo

Analyst: Robin Shaya

Date: February 2, 2016

Bill Summary:

HB 221 funds an ongoing workforce and professional development program to increase the quality of early childhood education for children from birth until the age of kindergarten eligibility through retention incentives, continuing education, and professional development for early childhood educators who qualify under Children, Youth and Families Department (CYFD) rules.

Fiscal Impact:

The bill appropriates \$2.0 million from the General Fund to CYFD for expenditure in FY17. Any unexpended or unencumbered balance remaining at the end of FY17 shall revert to the General Fund.

According to CYFD, administrative cost paid to the New Mexico Association for the Education of Young Children (NMAEYC) account for approximately 28 percent of total program costs.

Substantive Issues:

According to CYFD, training and professional development of early educators, home visitors, early interventionists, and all early childhood educators is the primary indicator of program quality and the most significant predictor of children's success when they reach the primary grades. Research also shows that the consistency of personnel is a significant factor in children's learning.

CYFD contracted with NMAEYC for more than 10 years to provide Teacher Education and Compensation Helps (T.E.A.C.H.) scholarships and INCENTIVE\$ (New Mexico's program to incentivize the retention of early childhood personnel) retention incentives to early childhood educators in New Mexico.

A statewide survey of early childhood program directors in 2015 by the UNM Center for Education Policy Research showed that the turnover rate of teaching staff in early childhood centers and group homes is 31 percent. By contrast, turnover among T.E.A.C.H. scholars was 10 percent that year, and among INCENTIVE\$ participants 9.0 percent. T.E.A.C.H. and INCENTIVE\$ strengthen all the investments the state makes in training and early childhood

program improvement by encouraging educators to pursue further education, to receive higher compensation, and make a long term commitment to working with children under the age of 5.

Background:

T.E.A.C.H. Early Childhood is a public-private partnership to increase the quality of early care and education for children birth to age 5 through the professional development of those who care for and teach them. It is estimated that in New Mexico alone, there are more than 26,000 individuals, primarily minority women, who earn their livelihood as child-care providers and educators.

Started in 2004 with a \$100,000 budget from CYFD, T.E.A.C.H. currently has a budget for FY16 of \$1.7 million from all funding sources, public and private, and is serving 1,000 T.E.A.C.H. scholars across New Mexico. The average cost for a scholar is \$1,800 a year.

T.E.A.C.H. has had a waiting list for scholarships since August 2014, with 122 educators currently on the list; this list does not include any public school educators, who were served by an additional T.E.A.C.H. grant for FY16 from the Public Education Department. Serving all educators currently on the waiting list would cost an additional \$217,800 per year.

Started in 2010 with private funds, INCENTIVES\$ has goals of increasing the education of teachers of children birth to age 5 and reducing the turnover of teachers leaving for other work. The program currently has a budget of \$561,950 for FY16 from all sources, and is serving 240 educators throughout the state. The cost per participant is \$2,300 a year. The program pays supplements directly to teachers, based on the teachers' level of education every six months, as long as the teachers have worked with children under the age of 5 during that time with the same early childhood program. Many of the teachers already have degrees.

INCENTIVES\$, targeted at child-care educators, has had a waiting list since the program went statewide in the fall of 2014. Currently, there are 89 educators on the waiting list. It would cost \$204,700 to serve them for one year. In FY16, NMAEYC is under contract by CYFD for \$469,950 to oversee the INCENTIVES\$ program, and CYFD estimates approximately 28 percent of that contract goes toward administrative overhead.

Related Bills:

SB 195 *Early Childhood Educator Development*