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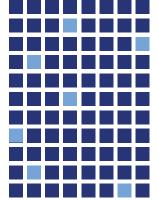
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# 01 Executive Summary

This *State(s) of Head Start and Early Head Start* report focuses on **equity** of access to Head Start in the 2020-21 program year. It answers questions such as, are some children more (or less) likely to enroll in Head Start or Early Head Start? Does enrollment vary by children's race or ethnicity, or by geographic location within and across states? For children enrolled in Head Start or Early Head Start, are there differences in funding per child or the quality of their experiences? And finally, how has the Covid-19 pandemic affected enrollment in Head Start and Early Head Start? Given the disruptions caused by the Covid-19 pandemic, we compare 2020-21 data to 2018-19 and (where available) 2019-20 to assess the impacts of the pandemic. Most data for this report come from the Head Start Program Information Report (PIR)<sup>1</sup> which was not collected in 2019-2020 due to the pandemic. To provide an even greater historical perspective we also present some data going back to the 2011-12 program year. (For additional information see the Guide to the Profile Pages and Methodology.)

The State(s) of Head Start and Early Head Start: Looking at Equity is the second report from the National Institute for Early Education Research (NIEER) to examine Head Start and Early Head Start enrollment, funding, and quality state-by-state. This report differs from the first State(s) of Head Start report in its greater focus on **equity** of access and its organization around four main themes relating to equity: (1) Impacts of The Covid-19 Pandemic, (2) Poverty, (3) Race and Ethnicity, and (4) State Variation.

## Head Start and Early Head Start

Head Start, which began in 1965 as part of the War on Poverty, is one of the nation's oldest federal programs serving low-income children and their families.<sup>2</sup> The American Indian and Alaska Native (AIAN) Head Start program began in the summer of 1965 providing grants to federally-recognized American Indian and Alaska Native tribes.<sup>3</sup> The Migrant and Seasonal Head Start program began by providing services to migrant farm workers and their children in 1969. In 1999, the program expanded to include seasonal workers and their children.<sup>4</sup> Early Head Start began in 1995 providing services to pregnant women and infants and toddlers.<sup>5</sup>

Together, these programs strive to enhance children's development, improve school readiness, and provide a strong foundation for success later in life. Head Start is a comprehensive child development program that aims to support children's cognitive and social-emotional development, and health.

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Head Start has been overdue for reauthorization since 2012 with no indication of when Congress may act.<sup>99</sup>



Head Start is a federal program, administered nationally by the Office of Head Start within the Administration for Children and Families within the U.S. Department of Health and Human Services. Head Start programs are available in all 50 states, the District of Columbia, six U.S. territories, and in tribal areas. As this report highlights, although all Head Start programs are required to follow the same set of Head Start Program Performance Standards, there is substantial variation in how the programs operate that leads to inequalities in enrollment, funding, and quality that stateby-state comparisons illuminate.

Head Start was last reauthorized in 2007 through the Improving Head Start for School Readiness Act<sup>6</sup> which revised performance standards to be more developmentally appropriate, raised teacher qualifications (requiring at least 50% of Head Start teachers to have a BA or higher and all Early Head Start teachers to have at least a CDA), expanded eligibility from 100 to 130 percent of the federal poverty level for up to 35% of enrollment, and called for school-day programs. In 2016, new Head Start Program Performance Standards<sup>7</sup> called for teachers to have training and skills needed to provide high guality learning experiences, prohibited expulsions and limited suspensions of children, and required all Head Start programs to provide 1,020 hours annually by 2021. However, in 2020, this hours requirement was decreased to 45% of programs by then Health and Human Services Secretary Azar.

Head Start has been overdue for reauthorization since 2012 with no indication of when Congress may act. The findings in this report establish clear areas where improvements to Head Start can be made to improve equity of access to the program.

# **III 02** Key Themes

#### Equity of Access to Head Start and Early Head Start

The State(s) of Head Start and Early Head Start: Looking at Equity finds many areas of inequitable access to Head Start but also areas where Head Start is excelling for all children. We offer suggestions for improvements to make Head Start more equitable and to reach more eligible children with high quality services. On the next page we summarize the key findings organized by the report's four themes.



#### COVID-19 PANDEMIC

The Covid-19 pandemic had a large negative impact on enrollment in Head Start and Early Head Start. Across all Head Start programs,

287,000 fewer children attended Head Start in 2020-21 than in 2018-19. Despite the large decrease in actual enrollment, funding for Head Start increased slightly, adjusted for inflation; and additional funding was made available to local programs through Covid-19 relief funding allocated by Congress. The good news is that data from 2021-22 suggest enrollment is rebounding, though it is not yet entirely back to pre-pandemic levels. To ensure a continued return of children to Head Start and Early Head Start, funding should be used to improve facilities (e.g., air purification and ventilation), recruit and retain staff, and for outreach to families on the benefits of Head Start and Early Head Start and how children can safely return. (For more information see pages 12-15.)



#### POVERTY

Head Start and Early Head Start do not reach even half of children in poverty (defined as 100% of the federal poverty level) even though

all are eligible. Moreover, despite a decade long decline in the number of children living in poverty, the percent of children in poverty enrolled in Head Start has not changed (moving from an estimated 40% in 2011-12 to an estimated 41% in 2018-19 prior to the pandemic). Early Head Start enrollment did increase from an estimated 5% of children in poverty in 2011-12 to an estimated 9% in 2018-19, but this is still less than 10% of infants and toddlers in poverty. (See Methodology on page 294.) Additional funding for Head Start and Early Head Start would enable the programs to enroll more children in poverty, especially important in states and localities where there are no other public early childhood education programs. (For more information see pages 16-17.)



#### RACE AND ETHNICITY

Head Start and Early Head Start enrollment, funding, and experi-

ences vary by child race and ethnicity in ways that are not easily explained, with inequities nationally and in most states. For example, a higher percentage of Black children in poverty (33%) enrolled in Head Start than White children (25%), Asian children (23%), and children of other races (28%). To some extent these difference could be due to other need factors that Head Start considers for prioritizing enrollment. However, Head Start funding per child was lower in states that enrolled a higher percentage of Black children in Head Start. And, classroom quality, as measured by the Classroom Assessment Scoring System (CLASS)<sup>8</sup> was lower in states that enrolled a higher percentage of Black children. On a positive note, Head Start serves as an exemplar for other early childhood education programs on collecting detailed data on children's and staff's race and ethnicity that makes these kinds of analyses possible. While increased funding is one action to decrease the identified inequities in access, funding, and quality, outreach to underrepresented families is also an important step to take. (For more information see pages 18-21.)



#### STATE VARIATION

There are large state-bystate difference in Head Start and Early Head Start funding, enrollment, program

components, and quality that are not explained by differences in state population eligibility and needs. Although all Head Start and Early Head Start programs are required to follow the same Head Start Program Performance Standards, this report identifies large state-by-state differences that have no policy rationale. For more detail on these stateby-state differences in enrollment, funding, quality, program duration, transportation, serving children with disabilities, staff turnover, and teacher salaries, see pages <u>22-27</u>. Increasing federal funding for Head Start and targeting the distribution of this funding to reduce interstate inequality by leveling up, is a critical next step for Head Start.

### **Conclusions and Policy Recommendations**

Head Start aims to provide educational and child development services to support whole child development, in both the short- and long-run.

However, insufficient funding has limited the program's ability to deliver these services to all eligible children and families, hampering progress over the last decade. This remains true even though a long-term decline in poverty rates made it easier to reach the goal of serving every child in poverty across Head Start, state pre-K, and other publicly-funded early childhood education (ECE) programs. In some states Head Start has been more successful in contributing to this goal – Mississippi enrolled an estimated 90% of 3- and 4-year-olds in poverty in Head Start before the Covid-19 pandemic. The top five states for Head Start access enrolled an estimated average of 74% of 3- and 4-year-olds in poverty and the top five states for Early Head Start access enrolled an estimated average of 22% of children under 3 in poverty.

#### We recommend increased funding for Head Start and Early Head Start to bring enrollment in all states up to the levels of access in the 5 states with the best coverage.

This would cost approximately

\$10 billion, taking into account pre-existing needs for salary increases and could be done by increasing Head Start funding by \$2.5 billion each year for four years

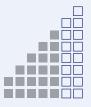
(with additional adjustments for inflation).

We also recommend additional funding to increase salaries supporting increased equity in the quality of education Head Start provides. This is critical to true equity of access and enabling Head Start to achieve its goals for all children and families. The National Head Start Association (NHSA) has estimated this cost at an additional \$2.5 billion annually based on current enrollment. The time to act is now, before even more children miss out on the opportunity to attend Head Start and/or Early Head Start.



### 2020-2021 Head Start Funding

# \$10.3 billion

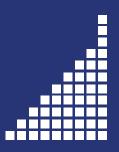




Gap in Funding

\$12.5 billion

**Total Funding Needed** 







# **Covid-19 Pandemic**

The Covid-19 pandemic had a large negative impact on enrollment in Head Start and Early Head Start. The 2020-21 program year saw 287,000 fewer children enrolled in Head Start, Early Head Start, AIAN, and MSHS than in 2018-19. Enrollment partially rebounded in 2021-22.

Head Start enrollment declined in all 50 states, D.C., and the U.S. Territories between the 2018-19 and the 2020-21 program years. Enrollment in Early Head Start declined everywhere except for seven states (Alabama, Arkansas, Colorado, DC, Florida, Iowa, and Utah). Enrollment in the Migrant and Seasonal Head Start (MSHS) and American Indian/Alaska Native (AIAN) Head Start programs also declined. This large decline in enrollment likely reflects the disruption of the Covid-19 pandemic on all facets of life, including attending in-person school. By 2021-22, enrollment increased but it did not reach pre-pandemic levels.

The Covid-19 pandemic impacts on Head Start enrollment were not equal for all children: Black children in poverty had an estimated 15 percentage point decline compared to only 6 percentage points for White children in poverty; no difference was seen for Early Head Start. Hispanic/Latino and NonHispanic/Non-Latino children had similar decreases in Head Start and Early Head Start enrollment.

Among the children who did attend Head Start and Early Head Start, many received virtual programming for at least part of the year, which likely reduced the effectiveness of the program in achieving its child development goals. Data on who attended virtual programs, for how long, and the impacts of this, are not available.

Despite the large decrease in Head Start and Early Head Start enrollment, federal funding for the programs and funded enrollment remained relatively stable. Additional pandemic relief funding was also made available to programs. Data from the 2020-21 program year indicate a continuation of the trend of funding and funded enrollment shifting from Head Start to Early Head Start.

#### ACTIONS TO TAKE

Congress has provided funding to facilitate the safe return of children to Head Start and Early Head Start by, for example, investing in facilities (e.g., air purifiers and ventilation) to mitigate Covid-19 risks, outreach to parents about the benefits and safety of Head Start, and increased teacher salaries to reduce turnover. Programs may need assistance to effectively spend the funds. Funding for research on how the pandemic, including virtual learning, impacted children will be important as the pandemic continues to evolve.



#### **HEAD START**

During the 2020-21 program year, almost

**257,000** fewer children attended Head Start nationwide than in 2018-19, a decrease of

33%

#### EARLY HEAD START

Almost

## 22,000

fewer children attended Early Head Start nationwide, a decrease of almost

**10%** between 2018-19 and 2020-21.



Enrollment in Head Start declined in all 50 states, D.C., and the U.S. Territories, but some states saw a more significant decline than others. Enrollment in Early Head Start declined in all but 7 states.



Enrollment declined by **more than 40%** in Illinois, Mississippi, Nevada, New Mexico, Oklahoma, and South Carolina.



Enrollment in Early Head Start **declined everywhere except** for seven states: Alabama, Arkansas, Colorado, D.C., Florida, Iowa, and Utah.





#### FUNDING

Total annual federal funding authorized by Congress for Head Start, Early Head Start, AIAN, and MSHS combined did not change substantially as a result of the Covid-19 pandemic. But Congress did authorize supplemental Covid-19 relief funding to support local programs.

Total federal funding was stable, adjusting for inflation between the 2019-20 and 2020-21 program years. Total funding for Head Start and Early Head Start (including MSHS and AIAN Head Start and Early Head Start) in the 50 states, DC, and six U.S. territories totaled \$10.3 billion in 2020-21, a 0.20% increase, adjusted for inflation from the previous year. Stable funding signifies a commitment to maintaining the programs and keeping classrooms open and staff employed despite lower than expected program enrollment especially for Head Start. Congress provided an additional \$2 billion total in 2020 and 2021 in supplemental Covid-19 relief funding to support local programs in responding to the pandemic, including for recruiting and retaining staff and improving facilities.

Total funded enrollment was also stable (a decrease of less than 2%) between the 2019-20 and 2020-21 program years. However, continuing a trend since the 2014-2015 program year, Head Start funded enrollment decreased by 20,700 children (3%) and Early Head Start funded enrollment increased by almost 8,700 children (5%). Similarly, Head Start funding decreased by 3% and Early Head Start funding increased by 7%, adjusted for inflation.

Increase annual federal funding to at a minimum include the amount of stabilization funding programs received so programs can continue to operate safely. Additional funding can grow Early Head Start without decreases in Head Start while also enrolling more children in programs that meet the 1,020 hour requirement for Head Start and the 1,380 hour requirement of Early Head Start.



#### ENROLLMENT

When compared to pre-pandemic enrollment, Head Start enrollment declined in all U.S. states and territories, and Early Head Start enrollment declined in all but 7 states during the 2020-2021 program year.

The 2020-21 program year saw 33% fewer children enroll in Head Start and almost 10% fewer children enroll in Early Head Start compared to 2018-19. Head Start enrollment declined across all U.S. states, D.C., and territories, by 256,659 from 775,902 to 519,243 children nationally. Early Head Start enrollment declined in almost all U.S. states and Territories, with the exception of 7 states, by 21,716 from 230,067 children to 208,351 children nationally. Migrant and Seasonal Head Start enrollment decreased by 8,578 children. The good news is that by 2021-22, enrollment had begun to rebound, though it did not yet reach pre-pandemic levels.

Some groups of children experienced larger declines in enrollment: Enrollment of Black children in Head Start decreased by 37%, compared to 29% for White children. For Early Head Start, 10% fewer Black children enrolled compared to 8% fewer White children. Enrollment decreases were similar for Hispanic/Latino and Non-Hispanic/Non-Latino children.

Invest in more outreach to parents regarding the benefits of Head Start and Early Head Start program participation, vaccine availability and safety, and ways programs are reducing health risks. Additional funding for facilities to reduce risk of Covid-19 risks (e.g., air purification and improved ventilation) can also help with this.



#### OUTCOMES

The Covid-19 pandemic reduced the number of children living in poverty reached by Head Start and Early Head Start, but did not impact staff turnover on a national scale.

During the 2020-21 program year, Head Start reached an estimated 30% of 3- & 4-year-olds living in poverty, compared to an estimated 41% prior to the pandemic. Early Head Start reached an estimated 9% of children under 3 living in poverty in both 2018-19 and in 2020-21, despite an estimated 12% decrease in the number of children living in poverty who enrolled in the program (see *Poverty on Page 16*).

Nationally, approximately 14% of Head Start and Early Head Start staff left Head Start in 2018-19 and in 2020-21. Unlike other ECE programs, Head Start did not experience an increased exodus of staff as a result of the Covid-19 pandemic. Covid-19 relief funding allocated by Congress likely helped to stabilize the system and retain staff. As in the economy generally, staffing turnover is now at an all time high (20% in Head Start and 18% in Early Head Start in 2021-22). In some states more than 30% of staff left during the 2021-22 program year.

 Increase funding to attract and retain a high quality workforce and support pay parity with K-12.



#### DATA AVAILABILITY

There is no data available to assess the extent to which children received virtual Head Start or Early Head Start, or how that affected children's learning and development.

The Head Start Program Information Report (PIR) did not collect data on how many children attended virtual Head Start programs, and for how long or how well. Currently, we cannot draw conclusions about any impact virtual Head Start programming had on children.

Additional learning and development supports may be needed for children who only received virtual Head Start or Early Head Start during the Covid-19 pandemic. Better data is needed to identify who may need additional supports.

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Stable funding signifies a commitment to maintaining the programs and keeping classrooms open and staff employed despite lower than expected program enrollment especially for Head Start. **99** 



# Poverty

Both Head Start and Early Head Start are falling short of reaching children in poverty, despite a decline in the percent of children living in poverty over the last decade.

Head Start was launched in 1965 as part of the national War on Poverty as a child development a program for preschool-age children in poverty. Early Head Start, a program to support pregnant women and children under age 3 began in 1995. In the last decade, child poverty rates fell dramatically from 25% in 2012 to 18% in 2019.<sup>9</sup> This reduced the percentage and number of income-eligible children and families.

Because of the decrease in children living in poverty over the last decade, Head Start might have been expected to greatly increase coverage of the income-eligible population. However, the percentage of children in poverty served by Head Start only increased from an estimated 40 to 41%. Early Head Start had a larger improvement in the percent of children in poverty enrolled, increasing from an estimated 5 to 9%, but the program still enrolls less than 10% of children in poverty.

Despite the incremental improvement, it is disappointing that Head Start and Early Head Start remain so far from reaching most young children in poverty after so many decades and despite the reduction in child poverty.

#### ACTIONS TO TAKE

Funding for Head Start and Early Head Start must be increased to serve more children living in poverty, especially in places where other quality early childhood education (ECE) programs are not available. States must also ensure programs are accessible to eligible families. This could include locating programs in neighborhoods convenient for children and families living in poverty and/or providing transportation (see <u>State Variation</u>). Additionally, increased outreach to eligible families might uncover other barriers to participation.

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Research demonstrates that high-quality preschool, including Head Start, can improve academic, social, and lifetime outcomes, especially for children disadvantaged by poverty.<sup>10</sup> Every child deserves equal access to education. **99** 



#### HEAD START

Head Start enrolled 41% of 3- & 4-year-olds in poverty in 2018– 19. The Covid-19 pandemic reduced this to 30% in 2020–21.



#### EARLY HEAD START

Early Head Start enrolled 9% of children under 3 in poverty in in 2018-19. This remained level in 2020-21 despite a 12% decrease in Early Head Start enrollment. Head Start and Early Head Start both fell short of reaching all children in poverty. However, Head Start and Early Head Start do better in some states than others.



At its highest, Head Start reached 50% of children in poverty in **only three** states in 2020-21: Mississippi, Montana, and North Dakota.



At its highest, in 2020-21 Early Head Start reached 38% of children in poverty in **only** Washington DC, with the next closest state, Vermont, falling much shorter at 22%.

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# Program reach has increased at a disproportionately lower rate relative to the decrease in poverty.

Although poverty decreased by 7 percentage points (a drop from 25% to 18%), Head Start's reach increased by only 1 percentage point and Early Head Start's by 4 percentage points. Reasons might include insufficient funding, a continued shift of funding between Head Start and Early Head Start, more full-day enrollment, or more children enrolled in other ECE programs.

 Increase overall program funding instead of shifting funding between Head Start and Early Head Start.



# Head Start provides the same level of quality regardless of child poverty in the state.

Emotional Support, Classroom Organization, and Instructional Support average scores from the Classroom Assessment Scoring System (CLASS) show little variation from state to state when compared to the percent of children in poverty enrolled in Head Start or in the state. Instructional Support is low across the board.

A renewed focus on supporting teachers to engage with children in rich, meaningful interactions is needed to raise the bar everywhere.



#### Head Start funding per child is *less* in states with *higher* poverty. The opposite is true for Early Head Start.

In the five states with the highest percent of children in poverty (more than 23% in Arkansas, Louisiana, Mississippi, New Mexico, West Virginia), Head Start's average federal funding per child was **\$1,590 less** compared to the five states with the lowest poverty (less than 11% in Massachusetts, Minnesota, New Hampshire, New Jersey, Utah).

However, Early Head Start federal funding averaged **\$1,924 more** per child in the five states with the highest percent of children in poverty than in the five states with the lowest percent.

Additional funding is needed to raise the funding levels up in all states to a level that supports high quality environments and higher teacher compensation.

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#### There is no national data system to track enrollment across all early childhood education programs at the state level.

According to national census data, less than 50% of 3- & 4-year-olds in poverty are in any type of preschool program, public or private.<sup>11</sup> And Head Start and Early Head Start are both falling short of reaching all children in poverty. Without a national data system tracking enrollment across all publiclyfunded programs, the extent of the problem for each state and for specific groups of children is unknown.

State and federal governments need to work together to create a comprehensive data system of all ECE programs that includes information on child characteristics.



## **Race & Ethnicity**

Head Start and Early Head Start enrollment, funding, and classroom experiences vary by child race and ethnicity in ways that are not easily explained, highlighting inequities nationally and in most states.

Nationally, an average of an estimated 30% of 3- & 4-year-olds in poverty attended Head Start during 2020-21. But, for reasons unknown, children's race and ethnicity are associated with their likelihood of enrolling in Head Start. Black children in poverty were more likely to be enrolled in Head Start (33%) than White children (25%), Asian children (23%), and children of other races (28%) in poverty. Hispanic/Latino children in poverty were less likely (27%) to enroll in Head Start than their Non-Hispanic/Non-Latino peers (32%).

A similar pattern is found for Early Head Start which enrolled, on average, an estimated 9% of children under age 3 living in poverty in 2020-21, though differences are very small, much less than for Head Start: an estimated 10% of Black children, 9% of children of other races, 8% of White children, and 6% of Asian children in poverty. Enrollment for Hispanic/Latino children in poverty was an estimated 9% compared to 9.4% of Non-Hispanic/Non-Latino children in poverty under age 3.

#### ACTIONS TO TAKE

Head Start grantees and agencies should be supported to identify ways to increase enrollment of underrepresented groups in Head Start and Early Head Start while decreasing inequities in funding and quality by race and ethnicity. This might include outreach to underrepresented families in each state to understand their choices about ECE programs for their children. Additional funding for Head Start and Early Head Start should be made available to expand services in communities with low and unequal access and to reduce inequities in per child funding.

## \$3,204

is the gap in Head Start federal funding per child in the 5 states with the lowest and highest percentages of Black children



Gaps between Black and White and Hispanic/Latino and Non-Hispanic/Non-Latino children in poverty in Head Start and Early Head Start.

#### HEAD START

Black-White gap:



Hispanic/Latino-Non-Hispanic/ Non-Latino gap:



#### EARLY HEAD START

Black-White gap:

#### **2** percentage points

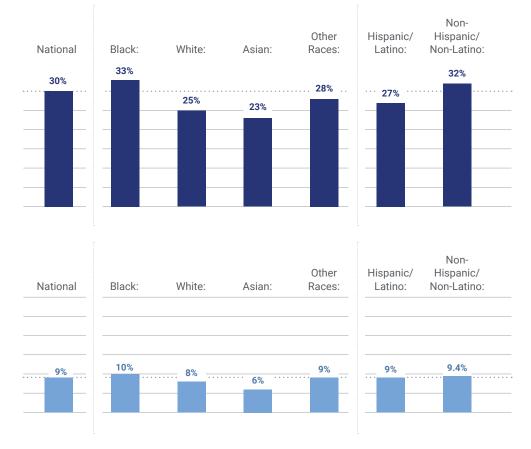
Hispanic/Latino-Non-Hispanic/ Non-Latino gap:



## Head Start and Early Head Start enrollment vary by race and ethnicity but are too low for all children in poverty.

#### **Head Start**

Black children in poverty are more likely than other children in poverty to enroll in Head Start; Hispanic/Latino children in poverty are less likely than Non-Hispanic/Non-Latino children to enroll.



#### **Early Head Start**

Black children in poverty are more likely than other children in poverty to enroll in Early Head Start; Hispanic/Latino children in poverty are less likely than Non-Hispanic/Non-Latino children to enroll; the differences are smaller than for Head Start.



#### FUNDING

#### Federal Head Start funding is not equitably distributed to states.

Head Start funding per child is lower in states that enroll higher percentages of Black children in Head Start, that have a higher percentage of Black children in the state, and that have a higher percentage of teachers who are Black. In the five states with the highest percent of Black children (DC, Georgia, Louisiana, Maryland, Mississippi), average funding per child was \$9,450, compared to \$12,654 in the five states with the lowest percentage of Black children in the state (Idaho, Montana, Utah, Vermont, and Wyoming), a difference of \$3,204 per child after adjusting for differences in cost of living by state. The reason for this discrepancy is not readily apparent but the data suggest Black children may be less likely to receive a quality program.

This same pattern was not seen for Early Head Start.

Additional funding for Head Start to increase funding per child in states with the largest populations of Black children to the levels in other states.





#### ENROLLMENT

#### Head Start reaches a smaller percent of eligible children in more racially and ethnically diverse states.

Nationally, Head Start enrolled a lower percent of 3- and 4-year-olds in poverty in states that have a greater percent of Black children and states that have a greater percent of Hispanic/Latino children.

This same pattern was not seen for Early Head Start.

Additional Head Start funding for programs in states with the most diverse populations so that all states can enroll an equally high percentage of children in poverty to reduce or eliminate these inequities.



#### OUTCOMES

#### Black children enrolled in Head Start are more likely to enroll in programs with lower observed quality.

Observed classroom quality—specifically Emotional Support and Classroom Organization scores on the Classroom Assessment Scoring System (CLASS)<sup>12</sup> was significantly lower in states where Black children in poverty were a larger percentage of Head Start enrollment, and in states that have a higher percent of Black children in the state. Alleviating this concern somewhat is that Emotional Support and Classroom Organizations scores were high in nearly all states. The same patterns were not seen for Instructional Support, which is low in most states.

Dedicated funding for programs to use for quality enhancements, which could include coaching for teachers, with more support for programs more in need. This quality problem also should be addressed by adding funding for programs with low per child funding levels.



#### DATA AVAILABILITY

#### Head Start does a good job reporting data about children's race and ethnicity, standing in stark contrast to many other ECE programs.

Through the Head Start Program Information Report (PIR)<sup>13</sup> each Head Start and Early Head Start program (including AIAN and MSHS) is required to report annually information on the race and ethnicity of all children enrolled during the program year. As a result, there is detailed information at the program level, which can easily be aggregated to the state or national level, on the characteristics of children attending Head Start programs, including race, ethnicity, home language, age, parent education, parent employment, and receipt of social services. Annual data are comparable year to year and easily accessible. Most state-funded preschool programs do not have this type of data on children enrolled.

Head Start can be a model for other ECE programs' data systems and should be integrated with states' early childhood data systems.

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Head Start funding per child is lower in states that enroll higher percentages of Black children in Head Start, that have a higher percentage of Black children in the state, and that have a higher percentage of teachers who are Black. **99** 



The first *State(s) of Head Start* report found substantial variation in Head Start and Early Head Start across the states. Six years (and one pandemic) later, state-by-state variation remains ubiquitous and is found in enrollment, funding, observed quality, teacher salaries, and program duration (e.g., number of hours provided), to name just a few key program features. These differences have no clear policy rationale and must be addressed to make Head Start and Early Head Start more equitable.

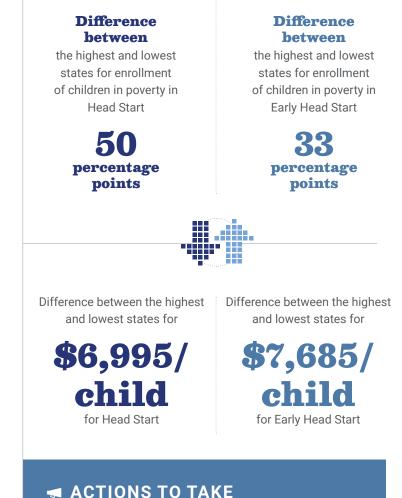


## **State Variation**

Head Start and Early Head Start funding, enrollment, program components, and quality vary greatly state-by-state in ways that are not related to differences in state population eligibility and needs.

Head Start and Early Head Start are federallyfunded programs required to follow a uniform set of federal Head Start Program Performance Standards. Nevertheless, we find large state-by-state differences in Head Start and Early Head Start funding, enrollment, and guality, not explained by differences in population eligibility and needs.

Head Start and Early Head Start are federally funded programs with a single uniform set of federal Head Start Program Performance Standards. The first State(s) of Head Start<sup>14</sup> report found substantial variation in Head Start and Early Head Start across the states. Six years (and one pandemic) later, stateby-state variation remains ubiquitous and is found in enrollment, funding, observed quality, teacher salaries, and program duration (e.g., number of hours provided), to name just a few key program features. These differences have no clear policy rationale and must be addressed to make Head Start and Early Head Start more equitable.



Increase federal funding and distribute this funding in ways that raise enrollment, teacher salaries, and funding per child everywhere to the highest levels achieved among the states. Increased federal funding also could be dedicated to reducing inequities within states by ensuring all groups of children have equal and equitable access. States also could consider providing supplemental funding for Head Start and Early Head Start to increase equity by serving more children—as federal Head Start funding is far below that needed to serve all eligible children- and by increasing funding per child, extending program hours, raising teacher pay, and supporting quality improvement.



#### From the highest to lowest state, federal funding differs by nearly \$7,000 per child in Head Start and \$7,700 in Early Head Start.

Head Start federal funding per child averaged \$11,065 nationally in 2020-21 but this varied by nearly \$7,000 after adjusting for differences in the cost of living (e.g., the cost of providing Head Start) in each state. At the low end, programs in six states (Arkansas, Florida, Hawaii, Oklahoma, Texas, and Virginia) and four territories<sup>15</sup> (American Samoa, Guam, Northern Mariana Islands, and Palau) received less than \$9,000 per child. At the high end, programs in two states (Oregon and Vermont) received more than \$14,000 per child.

Early Head Start federal funding per child was \$16,583 nationally, but this varied by nearly \$7,700, adjusting for differences in state cost of living. At the low end, programs in two states (Hawaii and Kansas) received less than \$11,500 per child while at the high-end programs in seven states (Alabama, Alaska, Montana, Nevada, North Dakota, Tennessee, and Vermont) received more than \$17,000 per child.

Provide an increase in federal funding for Head Start and Early Head Start that is dedicated to raising per child funding levels across states with lower funding levels to reduce inequalities.



#### ENROLLMENT OF CHILDREN IN POVERTY

#### Enrollment of children in poverty in Head Start ranges by more than 50 percentage points across states; For Early Head Start, the range is 33 percentage points.

Nationally, an estimated 30% of 3- and 4-year-olds living in poverty enrolled in Head Start during the 2020-21 program year but the percentage of young children in poverty enrolled in Head Start differed across states by 50 percentage points—from an estimated 56% in North Dakota to an estimated 9% in Nevada and an estimated 6% in DC.<sup>16</sup> While DC's low Head Start enrollment may be explained by the District's truly universal preschool program for 3- and 4-yearolds obviating the need for separate Head Start provision, the same cannot be said for other states with very low Head Start enrollment like Connecticut and Nevada where statefunded preschool programs reach only a tiny fraction of the eligible children.

Turning to Early Head Start, nationally the program enrolled nine percent of children under 3 in poverty but the percentage of children in poverty enrolled ranged by 33 percentage points—from an estimated 5% in Indiana and Nevada to an estimated 22% in Vermont and an estimated 38% in DC. Both Vermont and DC have universal preschool programs for 3- and 4-year-olds, enabling them to allocate a larger percentage of federal Head Start funding to Early Head Start than Head Start, as compared to other states. In some states Early Head Start reaches less than half the percentage of eligible children it does in most other states.

Increase federal Head Start allocations to programs in the states serving the lowest percentage of their eligible populations—when they are not already served by state or local ECE programs—so that all states can enroll the same high level of children in poverty as the top states.



#### ENROLLMENT BY RACE AND ETHNICITY

#### In nearly all states, the percentage of children living in poverty enrolled in Head Start and Early Head Start varies by child race and ethnicity but there is considerable variation across states in which groups of children are underrepresented.

There were differences in nearly all states in the percent of children in poverty attending Head Start by child race and by child ethnicity; however, there was not necessarily a consistent pattern where one group was always more likely than other to attended Head Start. For example, in 23 states, a significantly larger percent of Non-Hispanic/Non-Latino than Hispanic/Latino children in poverty enrolled in Head Start. But in 23 states it was the reverse (and in the remainder of states, there was no meaningful difference). For Early Head Start, there were also 23 states where a significantly larger percent of Non-Hispanic/Not Latino than Hispanic/Latino children in poverty were enrolled, and 19 states with the opposite pattern reverse (and in the remainder of states, there was no meaningful difference). For example, in California a higher percentage of Hispanic/Latino children in poverty (29%) than non-Hispanic/non-Latino children in poverty (22%) enrolled in Head Start. The reverse pattern was seen in New Mexico where 22% of Hispanic/Latino children in poverty attended Head Start, compared to 37%

#### of Non-Hispanic/Non-Latino children in poverty.

In 14 states, a significantly larger percentage of White children in poverty than Black children in poverty enrolled in Head Start. But in 29 states, it was the reverse. For Early Head Start, 11 states enrolled a significantly larger percent of White children in poverty than Black children in poverty; in 28 states, the opposite pattern was seen. (In the other states there were no meaningful differences.) For example, in Alabama, a higher percentage of Black children in poverty (56%) was enrolled in Head Start compared to White children in poverty (14%). In Michigan, however, 34% of Black children in poverty enrolled in Head Start compared to 44% of White children in poverty.

Research to understand why these discrepancies exist can help Head Start grantees target outreach to under enrolled populations in their communities, but additional funding likely is needed to expand outreach and to raise enrollment for all groups of children to the levels attained for those currently best served.

## Differences in Enrollment of Children in Poverty by Ethnicity



#### Head Start

Higher Percentage of Hispanic/Latino
 Higher Percentage of Non-Hispanic/Latino
 No Difference



#### Early Head Start

Higher Percentage of Hispanic/Latino
 Higher Percentage of Non-Hispanic/Latino
 No Difference

## Differences in Enrollment of Children in Poverty by Race

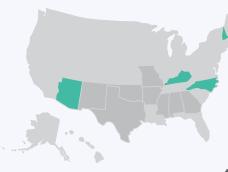


#### Head Start

Higher Percentage of Black
 Higher Percentage of White
 No Difference

#### Early Head Start

Higher Percentage of Black
 Higher Percentage of White
 No Difference



Average CLASS Instructional Support scores are higher than 3 in 20 states, but confidently higher than 3 in only 4 states (in green) It is confidently lower than 3 in 8 states (in dark gray).



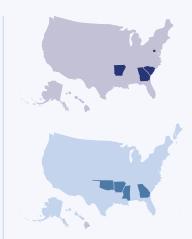
OBSERVED QUALITY

#### In only four states do statistical analyses provide confidence that Instructional Support is higher than a research-based threshold.

Classroom quality was measured by observations using the Classroom Assessment Scoring System (CLASS)<sup>17</sup>, averaged between 2016 and 2019. There are only four states where we can be confident that Instructional Support exceeds the research-based threshold of a 3 (on a scale of 1 to 7): Arizona, Kentucky, New Hampshire, and North Carolina. Another 16 states had average CLASS scores above a 3, though we cannot be confident this is not due to chance. On the flip side, average Instructional Support scores were confidently lower than a 3 in eight states (Alabama, Arkansas, Georgia, Mississippi, Missouri, New Mexico, Oklahoma, and Texas).

There was minimum variation across states in average scores on the two other CLASS domains. Emotional Support scores were confidently above the research-based threshold of 5.5 in all states. Classroom Organization scores were above a 5.5 in all states, and confidently above 5.5 in all except eight states.

Average Instructional Support Scores increased from 2012-2015 to 2016-2019. Nevertheless, Head Start in most states does not reach the Instructional Support research-based threshold. Therefore, additional funding is needed to raise quality, for example for increased teacher compensation and qualification, coaching and professional development.



Nearly all Head Start enrollment was funded to operate for at least 1,020 hours annually in Arkansas, DC, Georgia, and South Carolina.

At least 90% Early Head Start enrollment was funded to operate for at least 1,380 hours annually in Arkansas, Georgia, Mississippi, and Oklahoma.



#### DURATION

The 2016 revisions to the Head Start Program Performance Standards require programs to provide 1,020 hours of Head Start and 1,380 hours of Early Head Start annually. States varied in the extent to which they met this goal in 2020-2021.<sup>18</sup>

Three-quarters of Head Start center-based enrollment during 2020-21 was funded to provide at least 1,020 hours (but only 16% was funded to provide a full working day and calendar year program). In four states (Arkansas, DC, Georgia, and South Carolina) and two territories (Palau and Virgin Islands), nearly all Head Start enrollment was funded to operate for at least 1,020 hours during the program year. At the other end, in eight states and three territories, less than half of Head Start children were provided 1,020 hours.

Fifty-nine percent of Early Head Start center-based enrollment during the 2020-21 program year was funded for at least 1,380 hours (while only 28% was funded to provide a full working day and calendar year program). In four states (Arkansas, Georgia, Mississippi, and Oklahoma) and Norther Mariana Islands, at least 90% of all Early Head Start enrollment was funded to operate for at least 1,380 but in 20 states, less than 50% of Early Head Start enrollment was.

Return to the goal of 100% of Head Start enrollment receiving 1,020 hours. Additional funding will be needed to help grantees expand the hours programs offer without decreasing the number of children they can enroll. Coordination with the child care subsidy system can also help provide working families with longer hours to meet their needs.





#### TRANSPORTATION

#### Most children do not receive transportation to/from Head Start or Early Head Start, but there is large state-by-state variation.

Providing transportation to and from Head Start programs is expensive but can help improve accessibility of the program for families. Over the last decade, the percent of children receiving transportation to/from Head Start and Early Head Start has declined drastically. Only 15% of children enrolled in Head Start in 2020-21 received transportation, compared to 29% in 2011-12 and 22% in 2018-19. In some states and territories, no Head Start children received transportation (Delaware, DC, Hawaii, and Virgin Islands). At the high end, 40% of Head Start children in Minnesota, 60% in West Virginia, 58% in American Samoa, and 59% in Palau received transportation.

During the 2020-21 program year, only 2% of Early Head Start children received transportation, compared to 7% in 2011-12 and 4% in 2018-19. Eight states (Alabama, Alaska, Arizona, Connecticut, Delaware, New Mexico, South Carolina, and Vermont) and two territories (Northern Mariana Islands and Puerto Rico) did not provide transportation for any children in Early Head Start. Only two states (Idaho and Minnesota) and the Virgin Islands provided transportation to more than 10% of children in Early Head Start.

 Prioritize transportation services in areas where it is a known barrier to program participation.



#### CHILDREN WITH DISABILITIES

# Nationally and in most states, at least 10% of children enrolled in Head Start and Early Head Start have an individualized education program (IEP) or an individualized family service plan (IFSP).

Head Start Program Performance Standards require that at least 10% of funded enrollment is filled by children who qualify for special education services under the Individuals with Disabilities Education Act (IDEA). Nationally, 13% of children in Head Start and 12% of children in Early Head Start had either an IEP or IFSP, though this varied across the states. Thirty percent of children in Head Start in Wyoming had an IEP compared to less than 10% in nine states and three territories. Twenty-five percent of children in Early Head Start in Massachusetts had an IFSP, but less than 10% of children did so in 21 states.

Some of these children entered Head Start and Early Head Start already receiving services through IDEA while Head Start played a role in assisting other children to qualify for services. Nationally, 37% of children with an IEP or an IFSP in Head Start and in Early Head Start had their IEP/IFSP determined during the program year. For Head Start, this ranged from less than 25% of children in four states (Hawaii, Maryland, New Hampshire, and New Mexico) and three territories (Guam, Northern Mariana Islands, and Virgin Islands) to more than half in three states (Arkansas, Oklahoma, and South Carolina) and two territories (American Samoa and Palau). For Early Head Start, this ranged from less than 25% in two states (Nevada and North Dakota) and Northern Mariana Islands to more than half in two states (Arkansas and South Dakota) and two territories (Puerto Rico and Virgin Islands).

Head Start and Early Head Start should continue to prioritize enrollment of children with disabilities in inclusive education settings to maintain its excellent record of success enrolling children with disabilities.



#### TEACHER SALARIES

Head Start and Early Head Start teacher salaries are low, well below what public school teachers earn and the state median income in each state.

In every state, Head Start and Early Head Start teachers earned less than public school teachers and less than the state median income. Head Start lead teachers earned an average of \$37,685 which is substantially lower than the average public teacher salary (\$67,818) by more than \$30,000. While all Head Start teachers received low salaries, there was substantial variation across the states. After adjusting for state-by-state cost of living differences, in seven states (Arkansas, Delaware, Idaho, Mississippi, Montana, New Hampshire, and South Carolina) the average Head Start teacher salary was below \$30,000; at the other end, average salaries were above \$45,000 in DC and West Virginia (two states with universal pre-K).

Early Head Start teacher salaries averaged \$30,352, less than half of what public school teachers earned. After adjusting for state-by-state cost of living differences, in nine states (Alaska, Arizona, DC, Florida, Georgia, Illinois, Texas, Virginia, and Wisconsin) average Early Head Start teacher salaries were below \$25,000; in only three states (Alabama, Arkansas, and Minnesota) were average salaries higher than \$35,000 which is still less than the average Head Start teacher salary.

Head Start must invest in achieving compensation parity for Head Start teachers, including benefits as well as salaries. Initial new investments could be focused on states with the lowest salaries and greatest gaps between Head Start and Early Head Start teachers and their peers in public schools to ensure greater equity in children's access to well-qualified, wellsupported teachers.



#### Twenty percent or more of Head Start staff left before the end of the 2020-2021 program year in nine states. This happened in 12

states for Early Head Start.

Nationally, nearly 14% of Head Start and Early Head Start staff left at some point during the 2020-21 program year. While there was not a substantial uptick in staff turnover during the Covid-19 pandemic, too many children experience an interruption in their program staffing which is concerning given the benefits of stable relationships for young children.

Head Start staff turnover reached as high as 25% in Nebraska and was at least 20% in eight other states (Arkansas, DC, Indiana, Iowa, Kansas, Maine, Montana, and Nevada). California and Virginia were the only states where less than 10% of Head Start staff left during the program year; however, staff turnover was less than 10% in all territories except Palau.

Early Head Start staff turnover reached as high as 33% (one-third) in Nevada and was at least 20% in 11 other states (Arkansas, Delaware, Georgia, Kansas, Louisiana, Montana, Nebraska, North Dakota, South Dakota, Utah, and West Virginia). California, DC, New York, North Carolina, Northern Mariana Islands, and Puerto Rico were the only states and territories where less than 10% of Early Head Start staff left during the program year.

Improved supports to reduce teacher burnout will help retain teachers. Head Start agencies should be provided with the best available information on how to improve teacher retention. Efforts to improve teacher compensation should help to address this problem, as well.

# **O3** Guide to the State Profiles

For each state and territory, we present a four-page profile organized by four themes: Covid-19 Impacts, Poverty, Race and Ethnicity, and State Variation. Data on the profile pages are for the 2020-2021 program year except as otherwise noted. AIAN data are included for each state with the Head Start and Early Head Start data on each state's page that has an AIAN program. To facilitate comparisons national averages are reported with each state profile. National averages are based on the 50 States, D.C., and the U.S. territories and include AIAN programs. MSHS is not included in state-specific numbers but is included in national statistics where applicable. All funding and salary information has been adjusted for state-by-state differences in cost of living to represent purchasing power differences for programs across the states. All funding is reported in constant 2021 dollars, adjusting dollars from other years for inflation.

In the following, each data point included in the state profile is explained:

**Funding Overview:** "Federal Funding" is total federal funding across all Head Start, Early Head Start, AIAN Head Start, and AIAN Early Head Start in a state. "State Supplemental Funding" is any additional funding a state provides to Head Start and/or Early Head Start to improve quality, increase the length of the program day, or increase the number of seats available.

**Enrollment Overview:** Enrollment of children in poverty in Head Start and in Early Head Start (separately) as a percentage of children in poverty in the relevant age range (ages 3 to 4 years and birth to 3 years, respectively).

Total Head Start and Early Head Start Federal Funding (in millions): Total funding each year (2011-2012, 2017-2018, 2018-2019, 2019-2020, 2020-2021) is shown, as is the Head Start and Early Head Start amounts. Numbers are shown in millions of dollars. The first year for which funding information can be separated into Head Start and Early Head Start is 2011-2012.

Funding Per Child: Funding per child for Head

Start and Early Head Start is calculated by dividing the total funding in each state by the total funded enrollment.

**Total Number of Children and Pregnant Women Enrolled:** This figure shows the number of children enrolled in Head Start, the number of children enrolled in Early Head Start, and the number of pregnant women in 2011-2012, 2016-2017, 2017-2018, 2018-2019, and 2020-2021. These figures are for cumulative enrollment – the total number of children and pregnant women who received services at any time during the program year. It is not available for 2019-2020.

#### Impact of Covid-19 on Number Enrolled:

This shows the change in the total number of children enrolled in Head Start and in Early Head Start between 2018-2019 and 2020-2021. Negative numbers indicate a decline in enrollment.

**Impact of Covid-19 on Percent of Children in Poverty Enrolled:** This is the change in the percentage of children in poverty enrolled in Head Start and in Early Head Start. The percentage point change is calculated by subtracting the percentage enrolled in 2018-2019 from the percentage enrolled in 2020-2021. Negative numbers indicate a decrease.

Percent and Number of Children in Poverty Enrolled in Head Start and Early Head Start Compared to Number of Children in Poverty in the State: This figure shows, in 2011-2012, 2018-2019, and 2020-2021 the percentage of children in poverty and the number of children in poverty in the state who enrolled and did not enroll in Head Start and Early Head Start. These years were selected to show change over a decade and the impact of the Covid-19 pandemic.

#### Head Start and Early Head Start Federal

**Funding Per Child:** Funding per child in Head Start and Early Head Start is calculated by dividing the total funding of programs in each state by the total funded enrollment. It is shown here for 2011-2012, 2017-2018, 2018-2019, 2019-2020, and 2020-2021. Horizontal dark blue bars show the national average funding per child for each year.

#### Head Start and Early Head Start Funded

**Enrollment:** Funded enrollment is the number of children that could be enrolled in Head Start and Early Head Start at one time point. Funded enrollment is reported separately for Head Start and Early Head Start for 2011-2012, 2017-2018, 2018-2019, 2019-2020, and 2020-2021.

#### Average CLASS Pre-K Scores 2016-2019:

This figure presents average scores for each

domain of the Classroom Assessment Scoring System (CLASS). CLASS data are from the Head Start monitoring process between 2016 and 2019 and may not reflect all grantees in a state. The dark blue bars show the average scores across observed classrooms in the state on each of the three CLASS domains: Emotional Support, Classroom Organization, and Instructional Support. The national average is shown in yellow. The researchbased threshold for each domain is shown by a dark blue horizonal line. A green check mark indicates that the state's CLASS score is statistically significantly above the researchbased threshold. A red X indicates that the state's CLASS score is statistically significantly below the research-based threshold. No mark indicates the score is not statistically different from the research-based threshold. CLASS scores can range from 1 to 7.

Percent of Children Enrolled in Head Start and Early Head Start with an IEP/IFSP: This figure shows the percentage of children enrolled in Head Start and Early Head Start with an IEP or IFSP in the state. That total is also broken down into the percentage who had their IEP/IFSP when they enrolled in Head Start and Early Head Start and the percentage who had their IEP/IFSP determined while they were enrolled. The national averages are presented for comparison.

Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries: Average annual salaries for the Head Start and Early Head Start workforce are presented here and compared to the average salary for a public school teacher in the state (in yellow). Horizontal bars indicate the national average as an additional comparison. Average annual salaries are shown for the following types of employees: Head Start teachers, Head Start assistant teachers, Early Head Start teachers, Head Start Home-Based Visitors, Head Start Family Child Care, Early Head Start Home-Based Visitors, and Early Head Start Family Child Care.

#### Head Start and Early Head Start Staff

**Turnover:** These figures show the percentage of Head Start and Early Head Start staff in each state who left their jobs during the program year. This data is shown for 2018-2019 and for 2020-2021, show the extent to which the Covid-19 pandemic impacted staff turnover. Blue horizontal lines show the national average.

#### Percent of Children in Poverty Enrolled, by

**Race:** These figures show, for each state, the percentage of children in poverty served for each race (Asian, Black, White, and other) in Head Start or Early Head Start. The vertical blue bars display the national averages. In some states, data for a specific race are not available, typically because there are too few young children in poverty for that race to reliably estimate that population. These data are not available for the territories.

#### **Percent of Children in Poverty Enrolled, by Ethnicity:** These figures show, for each state, the percentage of Hispanic/Latino and Non-

Hispanic/Non-Latino children in poverty who attended Head Start or Early Head Start. The vertical blue bars display the national averages. In some states, data for Hispanic/ Latino children are not available. These data are not available for the territories other than Puerto Rico.

**Percent of Education & Child Development Staff, by Ethnicity:** The percentage of Head Start and Early Head Start Education and Child Development staff in the state who are Hispanic/Latino and Non-Hispanic/Non-Latino is shown here. The vertical blue bars show the national average for comparison.

Percent of Education & Child Development Staff, by Race: These figures show the percentage of Head Start and Early Head Start Education and Child Development Staff in each state by race: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, White, Biracial or Multi-race, and Other/ Unspecified race. The vertical blue bars show the national average for comparison.

**Child Home Languages:** For Head Start and Early Head Start, the four most common languages spoken among enrolled children in the state are shown, and the bottom bar represents the total of all other languages spoken. The languages shown vary by state and may also differ within a state for Head Start and Early Head Start.

Education & Child Development Staff Language Proficiency: This shows the percentage of Head Start and Early Head Start Education and Child Development staff in each state who are proficient in a language other than English.

Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County: The map shows the geographic location of all Head Start centers in the state, color coded by type of center. The map also shows the concentration of families with children under 5 living in poverty by county. Poverty data was divided into quartiles so that 25% of counties nationally are in each quartile. The 25<sup>th</sup> percentile was 10.3% poverty, 50<sup>th</sup> percentile/ media was 17.1% poverty, and 75<sup>th</sup> percentile was 26.2%. Counties in darker blue have a higher percentage of families with children under 5 living in poverty, and lighter colored counties have a lower percentage of families with children under 5 in poverty.

**Total Centers:** This lists the total number of Head Start and Early Head Start centers in the state. It also shows, of this total, the number of centers that are Head Start, Early Head Start, both Head Start & Early Head Start, American Indian and Alaska Native Head Start and Early Head Start, and Migrant and Seasonal Head Start.

Percent of Children Who Received Transportation to and from Head Start: This figure shows the percentage of children enrolled in Head Start and Early Head Start who received transportation to and from Head Start.

#### Percent of Head Start Funded Enrollment Receiving at Least 1,020 Hours Annually:

This figure shows the percentage of Head Start funded enrollment in the state that received at least 1,020 hours during the program year. The national average is shown in yellow for comparison.

Percent of Early Head Start Funded Enrollment Receiving at Least 1,380 Hours Annually: This figure shows the percentage of Early Head Start funded enrollment in the state that received at least 1,380 hours during the program year. The national average is shown in yellow for comparison.

# **Glossary**

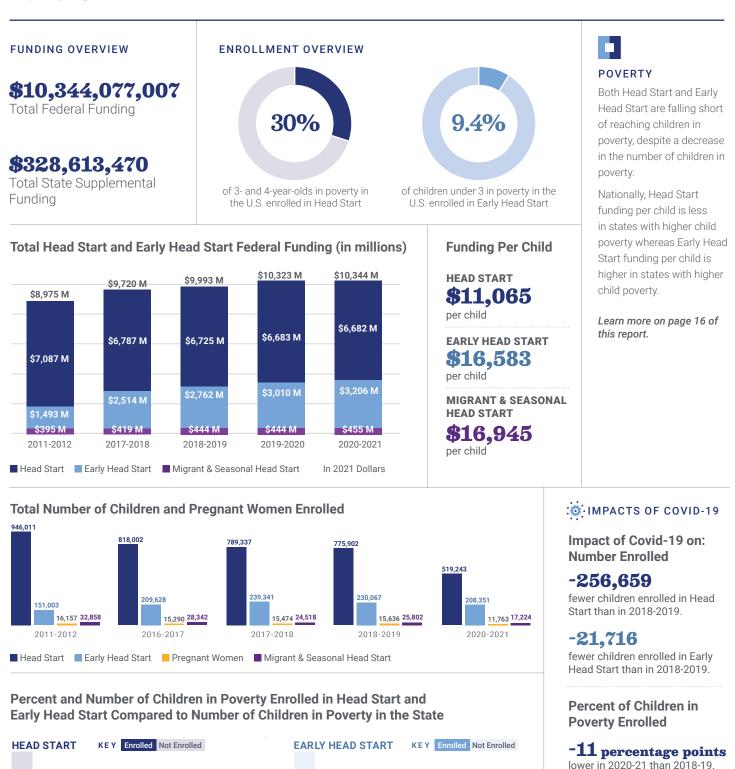
AIAN	American Indian and Alaska Native
CDA	Child Development Associate credential
CLASS	Classroom Assessment Scoring System
ECE	Early Childhood Education
IEP	Individualized Education Program
IFSP	Individualized Family Service Plan
MSHS	<b>Migrant and Seasonal Head Start</b>
OHS	Office of Head Start
PIR	<b>Program Information Report</b>

# **05 Endnotes**

- 1 Head Start Program Information Reports (PIR) for 2011-2012 through 2021-2022.
- 2 U.S. Department of Health and Human Services (2019). Head Start Timeline. Retrieved from: https://eclkc.ohs.acf.hhs.gov/about-us/ article/head-start-timeline
- 3 U.S. Department of Health and Human Services (2022). American Indian and Alaska Native Programs. Retrieved from: https://eclkc.ohs. acf.hhs.gov/programs/article/american-indian-alaska-native-programs
- 4 Schmit, S. (2014). Migrant and Seasonal Head Start Participants, Programs, Families and Staff in 2013. Center for Law and Social Policy. Retrieved from: <u>https://www.clasp.org/sites/default/files/public/resources-and-publications/publication-1/MHSH-PIR-2013-Fact-Sheet.pdf</u>; U.S. Department of Health and Human Services (2019).
- 5 U.S. Department of Health and Human Services (2019).
- 6 Improving Head Start for School Readiness Act of 2007, P.L. 110-134, 121 Stat. 1363.
- 7 Head Start Program Performance Standards Final Rule. ACF-PI-HS-16-04.
- 8 Pianta, R. C., LaParo, K.M., & Hamre, B.K. (2008). Classroom Assessment Scoring System (CLASS). Baltimore, MD: Brookes.
- 9 Data analysis based on Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren and Michael Westberry. Integrated Public Use Microdata Series, Current Population Survey: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2021. https://doi.org/10.18128/ D030.V9.0
- 10 Abbott-Shim, M., Lambert, R., & McCarty, F. (2003). A comparison of school readiness outcomes for children randomly assigned to a Head Start program and the program's wait list. Journal of Education for Students Placed at Risk, 8, 191-214. Barnett, W. S.m(2011). Effectiveness of early educational intervention. Science, 333, 975-978. Currie, J., & Thomas, D. (1993). Does Head Start make a difference? NBER Working Paper Series. National Bureau of Economic Research: Cambridge, MA. Gormley, W. T., Phillips, D., & Gayer, T. (2008). Preschool programs can boost school readiness. Science, 320, 1723-1724. Lee, V. E., Brooks-Gunn, J., & Schnur, E. (1988). Does Head Start work? A 1-year follow-up comparison of disadvantaged children attending Head Start, no preschool, and other preschool programs. Developmental Psychology, 24, 210-222. Shager, H. M., Schindler, H. S., Magnuson, K. A., Duncan, G. J., Yoshikawa, H., Hart, C. M. D. (2013). Can research design explain variation in Head Start research results? A meta-analysis of cognitive and achievement outcomes. Educational Evaluation and Policy Analysis, 35, 76-95. Weiland, C., & Yoshikawa, H. (2013). Impacts of a prekindergarten program on children's mathematics, language, literacy, executive function, and emotional skills. Child Development, 84, 2112-2130. Yoshikawa et al., 2013.
- 11 U.S. Census Bureau, Current Population Survey, 2020 and 2021 Annual Social and Economic Supplements (CPS ASEC). Table B-2.
- 12 Pianta et al. (2008).
- 13 Head Start Program Information Reports (PIR) for 2011-2012 through 2021-2022.
- 14 Barnett, W. S., & Friedman-Krauss, A. H. (2016). State(s) of Head Start. New Brunswick, NJ: National Institute for Early Education Research.
- 15 Funding for the territories has not been adjusted for "state-by-state" cost of living because adjustors are not available.
- 16 DC has universal preschool for 3- and 4-year-olds, consistently leading the nation in preschool access. High rates of preschool enrollment explain, at least in part, DC's low Head Start enrollment. Most of DC's federal Head Start funding goes towards Early Head Start and the District is a leader in Early Head Start enrollment.
- 17 Pianta et al. (2008).
- 18 The funded duration of program hours reported in the PIR should reflect normal operations as instructed by OHS. However, due to COVID-19 causing general confusion on how to report certain items in the PIR, it is still possible that at least a few programs reported shorter operational hours due to COVID-19 in their PIR.
- 19 Throughout this report, the District of Columbia is included like a state.
- 20 Flood, S., King, M., Rodgers, R., Ruggles, S., Warren, J. R., & Westberry, M. (2021). Integrated Public Use Microdata Series, Current Population Survey: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2021. https://doi.org/10.18128/D030.V9.0

# **III 06** National Profile

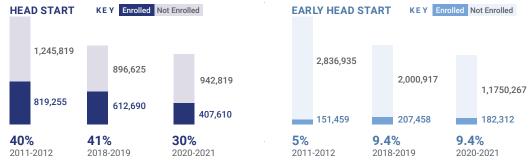
# National



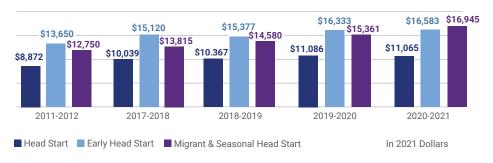


Head Start Early Head Start

Learn more about the impact of the COVID-19 Pandemic on page 12.



#### Head Start and Early Head Start Federal Funding Per Child



#### Head Start and Early Head Start Funded Enrollment

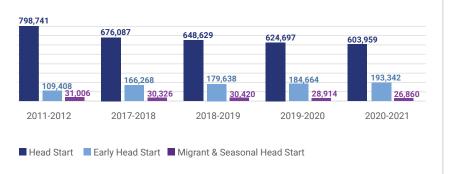
STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment,

teacher salaries, program components, and

state population eligibility and needs. *Learn more on page 22 of this report.* 

quality that are not explained by differences in

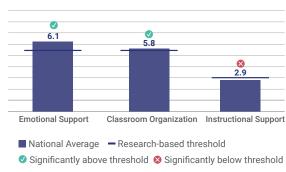


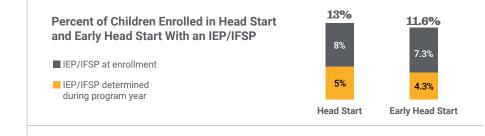
## RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

#### Average CLASS Pre-K Scores 2016-2019

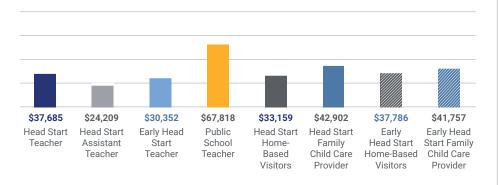




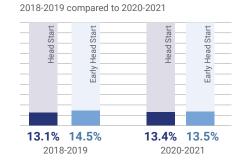


Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that nearly 14% of Head Start and Early Head Start staff left during the program year.

#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



#### Head Start and Early Head Start Staff Turnover



38 NATIONAL PROFILE

Percent of Children in Poverty Enrolled, b	by Race:	
HEAD START	EARLY HEAD START	RACE & ETHNICITY
Asian: 23%	Asian: 6%	Head Start enrollment, funding,
		and classroom experiences vary by child race and ethnicity in ways
Black or African American: 33%	Black or African American: 10%	that are not easily explained,
		highlighting inequities. Head Start
White: 25%	White: 8%	reaches a smaller percent of eligible children in more racially
		and ethnically diverse states.
Other: 28%	Other: 9%	
National Average	N/A Not available	Child Home Languages
		HEAD START
Percent of Children in Poverty Enrolled,	Percent of Education & Child	
by Ethnicity:	Development Staff, by Ethnicity:	74% English
HEAD START	HEAD START	20%
27% 32%	27% 73%	Spanish
Hispanic or Latino Non-Hispanic or Non-Latino	Hispanic or Latino Non-Hispanic or Non-Latino	2% Middle Eastern
	U U	& South Asian
EARLY HEAD START	EARLY HEAD START	East Asian
9% 9%	32% 68%	3% Other
Hispanic or Latino Non-Hispanic or Non-Latino	Hispanic or Latino Non-Hispanic or Non-Latino	
		Child Home Languages
Percent of Education & Child Development	nt Staff, by Race:	EARLY HEAD START
		<b>73%</b>
HEAD START	EARLY HEAD START	English 20%
American Indian or Alaska Native: 3%	American Indian or Alaska Native: 3%	Spanish
		1% Middle Eastern
Asian: 2% I	Asian: 2%	& South Asian
		African
Black or African American: 26%	Black or African American: 29%	5%
		Other
Native Hawaiian or other Pacific Islander: 1%	Native Hawaiian or other Pacific Islander: 1%	
	- White: 51%	Education & Child Development Staff
		Language Proficiency
<b>u</b>	Biracial or Multi-racial: 5%	
Biracial or Multi-racial: 5%		
Biracial or Multi-racial: 5%		27% 32%
Biracial or Multi-racial: 5%	Other or Unspecified: 9%	of Head Start Education & Child Development Staff

of Early Head Start Education & Child Development Staff are proficient in a language other than English.

a language other than English.

#### Location of Head rt Cont Sta Со Pe wi in

Start Centers Compared to the Percent of Families with Children under 5 in Poverty, by County		
Total Centers	17,512	
Head Start	9,799	and a set
Early Head Start	3,567	1 mars
Head Start & Early Head Start	3,194	and the second second
AIAN Head Start & Early Head Start	538	
Migrant and Seasonal Head Start	414	

The location of Head Start programs in relation to where children in poverty live varies greatly by state.

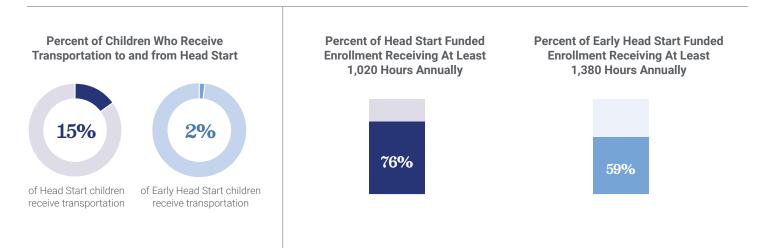
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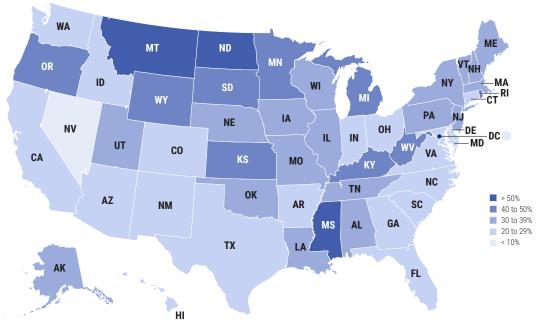
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

STATE VARIATION

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

#### Learn more on page 22 of this report.

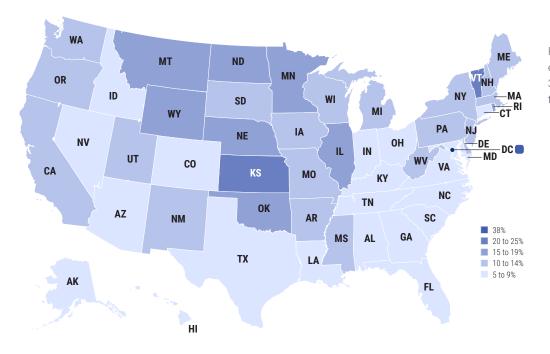




Percentage of 3- & 4-year-olds in poverty enrolled in Head Start

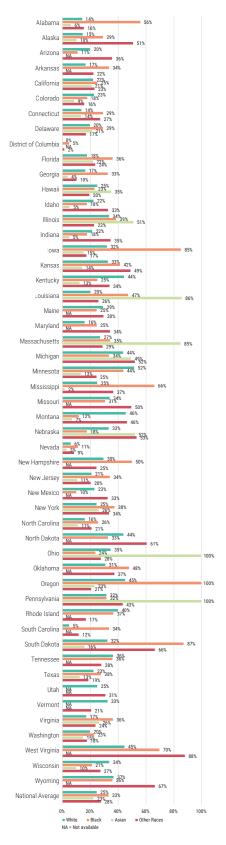
Percentage of children in poverty enrolled in Head Start ranges by 50 percentage points from 56% in North Dakota to 6% in DC (a state with universal preschool for 3- & 4-year-olds).

Percentage of children under 3 years old in poverty enrolled in Early Head Start



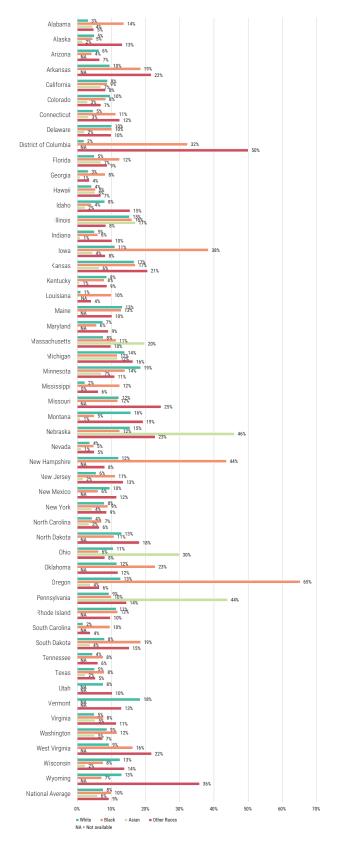
Percentage of children in poverty enrolled in Early Head Start ranges by 33 percentage points from 38% in DC to 5% in Nevada.

## Percent of Children in Poverty Enrolled in Head Start, by Race



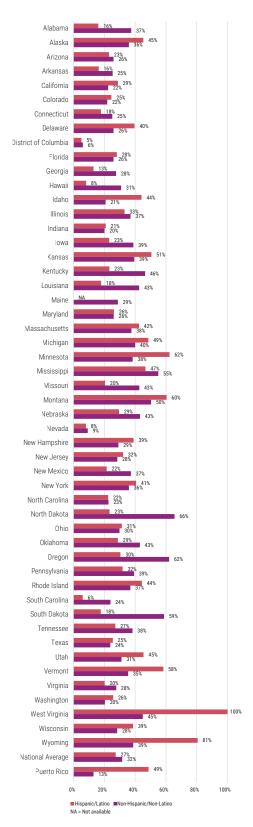
Enrollment of children in poverty in Head Start varies by race in almost every state but which group is underrepresented varies across states.

## Percent of Children in Poverty Enrolled in Early Head Start, by Race

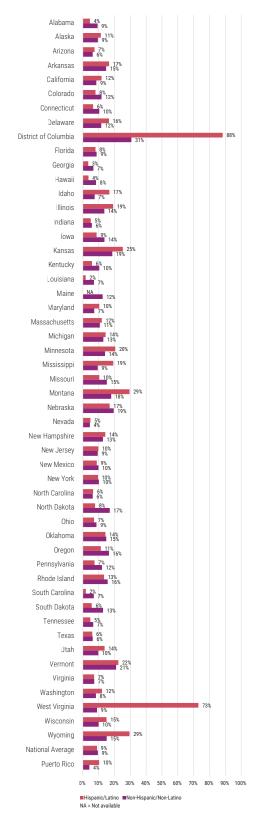


Enrollment of children in poverty in Early Head Start varies by race in almost every state but which group is underrepresented varies across states.

# Percent of Children in Poverty Enrolled in Head Start, By Ethnicity



Percent of Children in Poverty Enrolled in Early Head Start, By Ethnicity



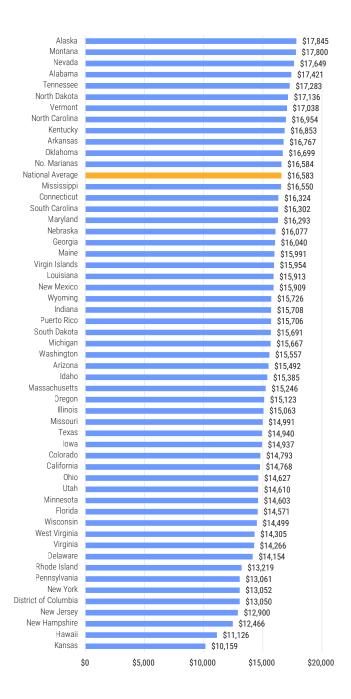
Enrollment of children in poverty in Head Start varies by ethnicity in almost every state but which group is underrepresented varies across states. Enrollment of children in poverty in Early Head Start varies by ethnicity in almost every state but which group is underrepresented varies across states.

#### Head Start funding per child (adjusted for state cost of living)

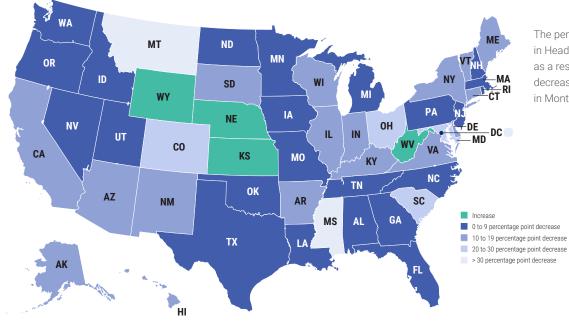
Oregon	\$14,954
Vermont	\$14,575
Alaska	\$13,982
Wyoming	\$13,200
Idaho	\$12,747
Maine	\$12,664
Missouri	\$12,277
Washington	\$12,211
Kansas	\$12,161
Utah	\$12,101
Rhode Island	\$12,030
New Hampshire	\$11,930
North Dakota	
Virgin Islands	\$11,717
California	\$11,427
	\$11,242
Arizona	\$11,144
Illinois	\$11,123
Nevada	\$11,096
National Average	\$11,065
Michigan	\$10,989
Massachusetts	\$10,977
Kentucky	\$10,905
Indiana	\$10,806
Montana	\$10,713
Pennsylvania	\$10,608
Minnesota	\$10,589
New Mexico	\$10,587
Wisconsin	\$10,568
Ohio	\$10,486
New York	\$10,437
Connecticut	\$10,401
Nebraska	\$10,386
Puerto Rico	\$10,369
South Dakota	\$10,207
District of Columbia	\$10,207
Alabama	\$10,143
lowa	\$9,958
Colorado	
Delaware	\$9,878
	\$9,711
Tennessee	\$9,682
Maryland	\$9,472
North Carolina	\$9,457
Mississippi	\$9,445
New Jersey	\$9,336
South Carolina	\$9,324
Georgia	\$9,184
West Virginia	\$9,102
Louisiana	\$9,005
Arkansas	\$8,684
Virginia	\$8,605
Oklahoma	\$8,423
Florida	\$8,231
Texas	\$8,127
Hawaii	\$7,958
Guam	\$7,011
No. Marianas	\$6,481
Palau	\$5,475
American Samoa	\$3,343
:	\$0 \$2,000 \$4,000 \$6,000 \$8,000 \$10,000 \$12,000 \$14,000 \$16,000

Head Start federal funding per child varies by nearly \$7,000 across the states, after adjusting for state-by-state cost of living differences.

Early Head Start funding per child (adjusted for state cost of living)



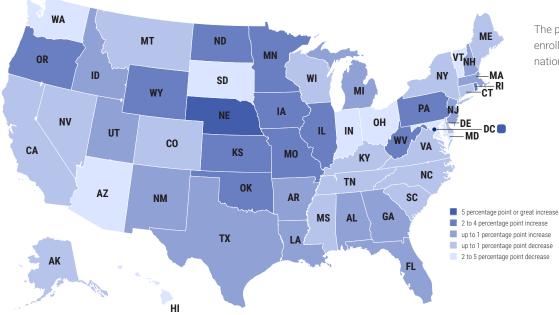
Early Head Start federal funding per child varies by \$7,700 across the states, after adjusting for state-by-state cost of living differences.



#### Change in Percentage of 3- & 4-year-olds in Poverty Enrolled in Head Start between 2018-2019 and 2020-2021

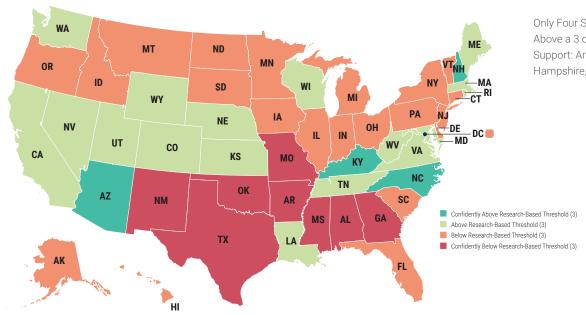
The percentage of children in poverty enrolled in Head Start declined in nearly every state as a result of the Covid-19 pandemic, with decreases of more than 30 percetnage points in Montana and Mississippi.

Change in Percentage of children under 3 years old in Poverty Enrolled in Early Head Start between 2018-2019 and 2020-2021



The percentage of children in poverty enrolled in Early Head Start declined nationally, and in 24 states.

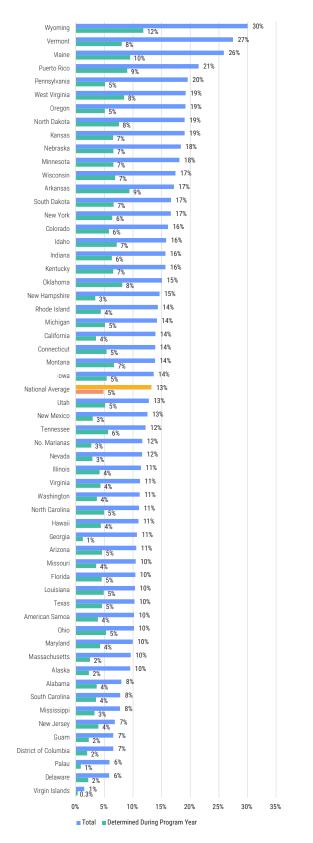
#### Average CLASS Pre-K Instructional Support Scores: 2016-2019



Only Four States Confidently Scored Above a 3 on CLASS Instructional Support: Arizona, Kentucky, New Hampshire, and North Carolina.

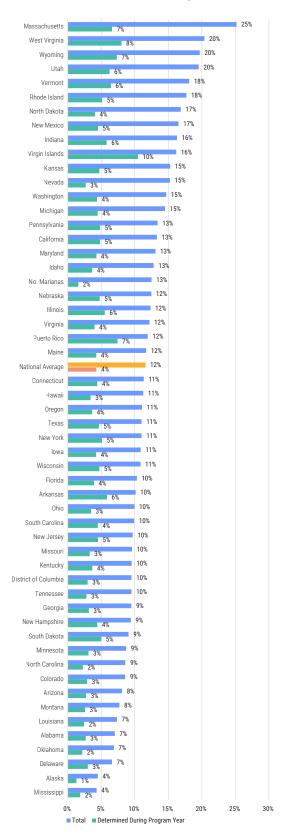






In nearlly all states, at least 10% of children enrolled in Head Start had an IEP.

#### Percent of children enrolled in Early Head Start with an IFSP



In nearly all states, at least 10% children enrolled in Early Head Start had an IFSP.

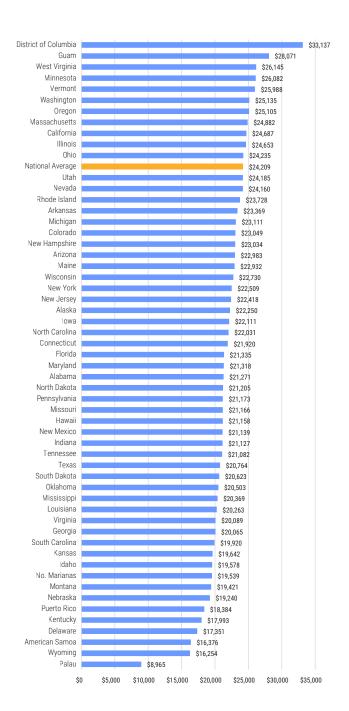
60.1

#### Head Start Teacher Average Annual Salary (adjusted for state by state cost of living differences)

District of Columbia		\$48,417	: .
West Virginia		\$45,764	
Pennsylvania		\$42,714	
New Jersey		\$41,385	
Virgin Islands		\$41,200	
Guam		\$40,618	
Nebraska		\$39,451	
Kansas		\$39,182	
Minnesota			
		\$37,971	
Texas		\$37,817	
National Average		\$37,685	
No. Marianas		\$37,005	
North Dakota		\$36,983	
South Dakota		\$36,956	
Florida		\$36,416	
Oregon		\$36,319	
Wisconsin		\$35,970	
Rhode Island		\$35,961	
California		\$35,956	
lowa		\$35,711	
Connecticut		\$35,332	
Nevada		\$35,268	
Michigan		\$35,239	
Colorado		\$34,903	
Virginia		\$34,346	
Arizona		\$34,092	
Illinois		\$34,084	
Maryland		\$34,030	
Hawaii		\$33,905	
Vermont		\$33,856	
Louisiana		\$33,729	
Alaska		\$33,724	
Ohio		\$33,672	
New York		\$33,671	
Washington		\$33,115	
Tennessee		\$32,375	
Kentucky		\$32,267	
New Mexico		\$32,152	
Oklahoma		\$32,120	
Wyoming		\$31,582	
Alabama		\$31,396	
North Carolina		\$31,252	
Massachusetts		\$31,165	
Maine			
Utah		\$31,106	
Indiana		\$30,488	
		\$30,377	
Missouri		\$30,228	
Georgia		\$30,172	
Arkansas		\$29,679	
Delaware		\$29,122	
Idaho		\$27,612	
South Carolina		27,393	
Mississippi		26,948	
New Hampshire		26,714	
Montana		5,610	
Puerto Rico		5,078	
American Samoa	\$20,742		
Palau	\$13,764		
	\$0 \$10,000 \$20,000 \$30,0	000 \$40,000 \$50,000 \$60,000 \$	70.000 \$80.000
	,o ŏio'ooo ŏ≂o'ooo ý30'i	ó ó ó ó ó ó	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	Public School Teacher Natio	onal Average Salary	

Head Start Teacher salaries are lower than average public school teacher salaries in every state.

#### Head Start Assistant Teacher Average Annual Salary (adjusted for state by state cost of living differences)



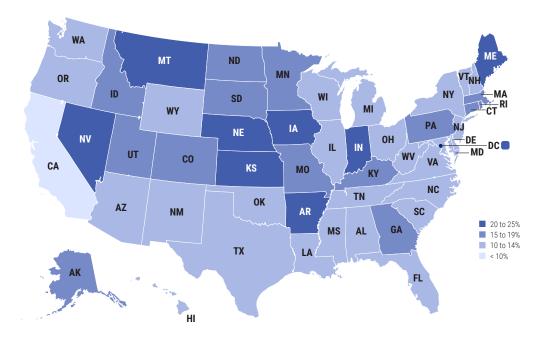
Head Start Assistant Teacher salaries are low in every state.

#### Early Head Start Teacher Average Annual Salary (adjusted for state by state cost of living differences)

Alabama	\$37,385
Minnesota	\$35,743
Arkansas	\$35,545
Maine	\$34,817
Washington	\$34,699
California	\$34,265
Oregon	\$33,690
Indiana	\$33,024
Connecticut	\$32,791
Michigan	\$32,491
Delaware	\$31,893
Rhode Island	\$31,678
South Dakota	\$31,015
North Carolina	\$30,682
North Dakota	\$30,525
West Virginia	\$30,412
ational Average	\$30,352
lowa	\$30,103
Mississippi	\$30,039
Idaho	\$29,756
New Hampshire	\$29,648
Massachusetts	\$29,376
Vermont	\$28,851
New Jersey	\$28,480
Kansas	\$28,383
Colorado	\$28,276
Ohio	\$28,075
Nebraska	\$27,967
Louisiana	\$27,713
Hawaii	\$27,315
Maryland	\$27,306
Utah	\$27,224
Virgin Islands	\$26,915
Tennessee	\$26,744
Pennsylvania	\$26,298
Nevada	\$26,178
New Mexico	\$26,142
South Carolina	\$26,043
Oklahoma	\$26,039
Missouri	\$25,716
Kentucky	\$25,516
Montana	\$25,176
New York	\$25,129
Georgia	\$24,799
Virginia	\$24,672
No. Marianas	\$24,354
Texas	\$24,275
Florida	\$24,265
Wyoming	\$24,145
Arizona	\$23,688
Wisconsin	\$23,530
Illinois	
Alaska	
Puerto Rico	
rict of Columbia	
Alaska Puerto Rico rict of Columbia	\$23,466 \$22,254 \$22,053 \$19,189 10,000 \$20,000 \$30,000 \$40,000 \$50,000 \$60,000 \$70,000

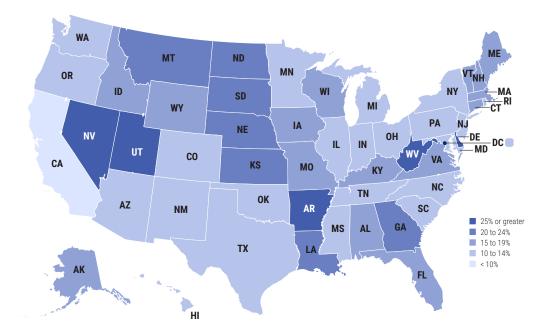
Early Head Start Teacher salaries are lower than average public school teacher salaries in every state.

#### Head Start Staff Turnover



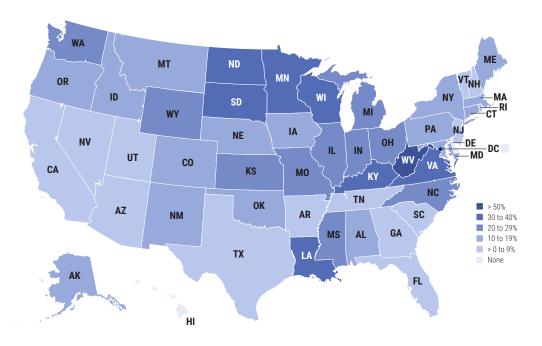
In nine states, more than onefifth of Head Start left during the 2020-2021 program year.

#### Early Head Start Staff Turnover



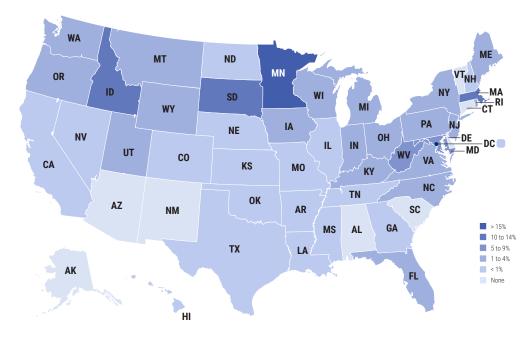
In five states, more than one-fourth of Early Head Start staff left during the 2020-2021 program year.

#### Percent of Children Enrolled in Head Start who Received Transportation

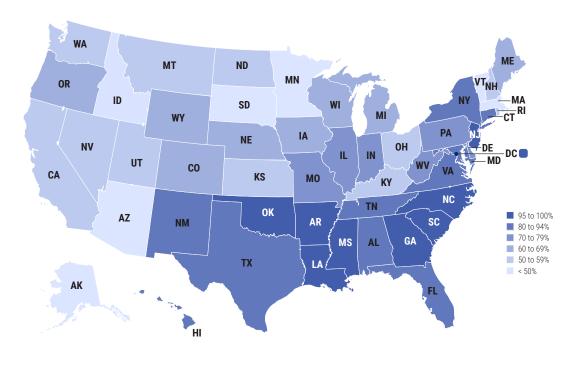


In 17 states, less than 10% of Head Start children received transportation.

Percent of Children Enrolled in Early Head Start who Received Transportation



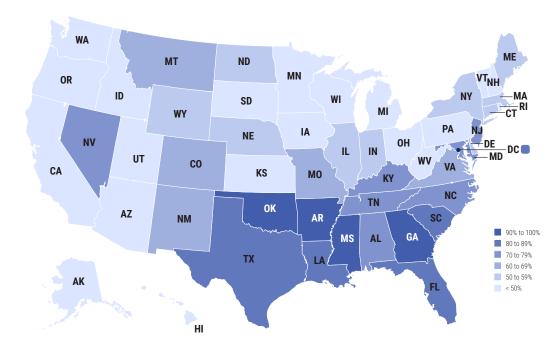
Minnesota and Idaho are the only two states to provide transportation to more than 10% of children in Early Head Start.



Percent of Head Start funded enrollment receiving at least 1,020 hours annually

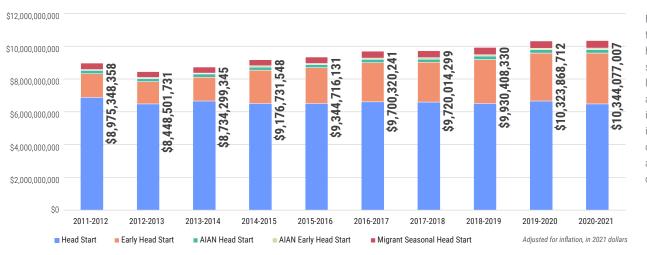
DC and South Carolina are the only two states that fund all Head Start slots to provide at least 1,020 hours annually.

Percent of Early Head Start funded enrollment receiving at least 1,380 hours annually



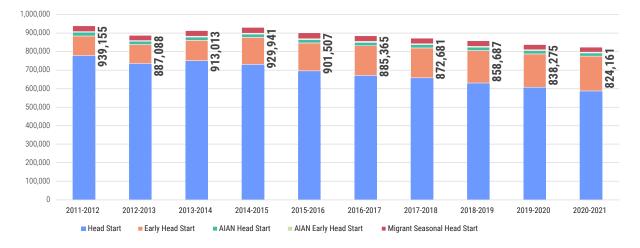
Georgia, Oklahoma, Arkansas, and Mississippi are the only states that fund at least 90% of Early Head Start slots to provide at least 1,380 hours annually.

#### **Total Federal Funding**



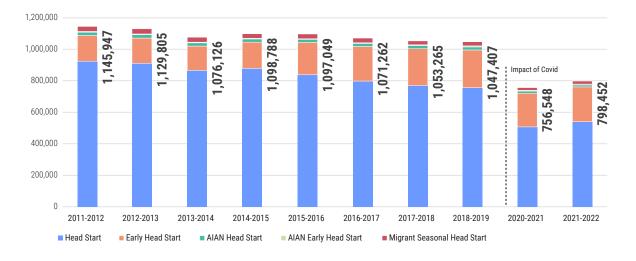
Federal funding for Head Start has increased slightly over the last decade, but additional funding is needed to increase access, quality, and equity as well as teacher compensation.

#### **Funded Enrollment**

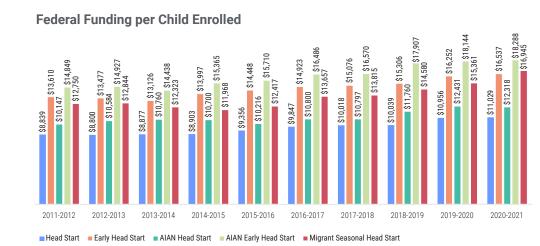


Funded Head Start enrollment has declined steadily over the last decade as school-day enrollment and Early Head Start enrollment have increased.

#### **Cumulative Enrollment**



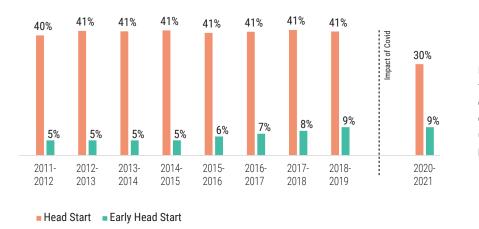
The impact of the Covid-19 pandemic resulted in a drastic reduction in the number of children who attended Head Start.



Head Start funding per child remains too low to support a full-day, high-quality program, comprehensive services, and to pay teachers adequately.

Adjusted for inflation, in 2021 dollars

#### Percent of Children in Poverty enrolled



Despite declining child poverty, the percent of children in poverty enrolled in Head Start has not changed over the last decade (pre-Covid); there has been some progress in Early Head Start.

#### 7.00 6.00 6.05 5.79 6.00 5.67 5.00 4.00 2.93 2.85 3.00 2.00 1.00 0.00 **Emotional Support Classroom Organization** Instructional Support

#### National Average CLASS Pre-K scores

Nationally, average CLASS scores on all three domains significantly increased across the two time points.

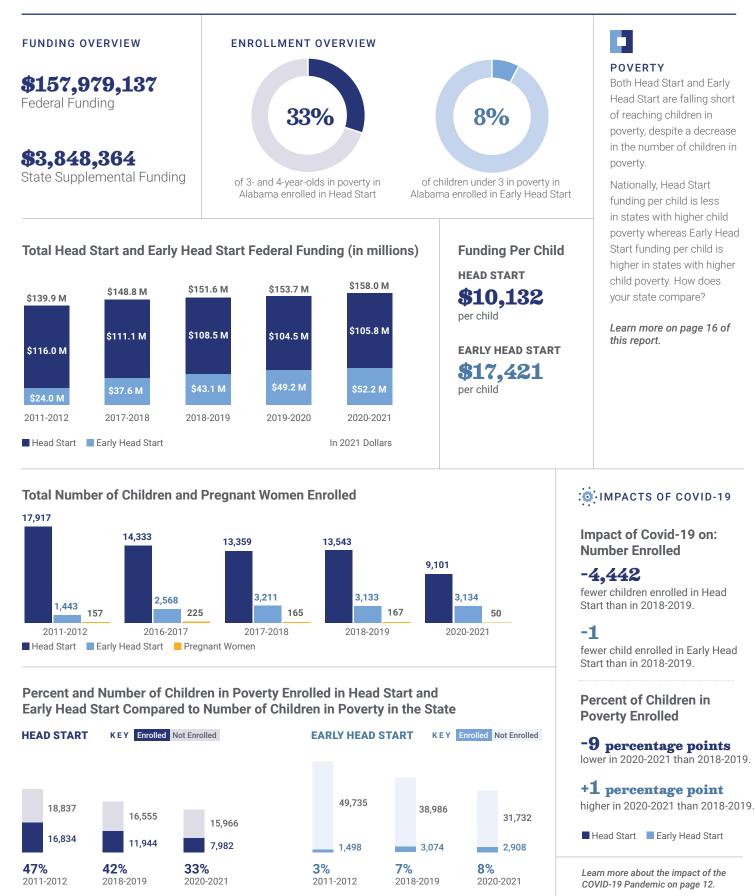
2012 to 2015 2016 to 2019



The findings in this report establish clear areas where improvements to Head Start can be made to improve equity of access to the program.

# **III 07** State Profiles

## Alabama



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

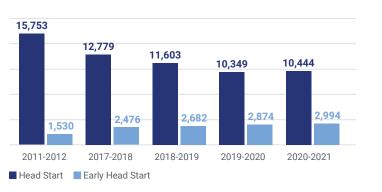
#### Head Start and Early Head Start Federal Funding Per Child



### **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

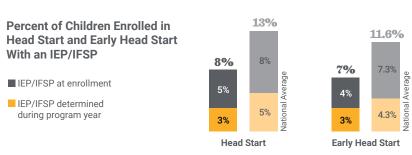


#### 6.0 6.1 5.8 5.7

Average CLASS Pre-K Scores 2016-2019



Significantly above threshold Significantly below threshold

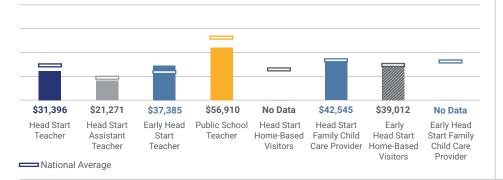


#### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

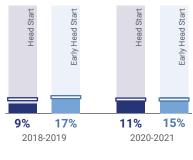
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

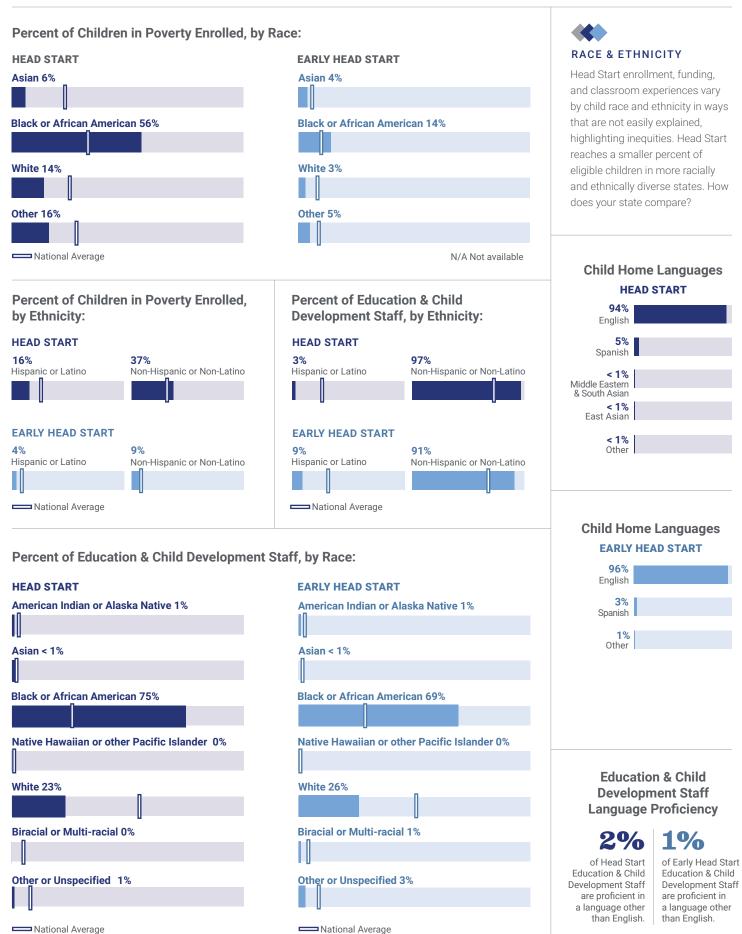
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

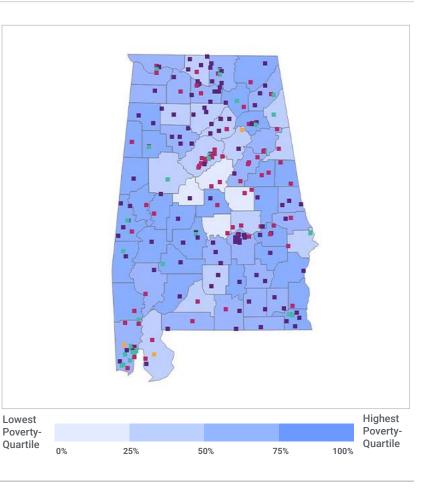
differences in Head Start and Early



STATE PROFILES 59

Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County

Total Centers	247
Head Start	127
Early Head Start	39
Head Start & Early Head Start	78
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	3



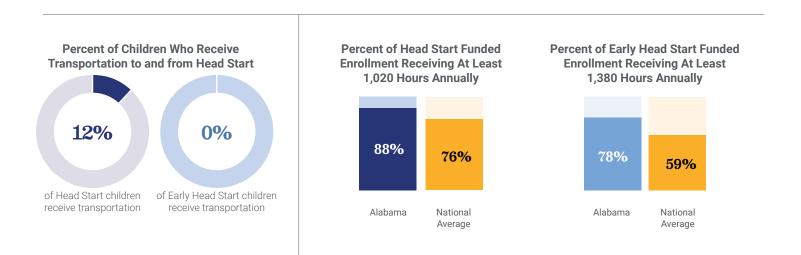
The location of Head Start programs in relation to where children in poverty live varies greatly by state.



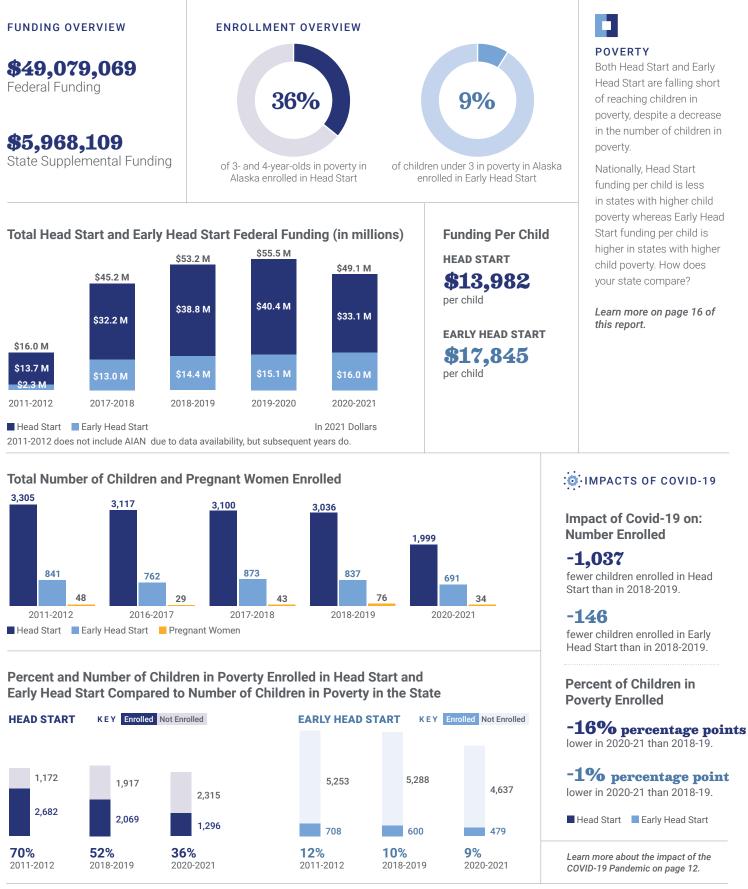
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

Learn more on page 22 of this report.

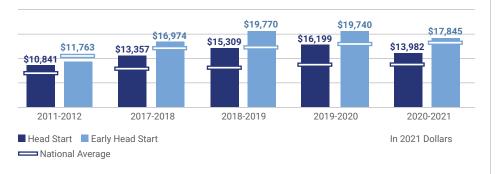


## Alaska

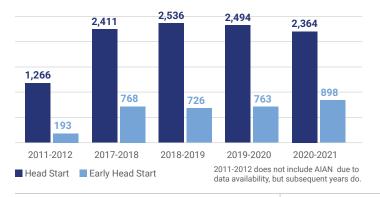


All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

#### Head Start and Early Head Start Federal Funding Per Child



#### Head Start and Early Head Start Funded Enrollment



### **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



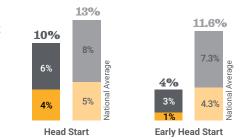
STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment IFP/IESP determined
- during program year

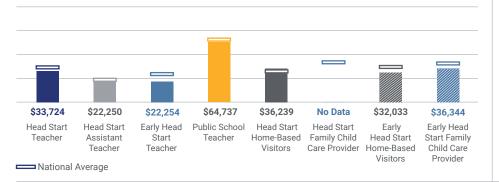


#### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



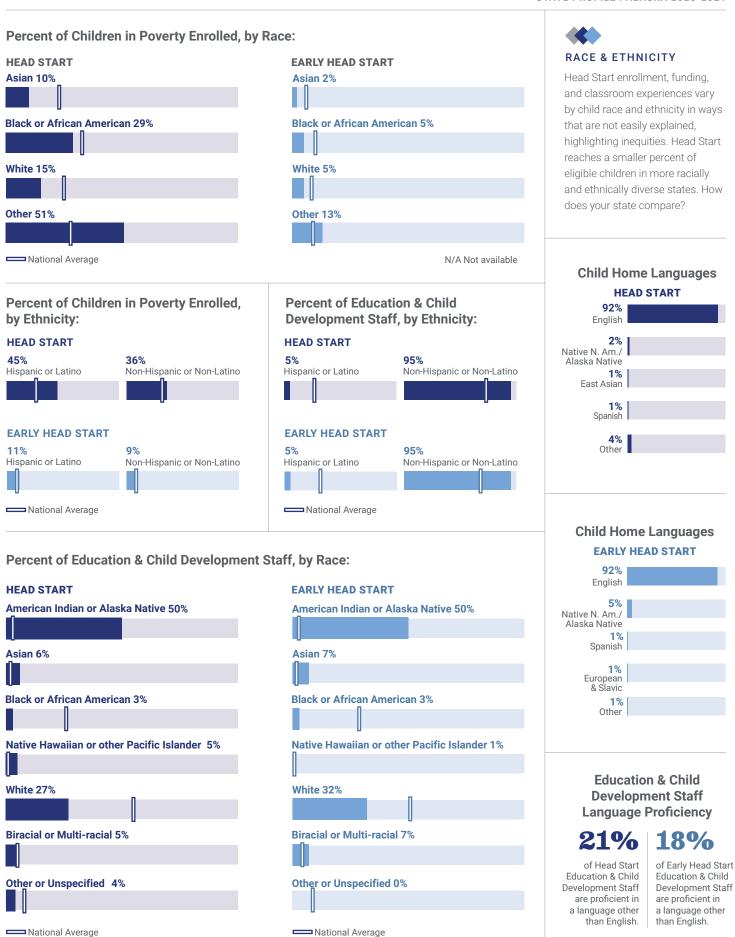


#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

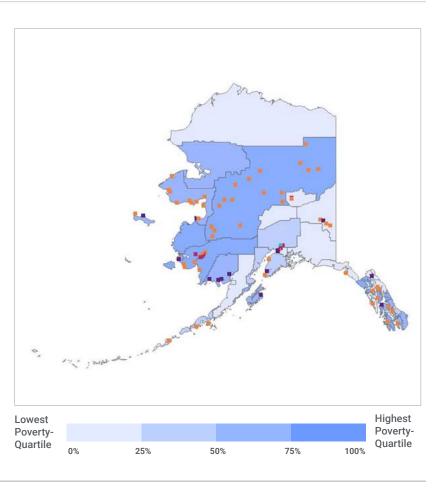


National Average



Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County

Total Centers	98
Head Start	21
Early Head Start	2
Head Start & Early Head Start	8
AIAN Head Start & Early Head Start	67
Migrant and Seasonal Head Start	0



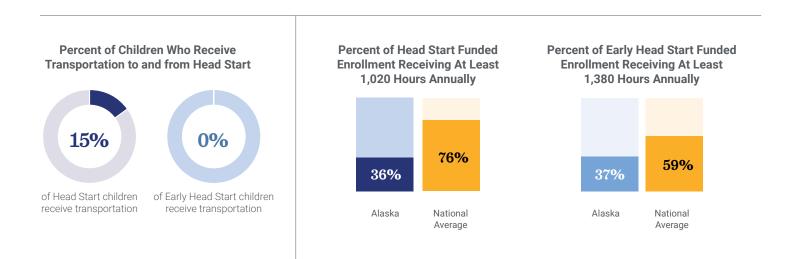
The location of Head Start programs in relation to where children in poverty live varies greatly by state.



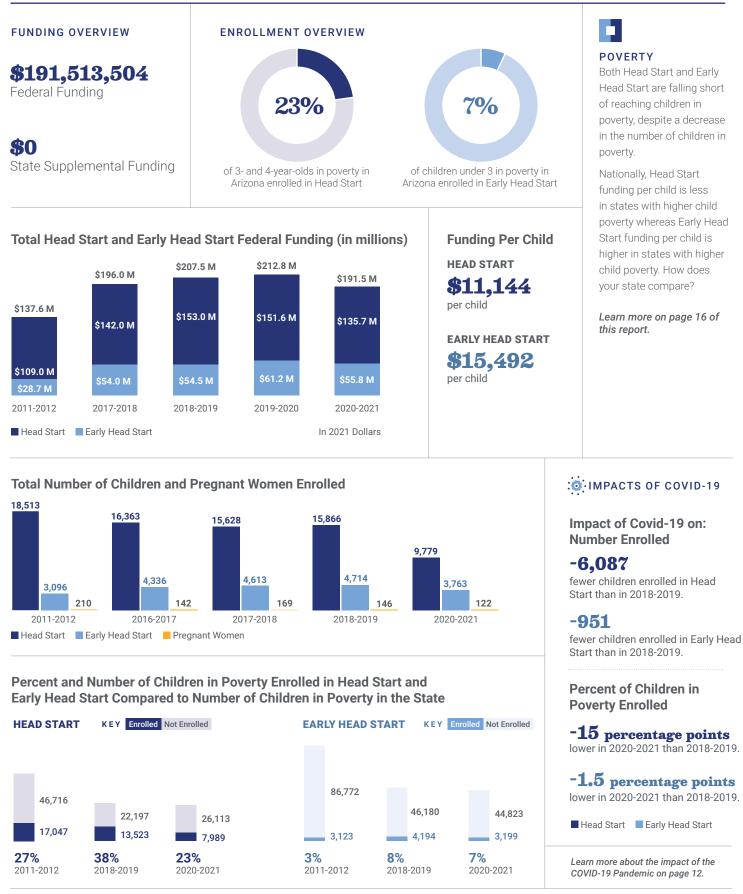
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

Learn more on page 22 of this report.



## Arizona

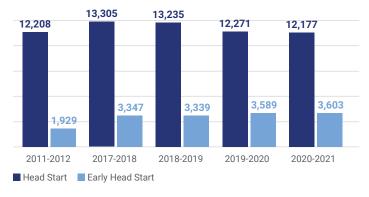


All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

#### Head Start and Early Head Start Federal Funding Per Child



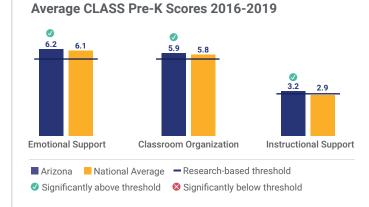
#### Head Start and Early Head Start Funded Enrollment



#### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



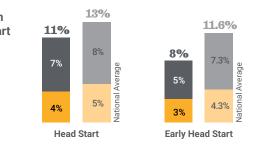
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

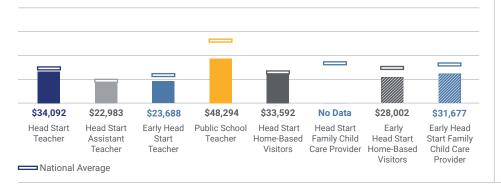


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

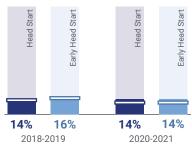
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

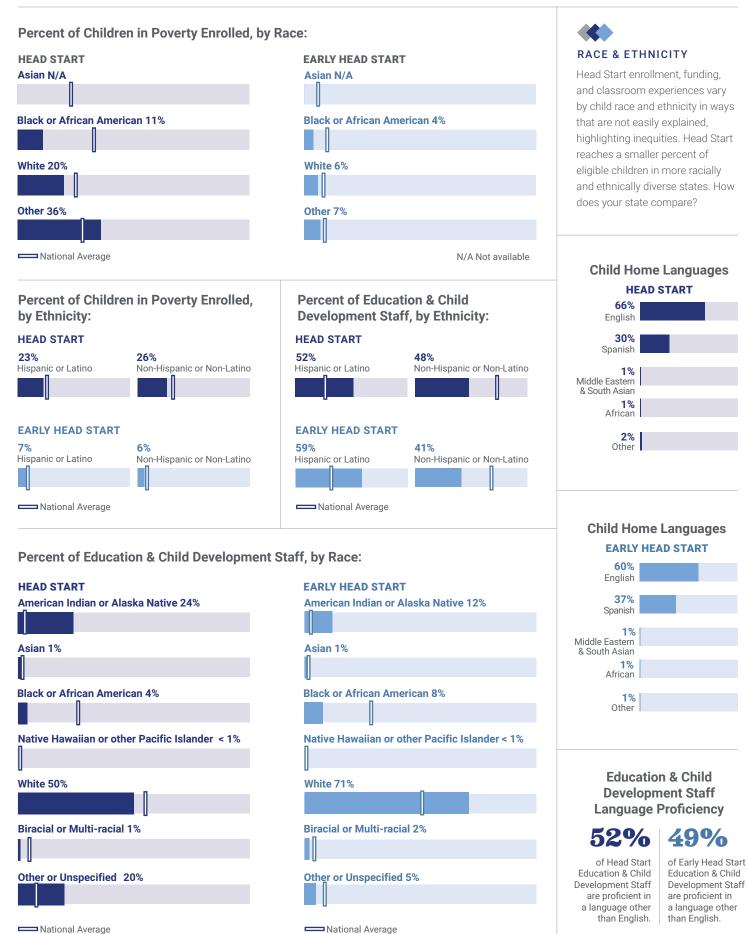


#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

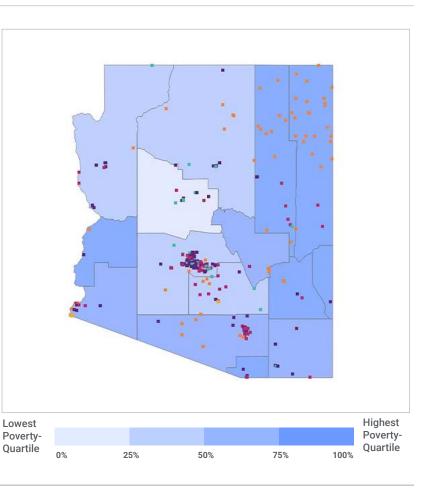


National Average 

> STATE PROFILES 67

Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County

Total Centers	417
Head Start	160
Early Head Start	49
Head Start & Early Head Start	91
AIAN Head Start & Early Head Start	97
Migrant and Seasonal Head Start	20



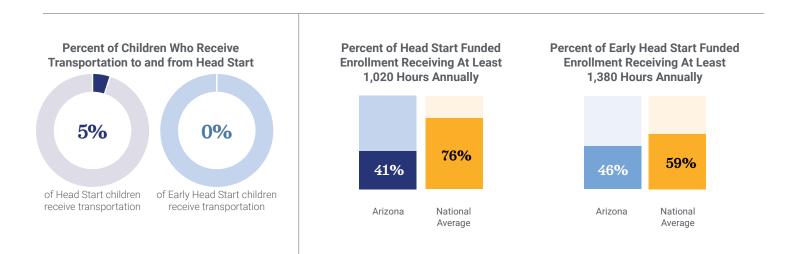
The location of Head Start programs in relation to where children in poverty live varies greatly by state.



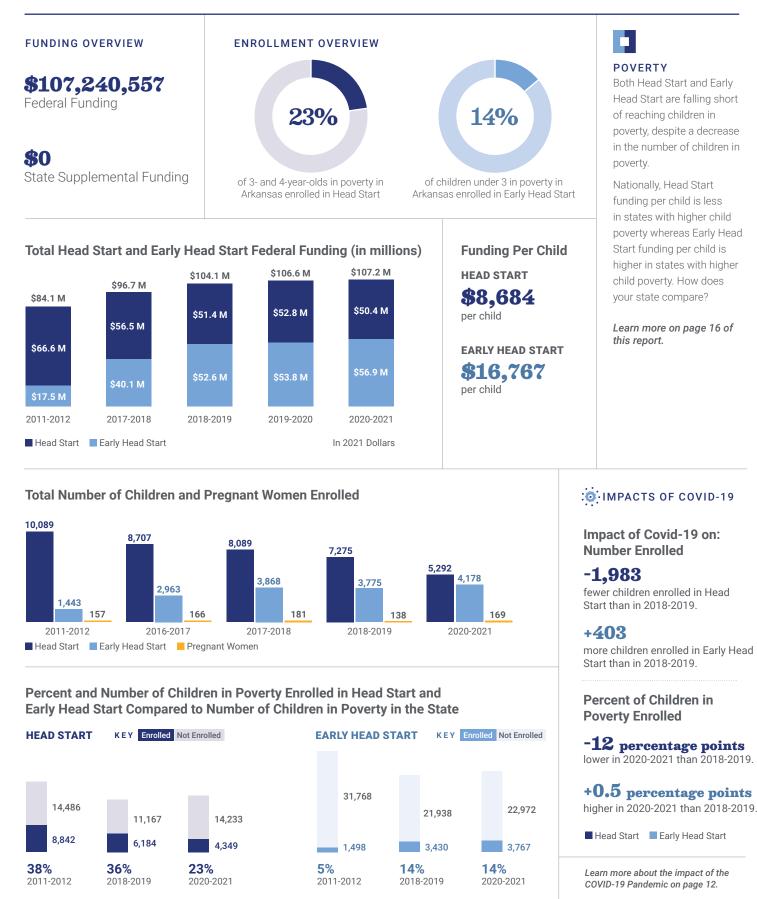
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

Learn more on page 22 of this report.



## Arkansas



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

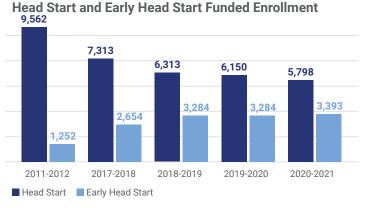
#### Head Start and Early Head Start Federal Funding Per Child



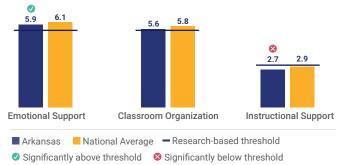
#### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



#### Average CLASS Pre-K Scores 2016-2019



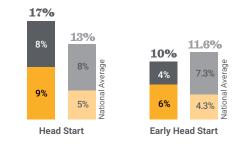
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

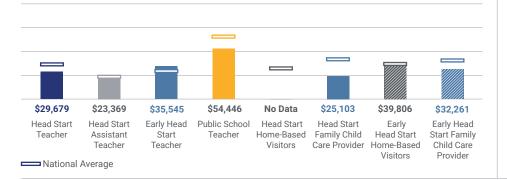


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

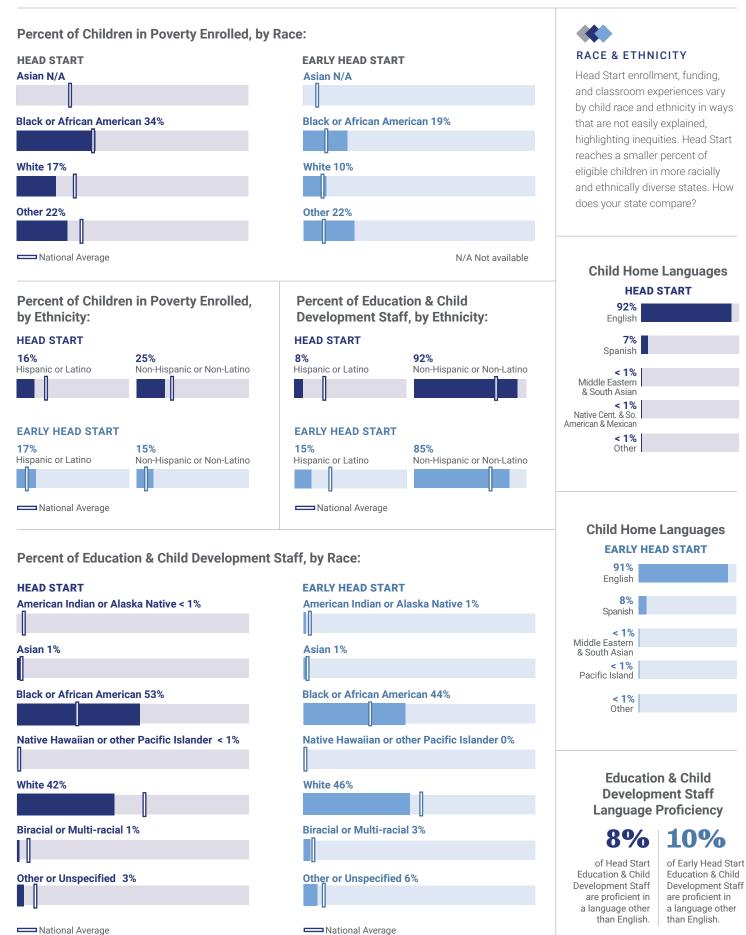
2018-2019 compared to 2020-2021



National Average

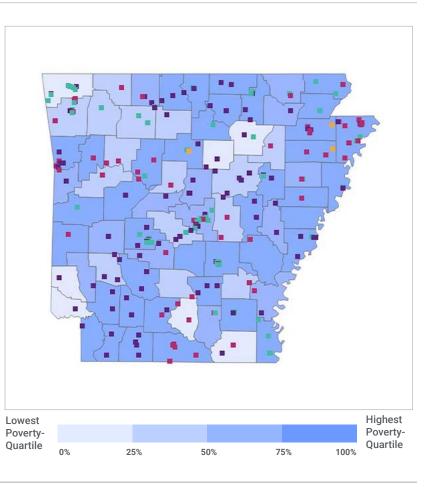
# **0** 5,798

**70** STATE PROFILES



Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County

Total Centers	252
Head Start	101
Early Head Start	80
Head Start & Early Head Start	67
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	4



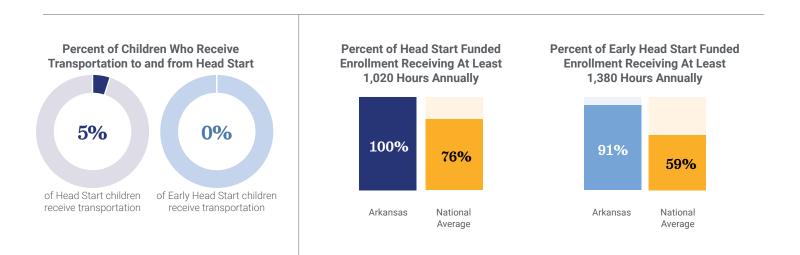
The location of Head Start programs in relation to where children in poverty live varies greatly by state.



In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

Learn more on page 22 of this report.

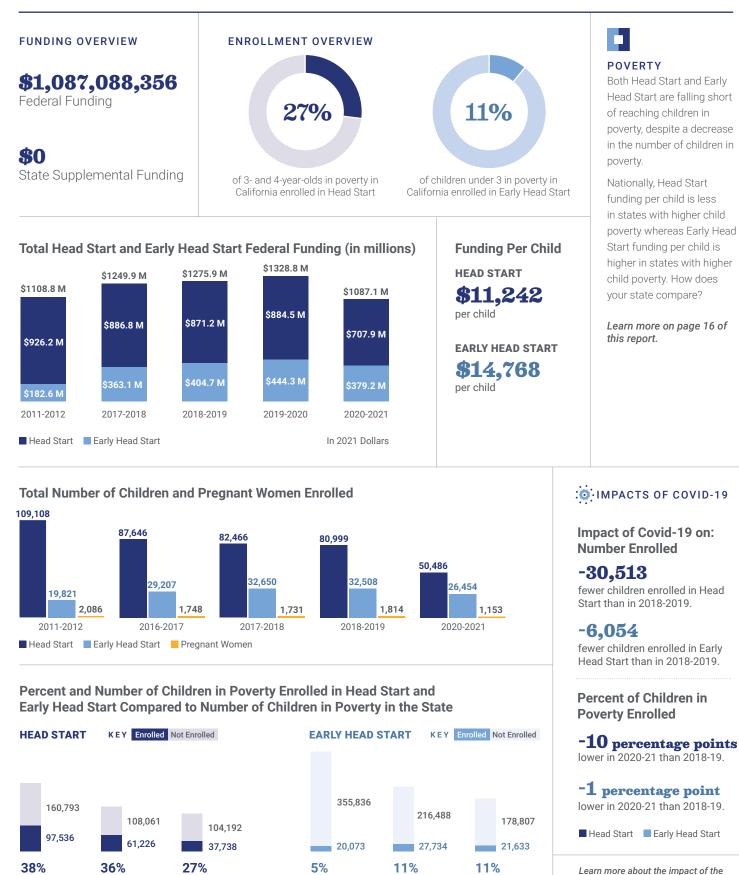


## California

2011-2012

2018-2019

2020-2021



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

2011-2012

2018-2019

2020-2021

COVID-19 Pandemic on page 12.

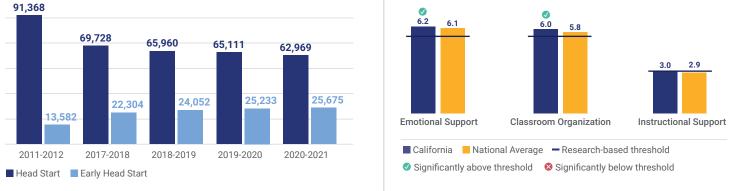


## RACE & ETHNICITY

Average CLASS Pre-K Scores 2016-2019

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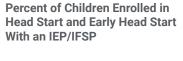
Learn more on page 18 of this report.



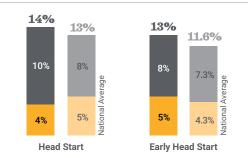
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
   IEP/IESP determined
- during program year

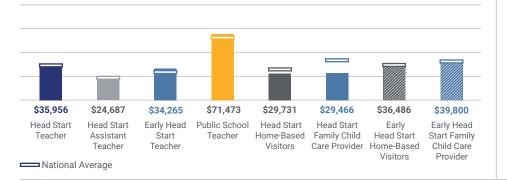


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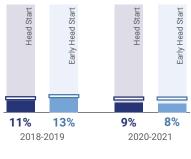
## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



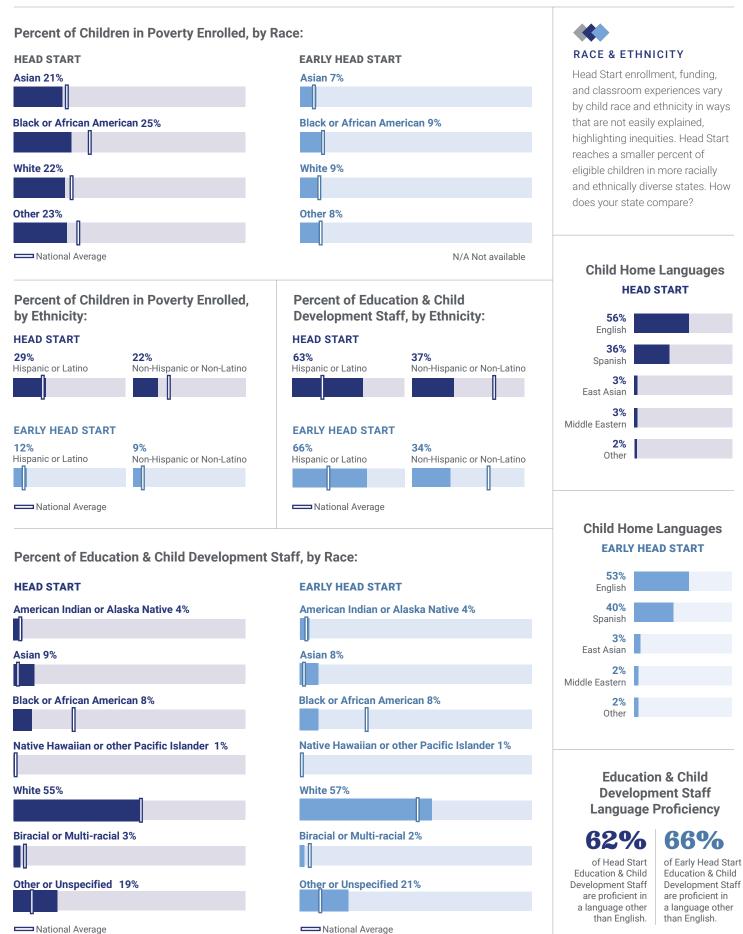
## Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



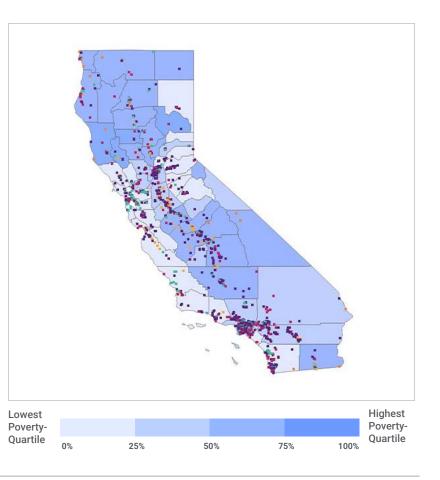
National Average

## Head Start and Early Head Start Funded Enrollment



STATE PROFILES 75

Total Centers	2,010
Head Start	1,105
Early Head Start	390
Head Start & Early Head Start	398
AIAN Head Start & Early Head Start	23
Migrant and Seasonal Head Start	94

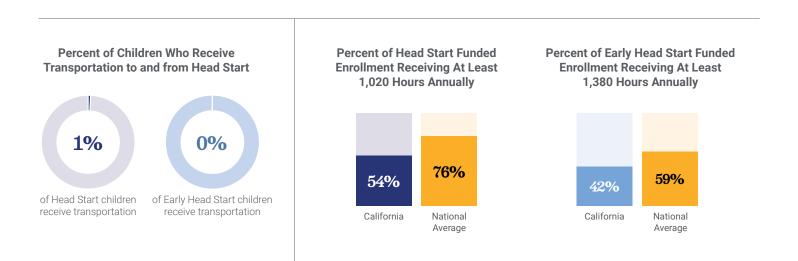


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

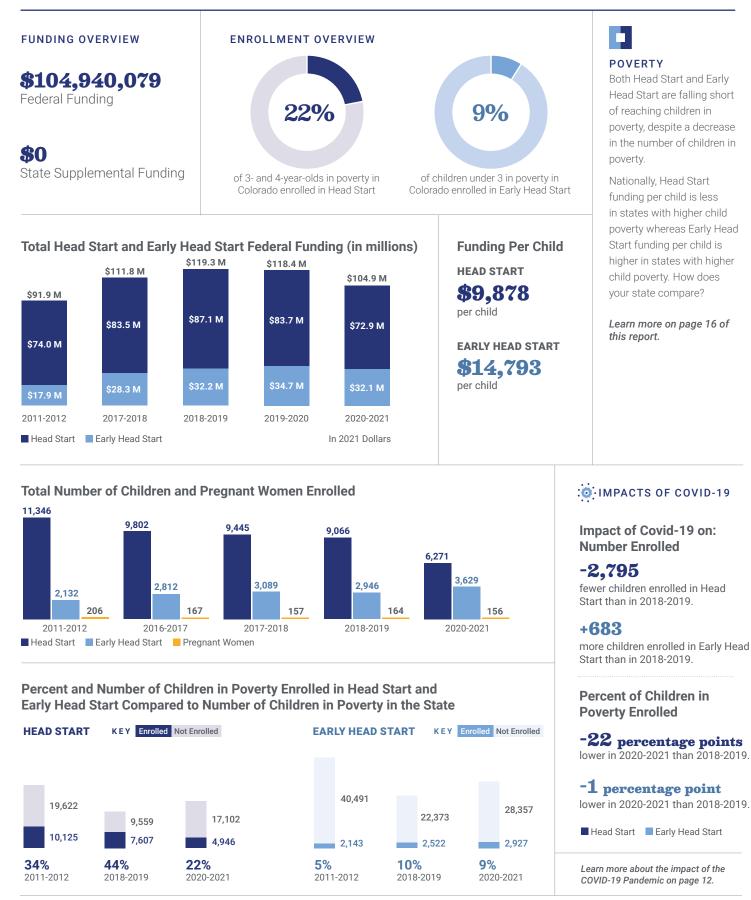


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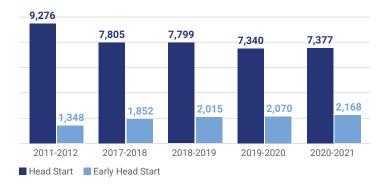
## Colorado



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



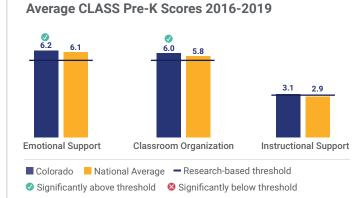
#### Head Start and Early Head Start Funded Enrollment



## RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



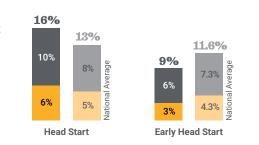
## STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

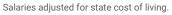
- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

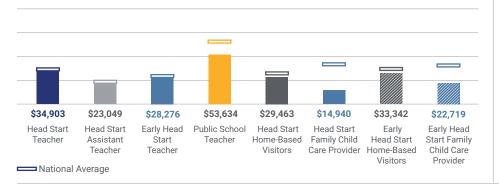


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

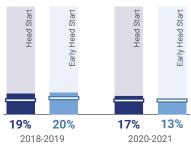
## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries





### Head Start and Early Head Start Staff Turnover

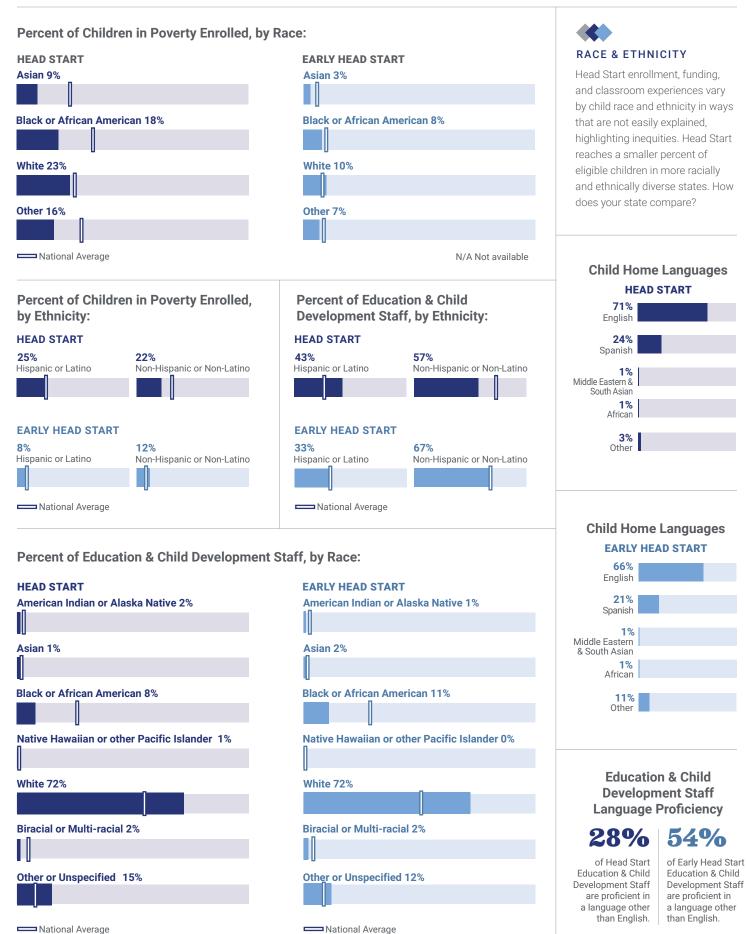
2018-2019 compared to 2020-2021



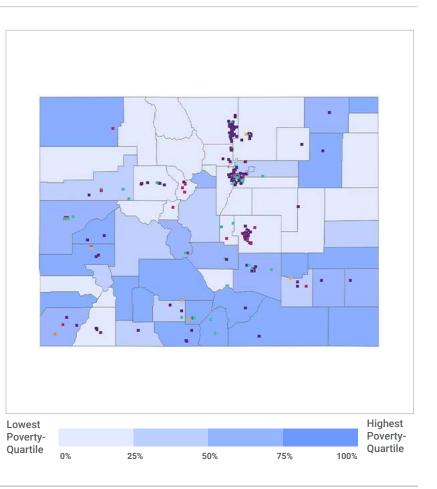
National Average

STATE PROFILES

78



Total Centers	301
Head Start	172
Early Head Start	81
Head Start & Early Head Start	39
AIAN Head Start & Early Head Start	1
Migrant and Seasonal Head Start	8

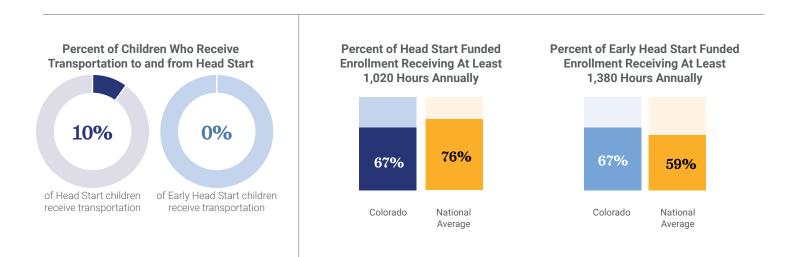


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

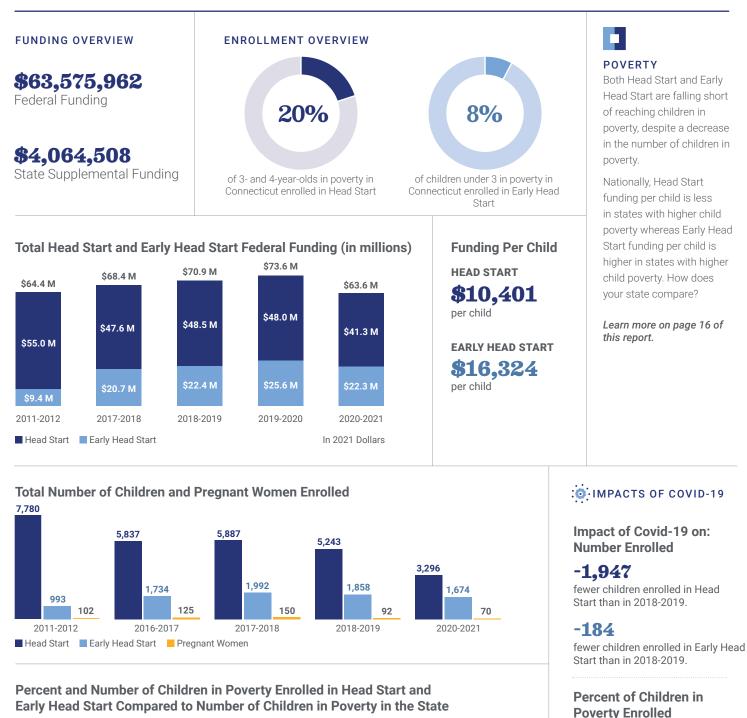


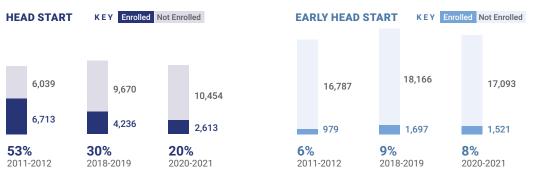
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



## Connecticut





All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

STATE PROFILES 81

-10 percentage points lower in 2020-2021 than 2018-2019.

lower in 2020-2021 than 2018-2019.

-1 percentage point

Head Start Early Head Start

Learn more about the impact of the

COVID-19 Pandemic on page 12.



## Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

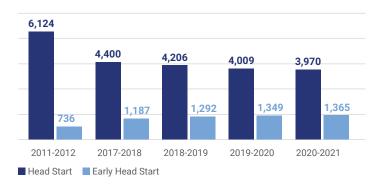
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

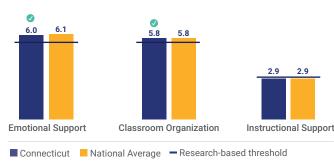
differences in Head Start and Early



## RACE & ETHNICITY

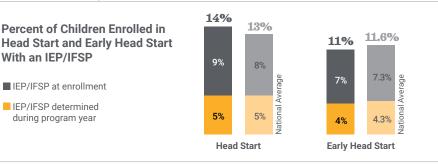
Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold Significantly below threshold

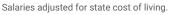
Average CLASS Pre-K Scores 2016-2019

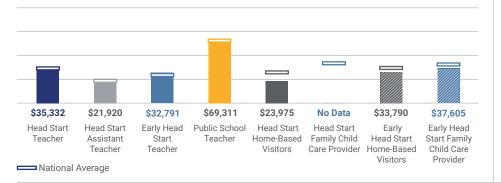


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries





## Head Start and Early Head Start Staff Turnover





National Average

#### 82 STATE PROFILES

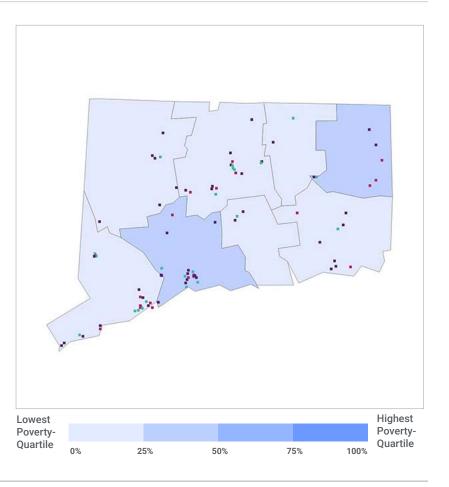
Percent of Children in Poverty Enrolled, by	Race:	
HEAD START Asian 14%	EARLY HEAD START Asian 3%	RACE & ETHNICITY Head Start enrollment, funding,
		and classroom experiences vary by child race and ethnicity in ways
Black or African American 29%	Black or African American 11%	that are not easily explained,
		highlighting inequities. Head Start reaches a smaller percent of
White 14%	White 5%	eligible children in more racially
		and ethnically diverse states. How does your state compare?
Other 27%	Other 12%	
National Average	N/A Not available	
		Child Home Languages
Percent of Children in Poverty Enrolled,	Percent of Education & Child	HEAD START
by Ethnicity:	Development Staff, by Ethnicity:	English
HEAD START 18% 25%	HEAD START 28% 72%	36% Spanish
Hispanic or Latino Non-Hispanic or Non-Latino	Hispanic or Latino Non-Hispanic or Non-Latino	2% Middle Eastern
		& South Asian 2%
EARLY HEAD START	EARLY HEAD START	European & Slavic
6% 10% Hispanic or Latino Non-Hispanic or Non-Latino	44%     56%       Hispanic or Latino     Non-Hispanic or Non-Latino	4% Other
National Average	National Average	
		Child Home Languages
Percent of Education & Child Development	Staff, by Race:	EARLY HEAD START
		68% English
HEAD START American Indian or Alaska Native 0%	EARLY HEAD START American Indian or Alaska Native 0%	26%
		Spanish 1%
Asian 3%	Asian 2%	Middle Eastern & South Asian
		1% African
Black or African American 24%	Black or African American 27%	4% Other
		ottler
Native Hawaiian or other Pacific Islander < 1%	Native Hawaiian or other Pacific Islander 0%	
White 61%	White 59%	Education & Child Development Staff
		Language Proficiency
Biracial or Multi-racial 3%	Biracial or Multi-racial 4%	<b>39% 49%</b>
		of Head Start of Early Head Sta
Other or Unspecified 9%	Other or Unspecified 8%	Education & Child Education & Child Development Staff Development Staff
		are proficient in are proficient in a language other a language other

National Average

National Average

of Early Head Start Education & Child Development Staff are proficient in anguage other than English.

Total Centers	90
Head Start	47
Early Head Start	22
Head Start & Early Head Start	21
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

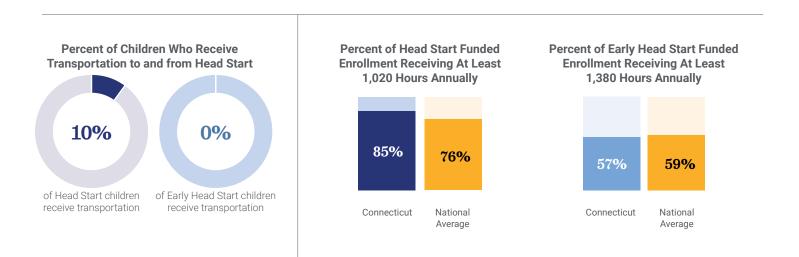


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

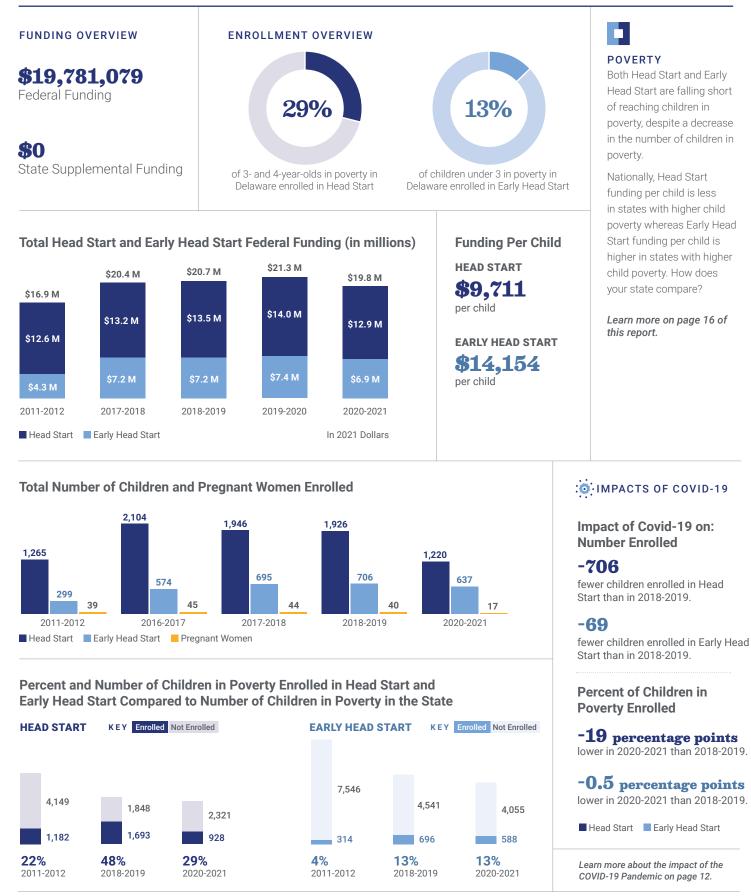


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



## Delaware



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

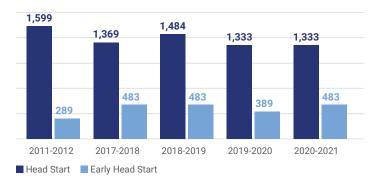
not explained by differences in state population eligibility and needs. How

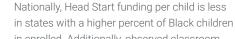
Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

differences in Head Start and Early

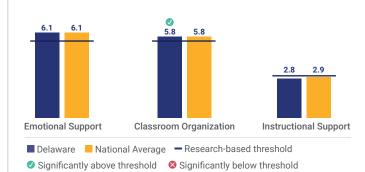




**RACE & ETHNICITY** 

in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Average CLASS Pre-K Scores 2016-2019

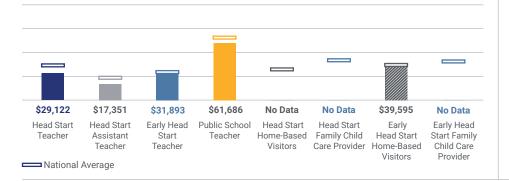
13% Percent of Children Enrolled in 11.6% Head Start and Early Head Start With an IEP/IFSP 8% 7% 7.3% 6% age Average ■ IEP/IFSP at enrollment 4% 4% IFP/IESP determined ional Vationa 5% during program year 4.3% 3% 2% Early Head Start Head Start

### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

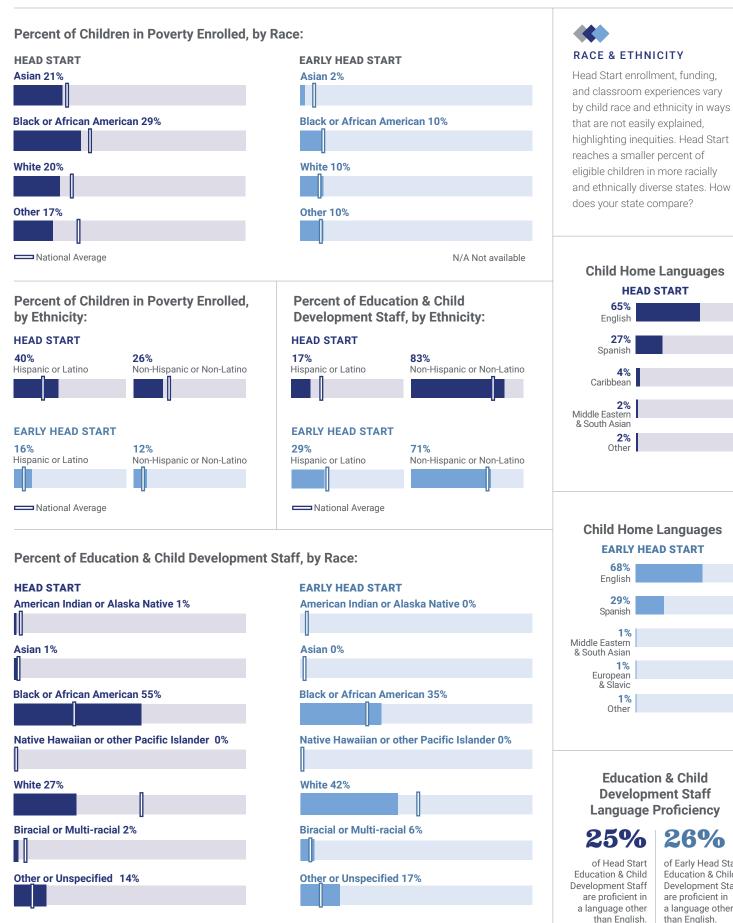


### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average



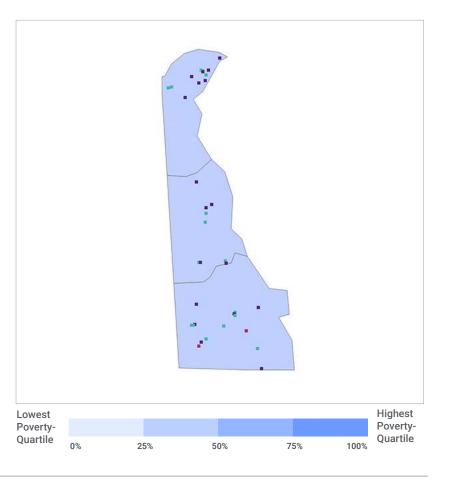
National Average

National Average

of Early Head Start Education & Child **Development Staff** are proficient in a language other than English.

26%

Total Centers	44
Head Start	20
Early Head Start	22
Head Start & Early Head Start	2
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

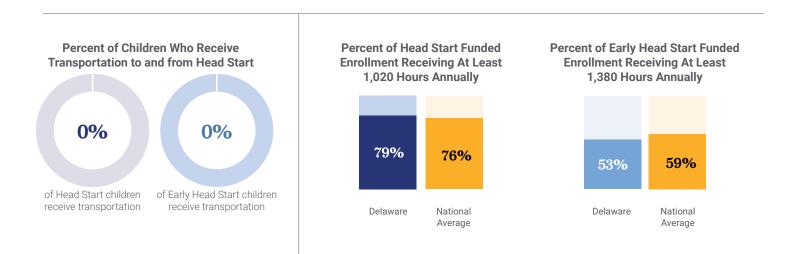


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

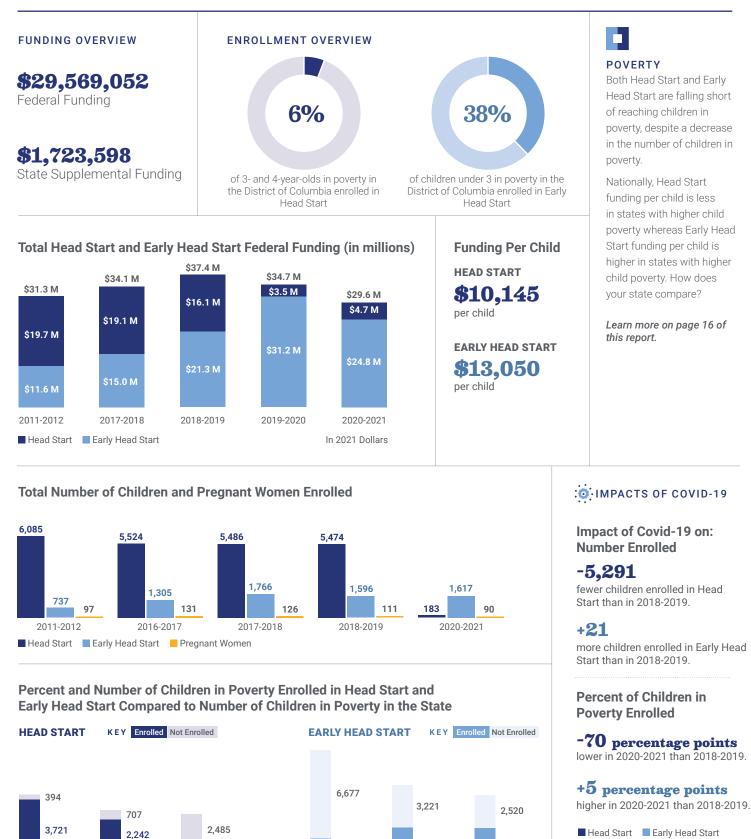


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

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# **District of Columbia**



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

157

6%

2020-2021

76%

2018-2019

90%

2011-2012

792

11%

2011-2012

1 609

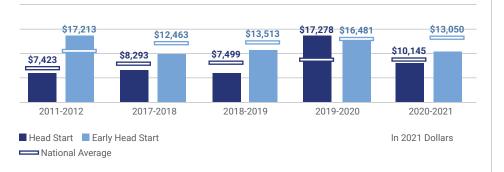
33%

2018-2019

1 570

38%

2020-2021



### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

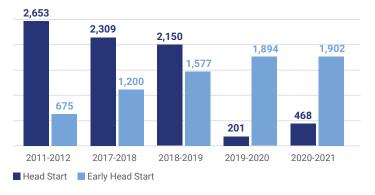
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

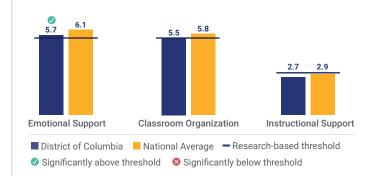
differences in Head Start and Early



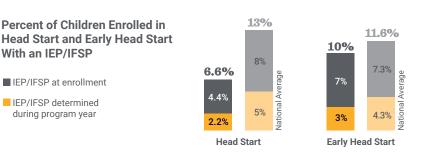
## RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Average CLASS Pre-K Scores 2016-2019

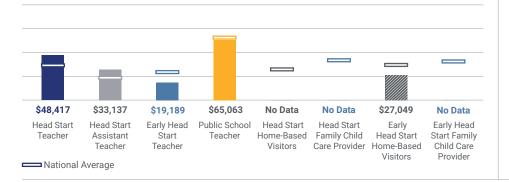


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

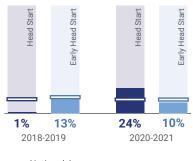
## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

#### 90 STATE PROFILES

Piezo START   Asian N/A   Black or African American 5%   Black or African American 5%   Black or African American 32%   White 2%   White 2%   White 2%   Other 50%   Percent of Children in Poverty Enrolled, by Ethnicity:   HEAD START   5%   6%   Hispanic or Latino   Non-Hispanic or Non-Latino   Percent of Education & Child Development Staff, by Ethnicity:   HEAD START   8%   Hispanic or Latino   Non-Hispanic or Non-Latino   Percent of Education & Child Development Staff, by Rence:   EARLY HEAD START   8%   Hispanic or Latino   National Average         Percent of Education & Child Development Staff, by Race: HEAD START Asian 0% Asian 1% Hispanic or African American 78% Black or African American 77% Origination or other Pacific Islander 0% Native Havaiian or other Pacific Islander 1% White 6% Display to Multi availa for Native Havaiian or other Pacific Islander 1% White 6% Display to Multi availa for	Percent of Children in Poverty Enrolled, by I	Race:	
Black or African American 5% Black or African American 32% that are no allower of the second of the			RACE & E
Other 2% Other 50%   N/A Not available Child Percent of Children in Poverty Enrolled, by Ethnicity: HEAD START S% 6% Hispanic or Latino Non-Hispanic or Non-Latino EARLY HEAD START 8%% 31% Hispanic or Latino Non-Hispanic or Non-Latino EARLY HEAD START 8%% 31% Hispanic or Latino Non-Hispanic or Non-Latino EARLY HEAD START 8% 8% 8% 10			that are not highlighting reaches a sr eligible child and ethnical
Percent of Children in Poverty Enrolled, by Ethnicity:   HEAD START   5%   6%   Hispanic or Latino   Non-Hispanic or Non-Latino   Hispanic or Latino   Non-Hispanic or Non-Latino   Hispanic or Latino   Non-Hispanic or Non-Latino   Hispanic or Latino   National Average   Percent of Education & Child Development Staff, by Race: HEAD START Asian 0% Asian 1% Hispanic or African American 78% White 19% White 6% Dinabil or Multi angli 0% Pinabil or Multi angli 0% Pinabil or Multi angli 0%			does your st
National Average     National Average     Percent of Education & Child Development Staff, by Race:   HEAD START   American Indian or Alaska Native 0%   Asian 0%   Asian 0%   Asian 1%   Black or African American 78%   Black or African American 77%   Native Hawaiian or other Pacific Islander 0%   White 19%   White 19%   Piracial at Multi apoint 0% Piracial at Multi apoint 0%	Percent of Children in Poverty Enrolled, by Ethnicity: HEAD START 5% Hispanic or Latino EARLY HEAD START 88% 31%	Percent of Education & Child Development Staff, by Ethnicity: HEAD START 19% Hispanic or Latino EARLY HEAD START 22% 78%	Child H H 81% English 8% Spanish 6% African 2% European & Slavic 3% Other
Percent of Education & Child Development Staff, by Race:     69       HEAD START     EARLY HEAD START       American Indian or Alaska Native 0%     American Indian or Alaska Native < 1%	National Average	National Average	Child Ho
Black or African American 78% Black or African American 77% Native Hawaiian or other Pacific Islander 0% White 19% White 19% Bizerial or Multi regial 0%	HEAD START American Indian or Alaska Native 0%	EARLY HEAD START American Indian or Alaska Native < 1%	EARL 69% English 27% Spanish 2% African
Write 19%     Dev       Lang     Lang	Black or African American 78%	Black or African American 77%	1% Europear & Slavic 1% Other
Other or Unspecified 3%     Other or Unspecified 11%     Education & Developmen	Biracial or Multi-racial 0%	Biracial or Multi-racial 4%	Educa Deve Langua of Head S Education & C Development S are proficie

National Average

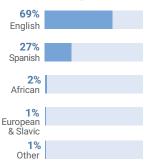
National Average

THNICITY

enrollment, funding, om experiences vary and ethnicity in ways easily explained, inequities. Head Start maller percent of dren in more racially lly diverse states. How tate compare?



### ome Languages Y HEAD START

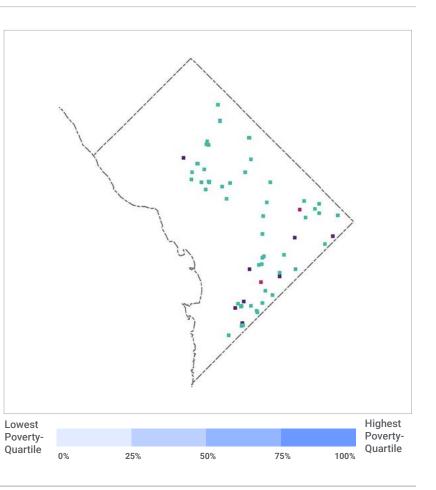


### cation & Child elopment Staff age Proficiency

#### 28% **%**

Start Child Staff ent in other glish. of Early Head Start Education & Child Development Staff are proficient in a language other than English.

Total Centers	79
Head Start	9
Early Head Start	68
Head Start & Early Head Start	2
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

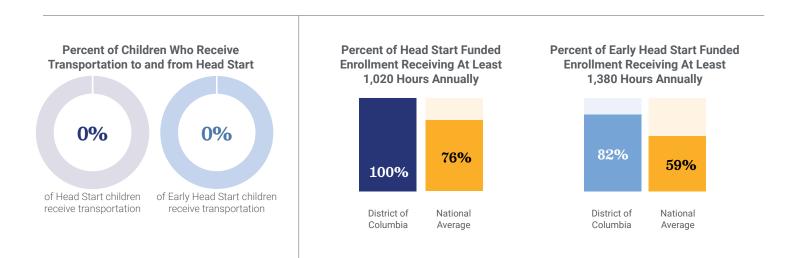


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

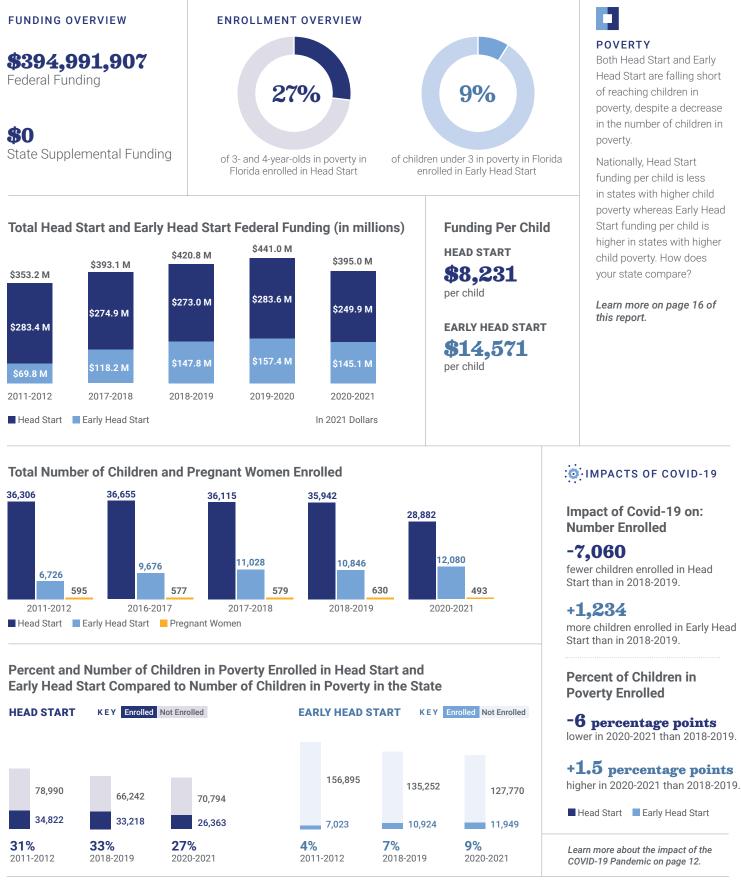


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



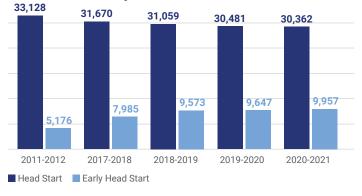
# Florida



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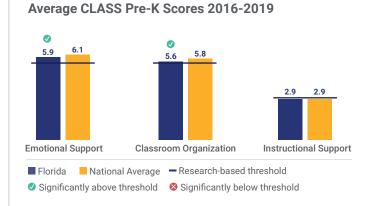
## Head Start and Early Head Start Funded Enrollment



## RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.





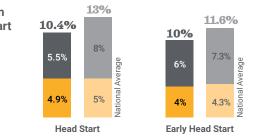
### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

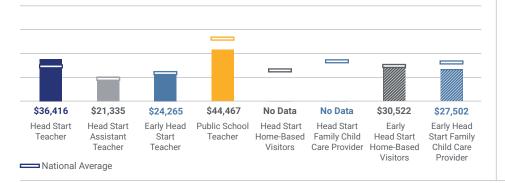


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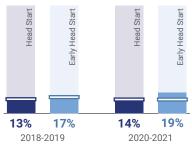
## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



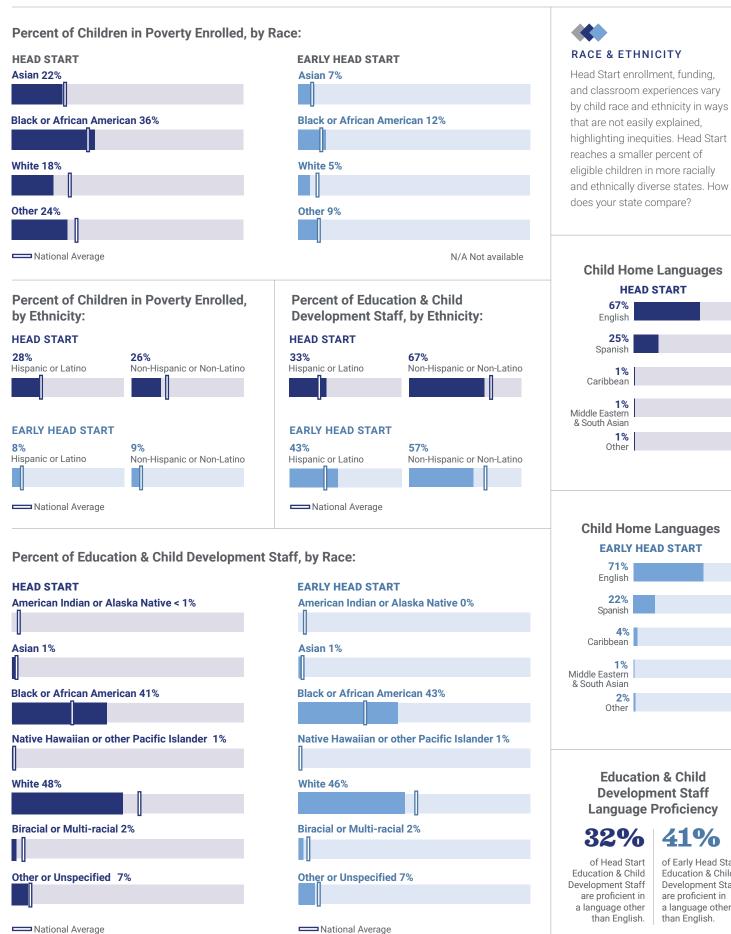
## Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

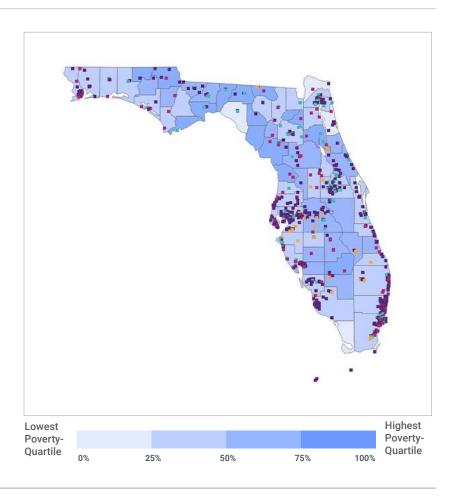
# ead Start and Early Head Start Funded Enro



of Early Head Start Education & Child **Development Staff** are proficient in a language other than English.

41

Total Centers	909
Head Start	504
Early Head Start	226
Head Start & Early Head Start	128
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	51

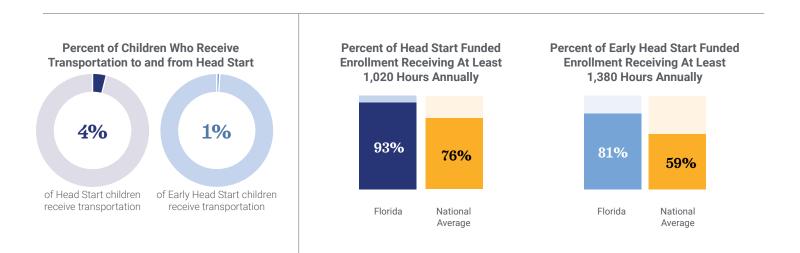


The location of Head Start programs in relation to where children in poverty live varies greatly by state.



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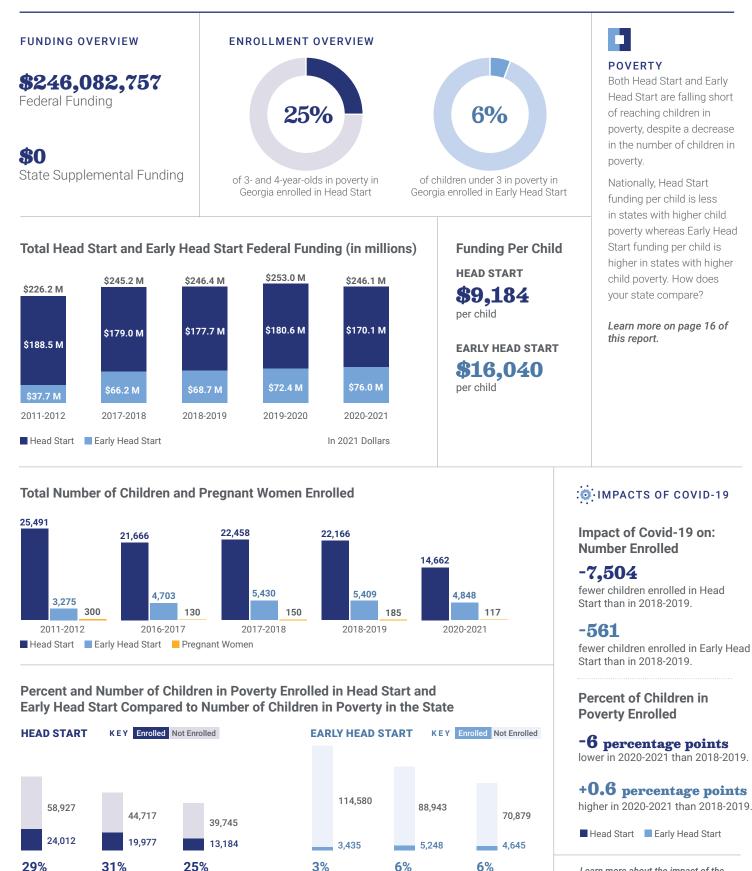


# Georgia

2011-2012

2018-2019

2020-2021



Learn more about the impact of the COVID-19 Pandemic on page 12.

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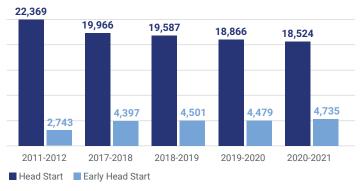
2011-2012

2018-2019

2020-2021



## Head Start and Early Head Start Funded Enrollment



**RACE & ETHNICITY** 

Nationally, Head Start funding per child is less

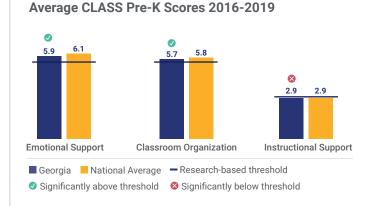
in enrolled. Additionally, observed classroom

quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a

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Learn more on page 18 of this report.

in states with a higher percent of Black children



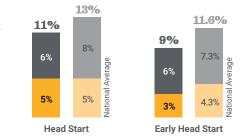
### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

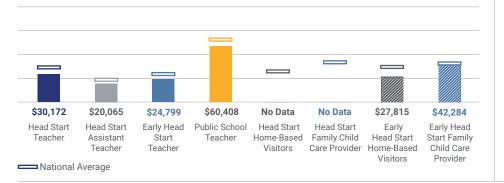


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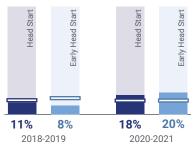
## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

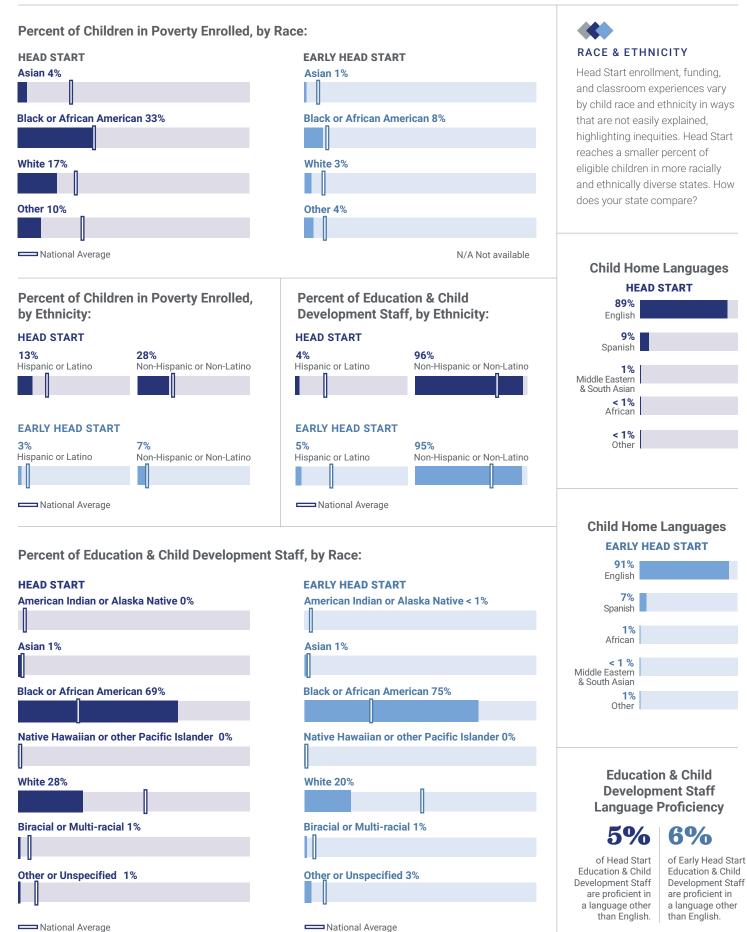


### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

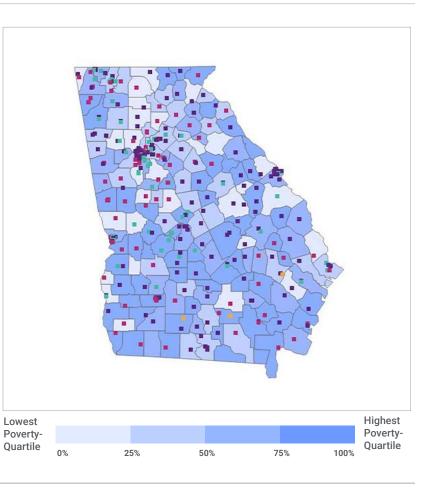


National Average



National Average 

Total Centers	384
Head Start	195
Early Head Start	79
Head Start & Early Head Start	105
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	5

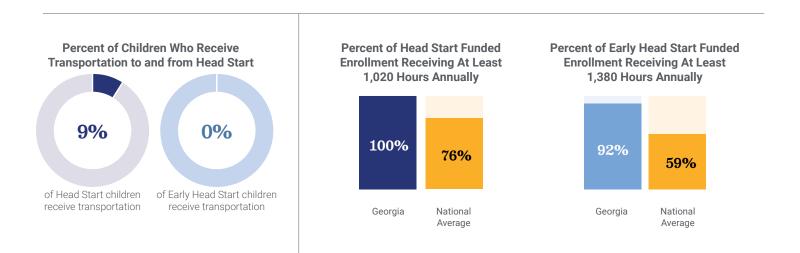


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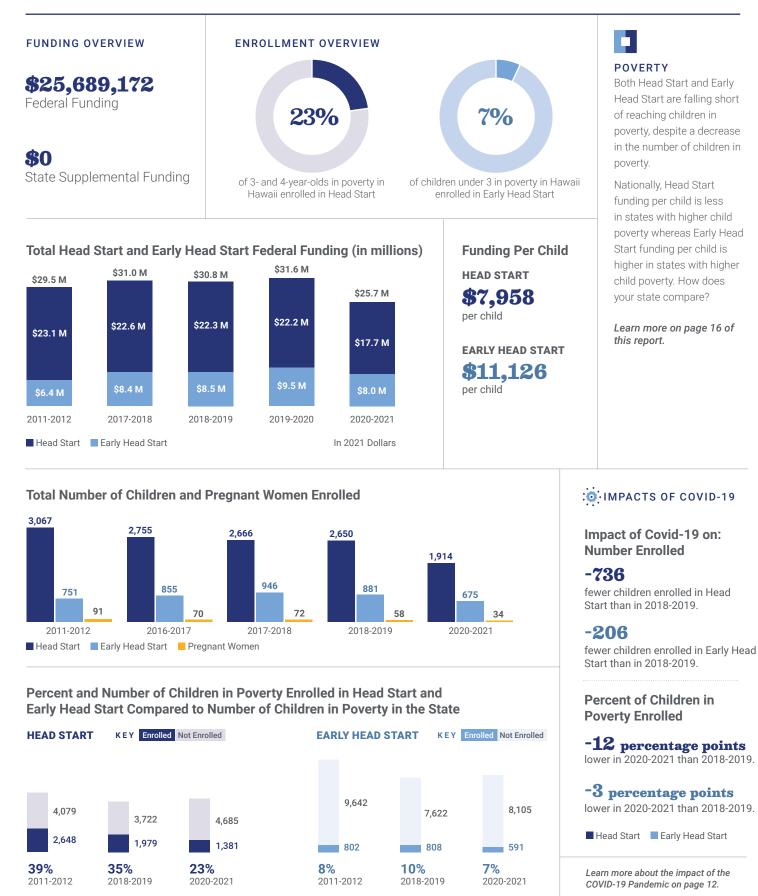


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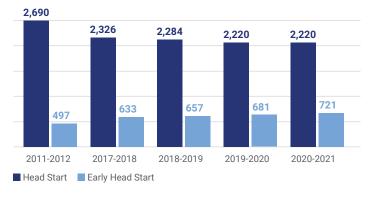
# Hawaii



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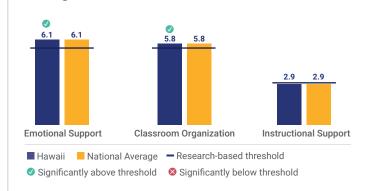
#### Head Start and Early Head Start Funded Enrollment



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Learn more on page 18 of this report.



Average CLASS Pre-K Scores 2016-2019

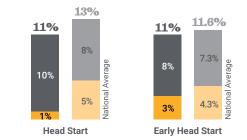
STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IFP/IESP determined during program year

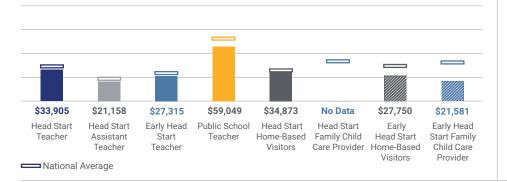


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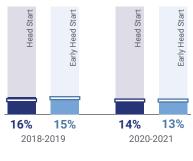
## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

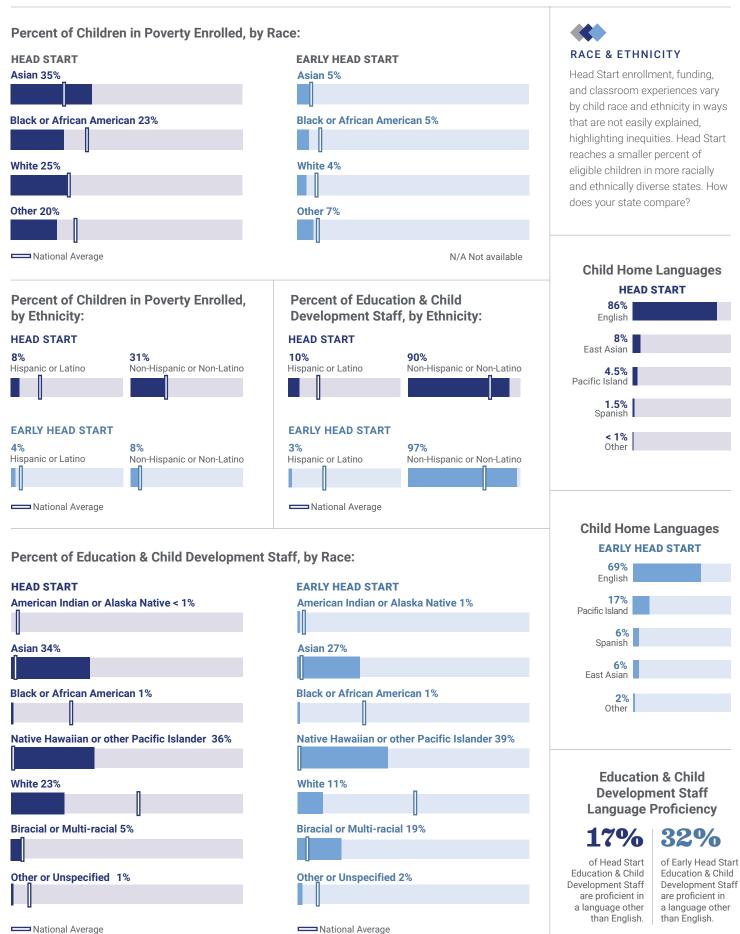


## Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

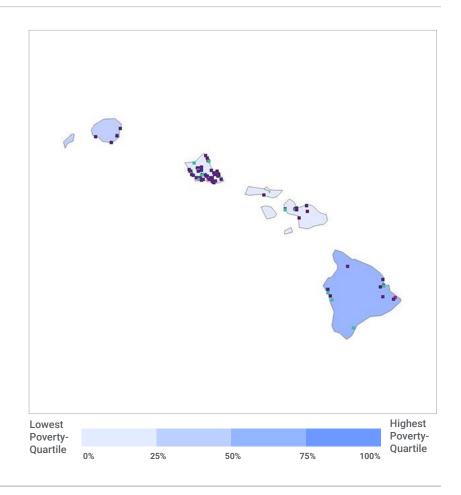


National Average



32%

Total Centers	114
Head Start	81
Early Head Start	30
Head Start & Early Head Start	3
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

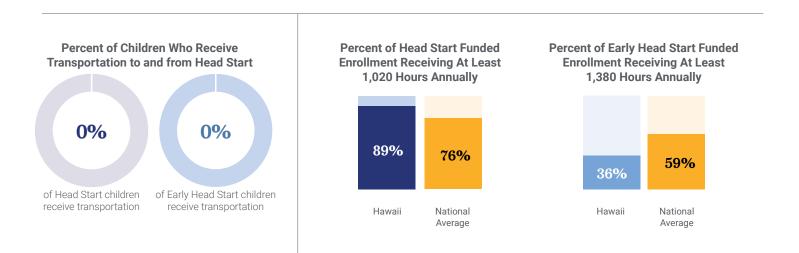


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

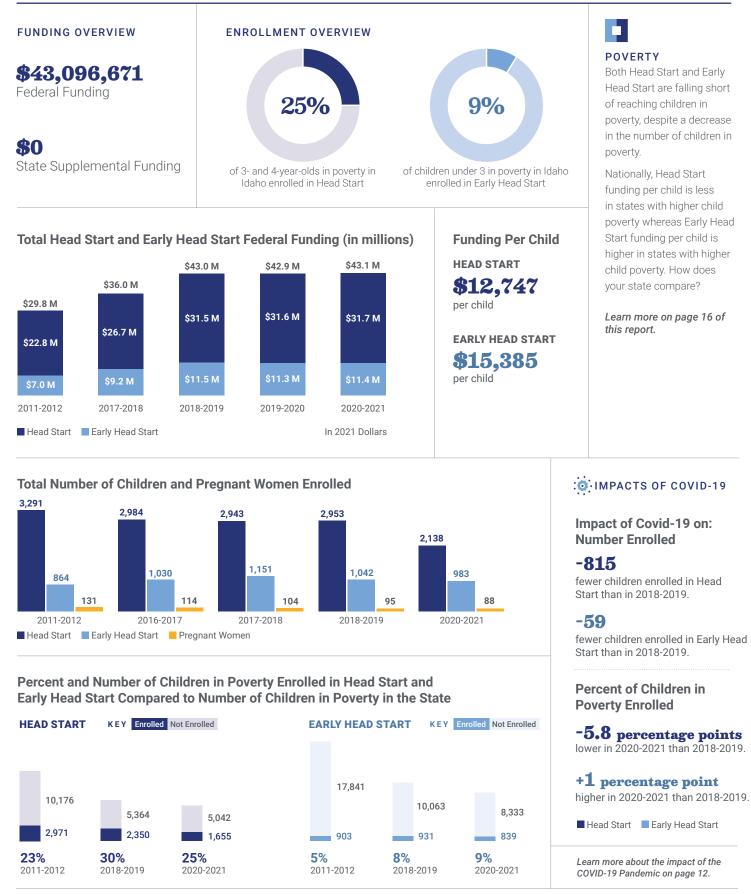


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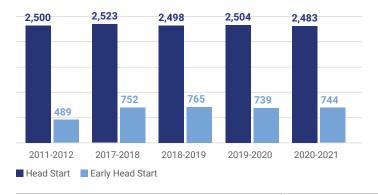
## Idaho



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### Head Start and Early Head Start Funded Enrollment



## Average CLASS Pre-K Scores 2016-2019

**RACE & ETHNICITY** 

Nationally, Head Start funding per child is less

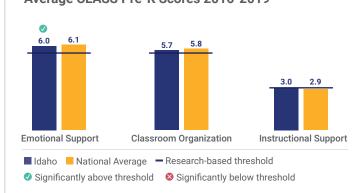
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Learn more on page 18 of this report.

in states with a higher percent of Black children



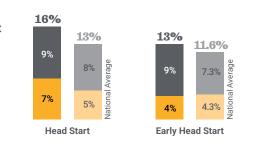
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#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

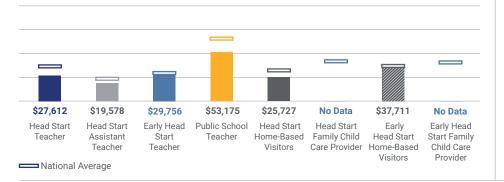


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## Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

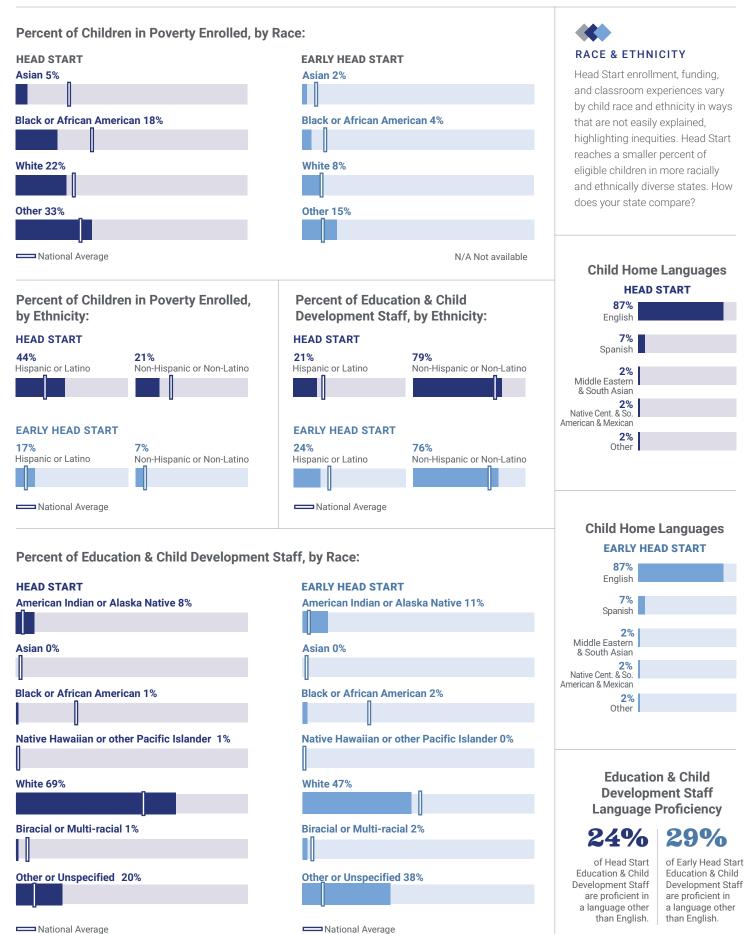


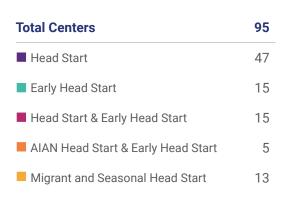
## Head Start and Early Head Start Staff Turnover

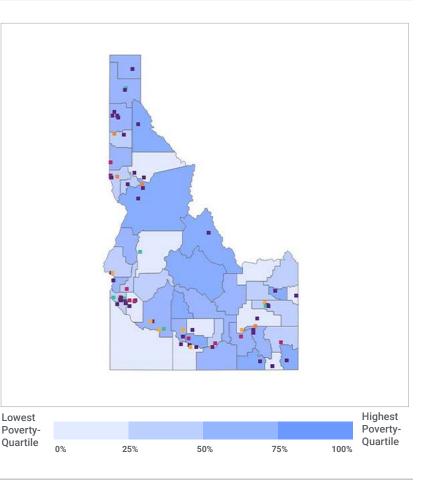
2018-2019 compared to 2020-2021



National Average





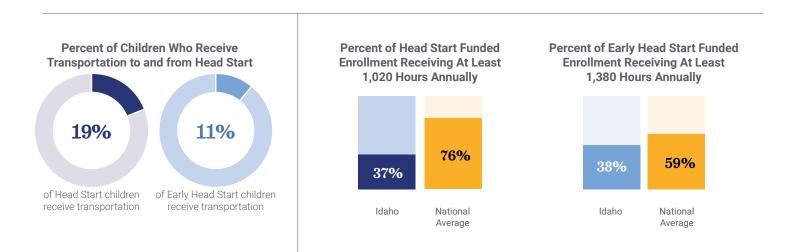


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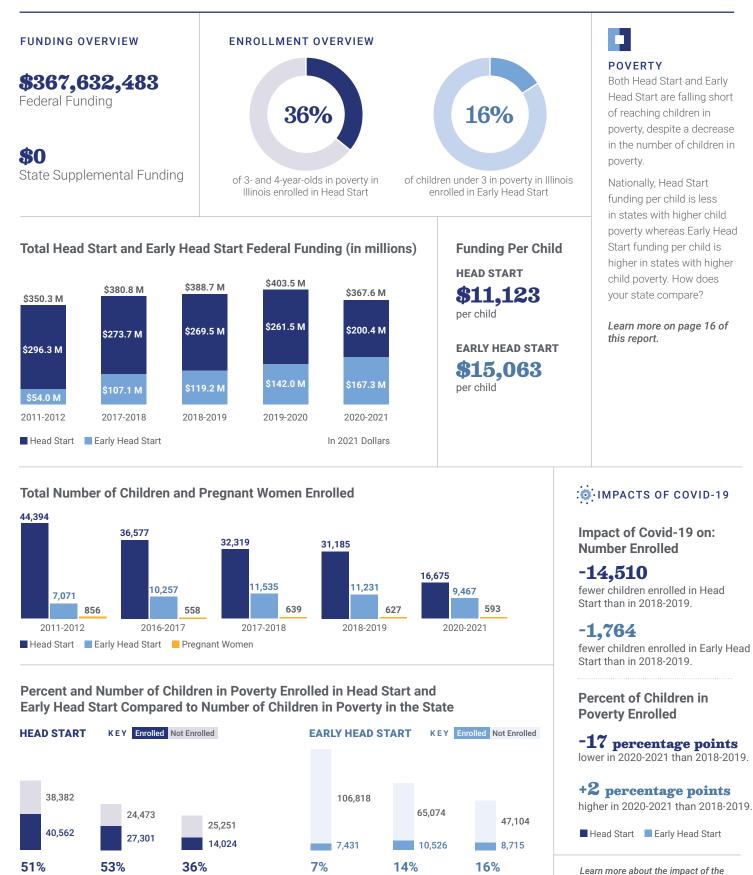


# Illinois

2011-2012

2018-2019

2020-2021



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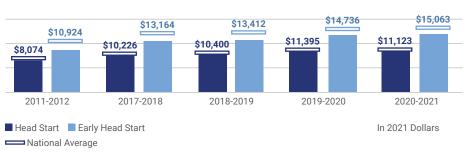
2011-2012

2018-2019

2020-2021

#### STATE PROFILES 109

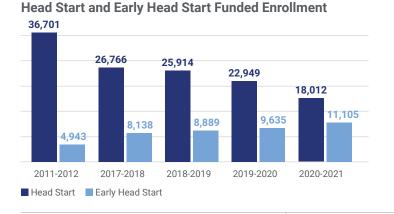
COVID-19 Pandemic on page 12.



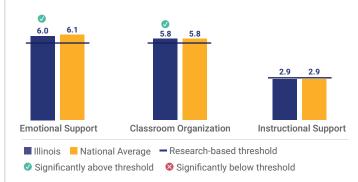
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#### Average CLASS Pre-K Scores 2016-2019



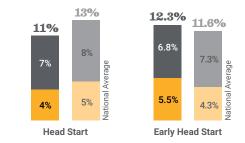
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- IEP/IFSP determined during program year

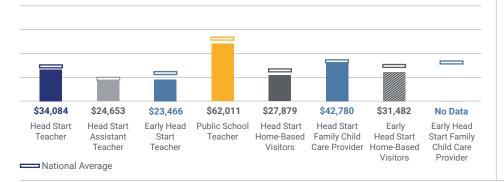


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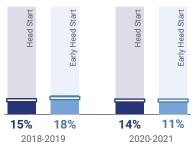
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Salaries adjusted for state cost of living.

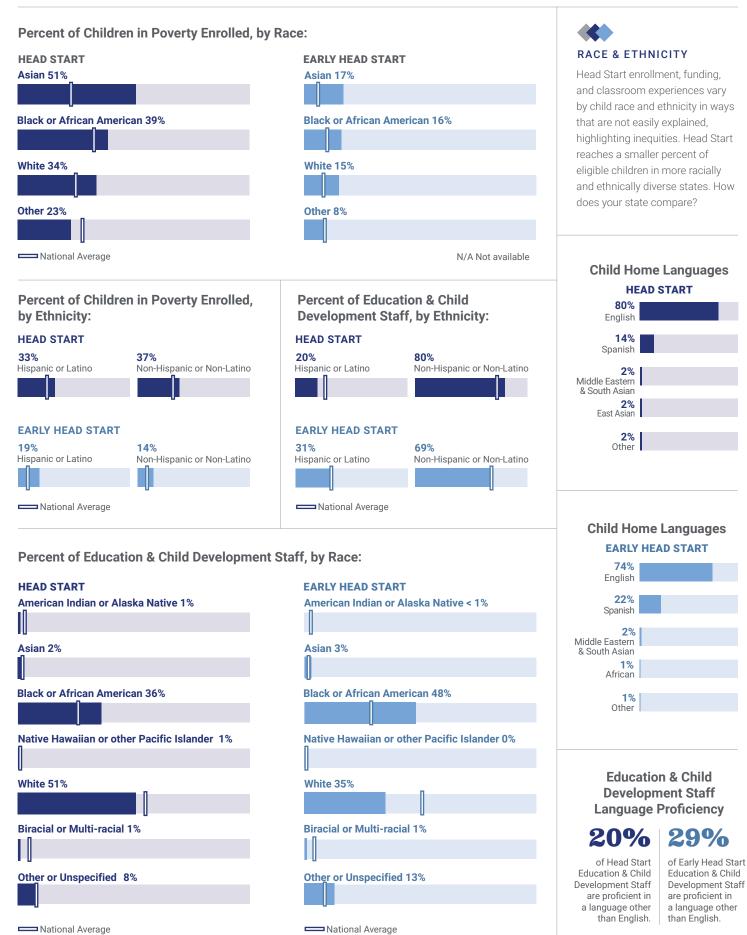


#### Head Start and Early Head Start Staff Turnover

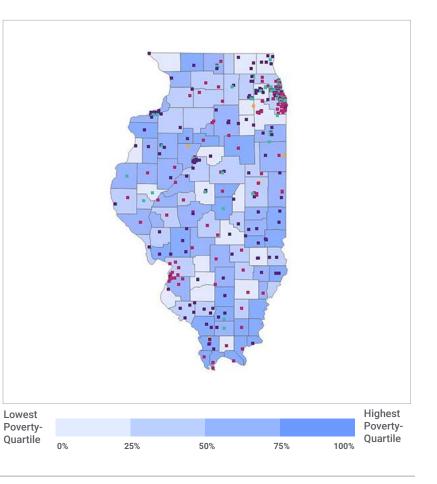
2018-2019 compared to 2020-2021



National Average



Total Centers	591
Head Start	214
Early Head Start	164
Head Start & Early Head Start	207
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	6

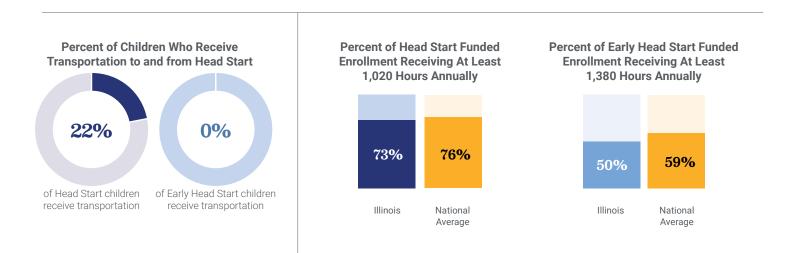


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

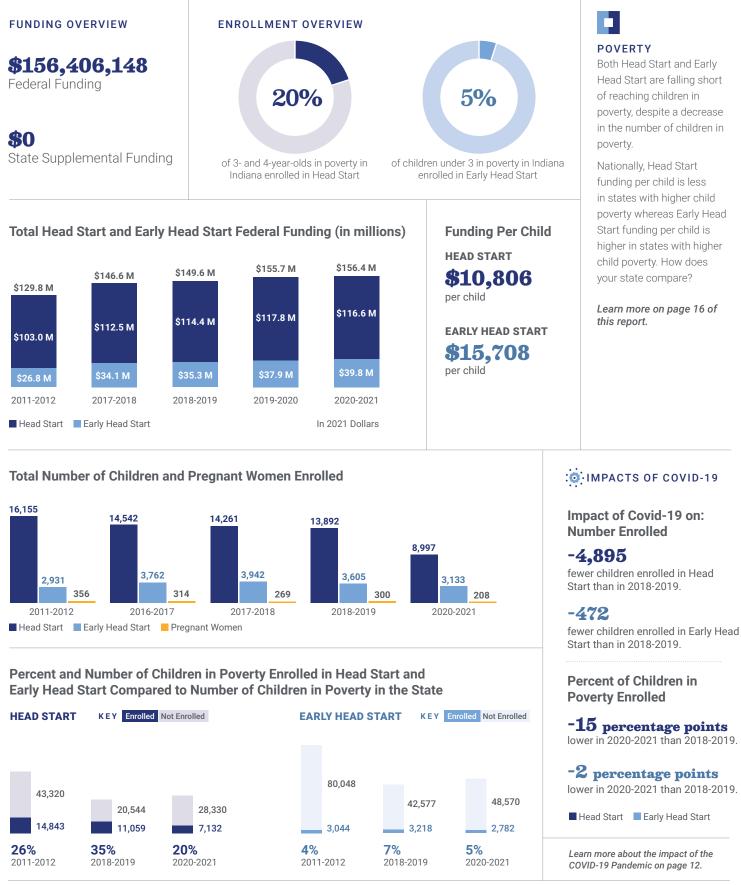


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

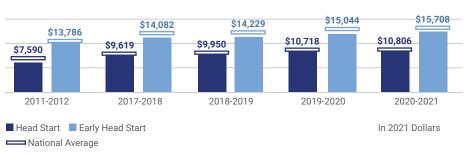
States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Indiana



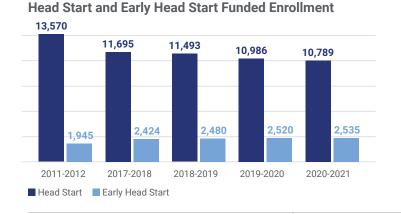
All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



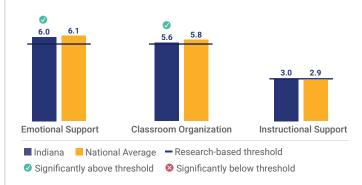
#### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



#### Average CLASS Pre-K Scores 2016-2019





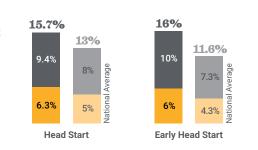
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

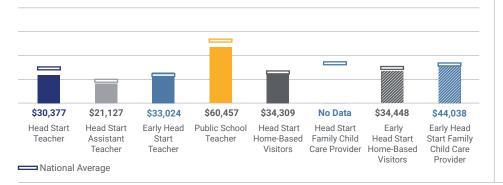


### IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



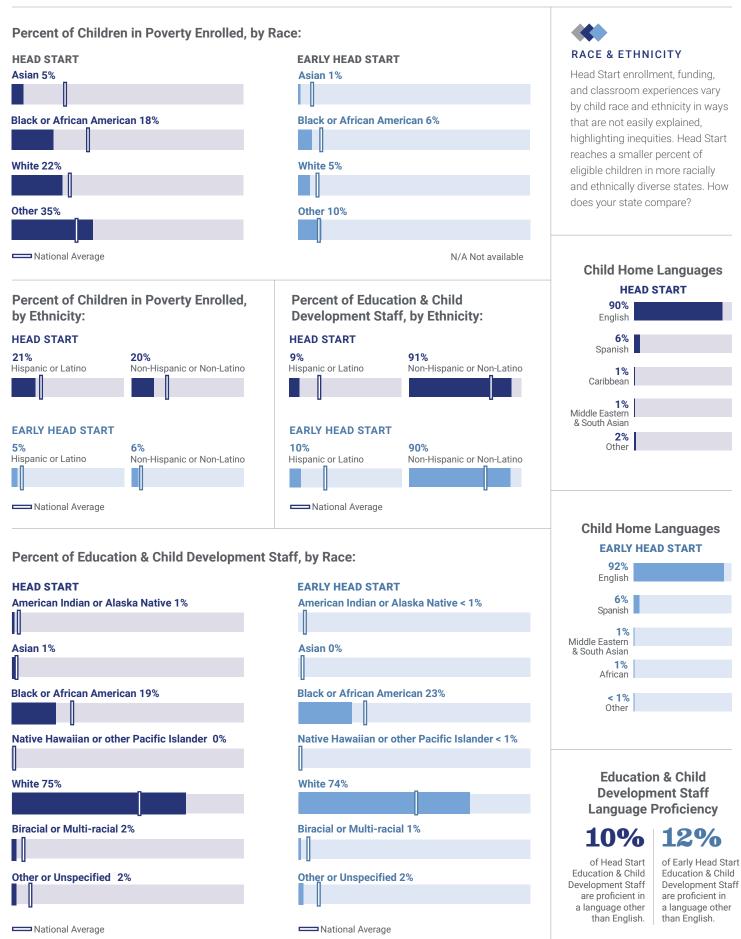


#### Head Start and Early Head Start Staff Turnover

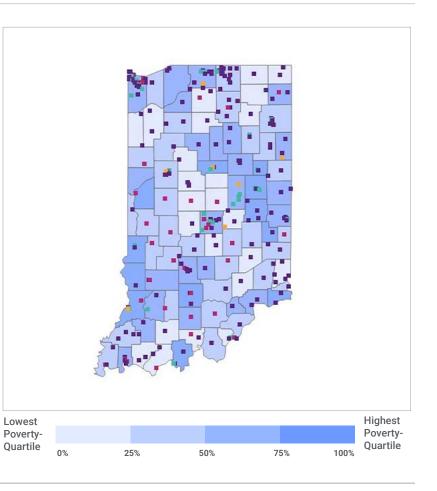
2018-2019 compared to 2020-2021



National Average



Total Centers	284
Head Start	192
Early Head Start	42
Head Start & Early Head Start	43
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	7

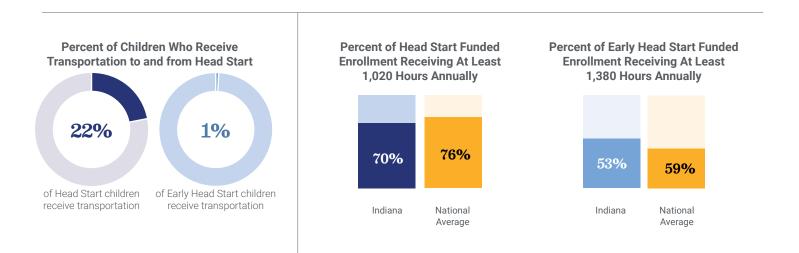


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

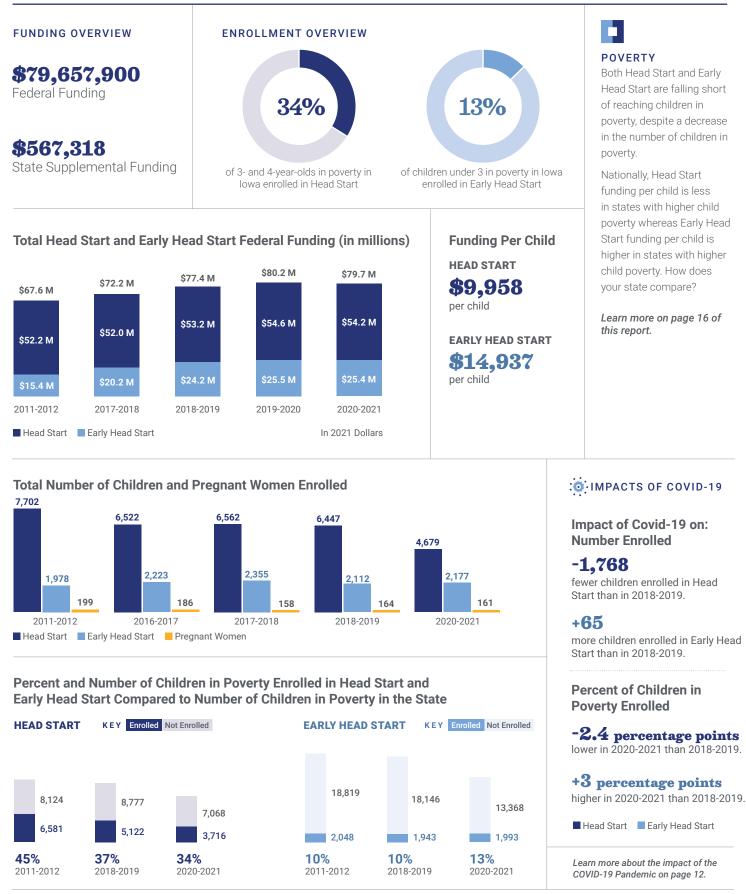


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



### Iowa



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



#### Head Start and Early Head Start Funded Enrollment

Head Start funding, enrollment,

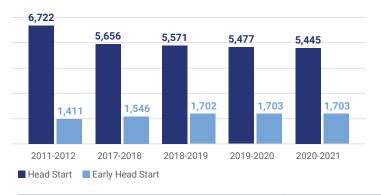
components, and quality that are

not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

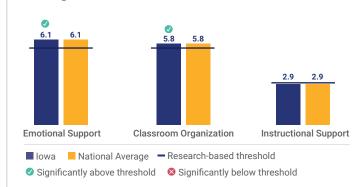
does your state compare?



#### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

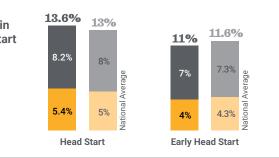


Average CLASS Pre-K Scores 2016-2019



■ IEP/IFSP at enrollment

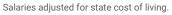
- IFP/IFSP determined
- during program year

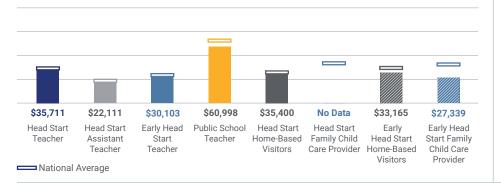


### IMPACTS OF COVID-19

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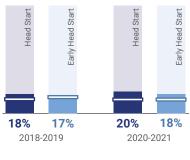
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

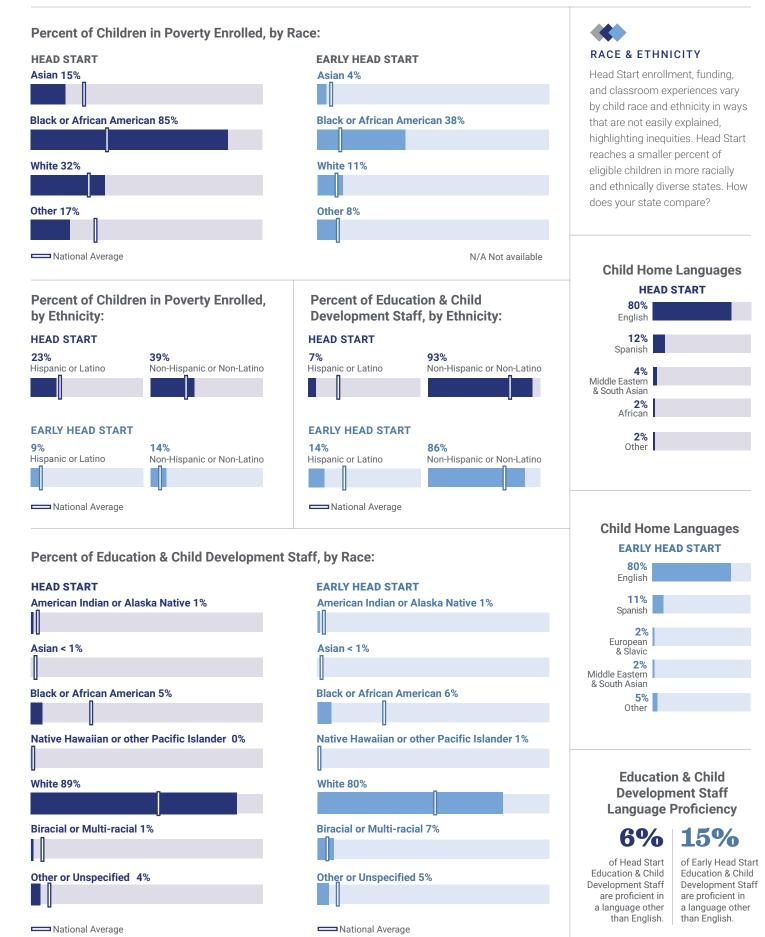




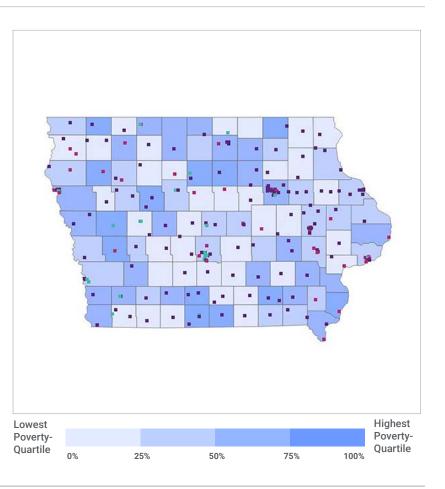
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





Total Centers	233
Head Start	162
Early Head Start	30
Head Start & Early Head Start	41
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

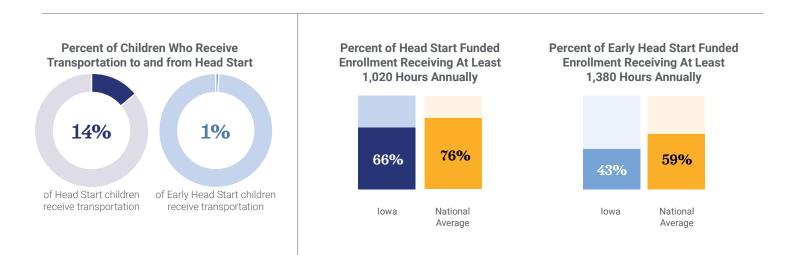


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

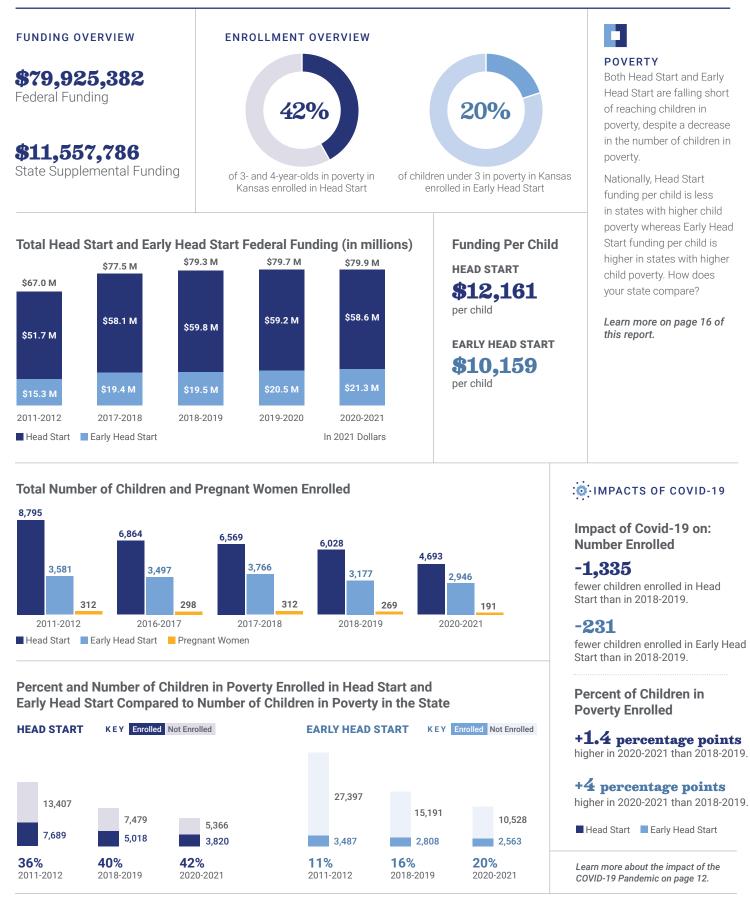


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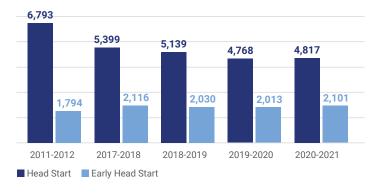
### Kansas



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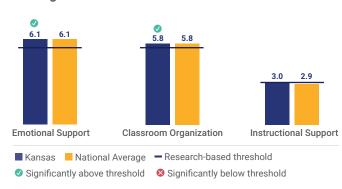
#### Head Start and Early Head Start Funded Enrollment



#### RACE & ETHNICITY

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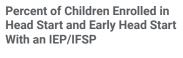
Learn more on page 18 of this report.



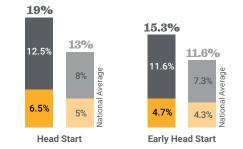


There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



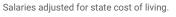
- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

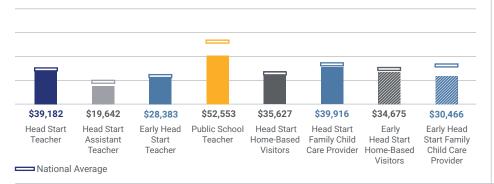


### IMPACTS OF COVID-19

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#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries





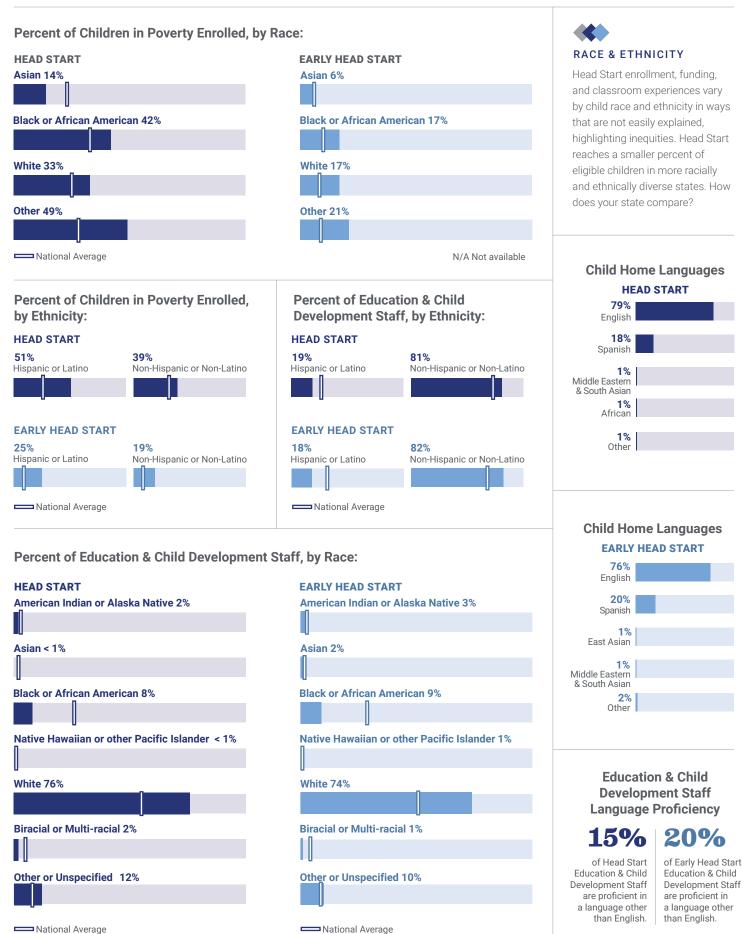
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

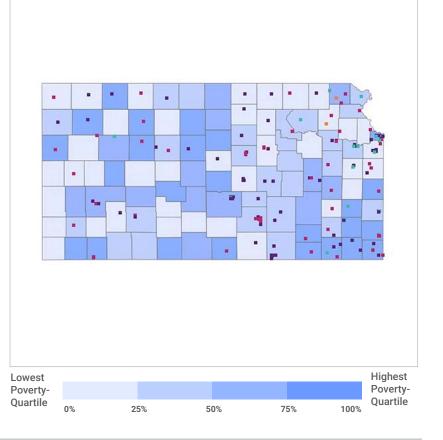


National Average

### Average CLASS Pre-K Scores 2016-2019



Total Centers	167
Head Start	81
Early Head Start	30
Head Start & Early Head Start	54
AIAN Head Start & Early Head Start	2
Migrant and Seasonal Head Start	0

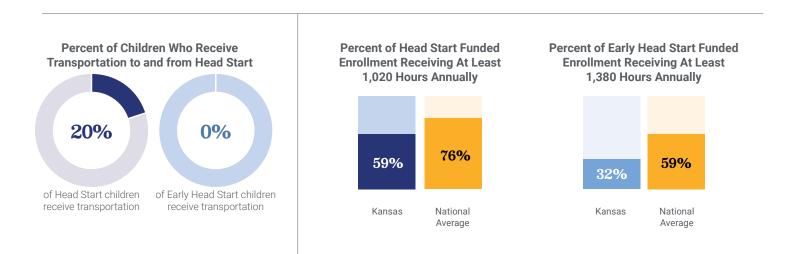


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

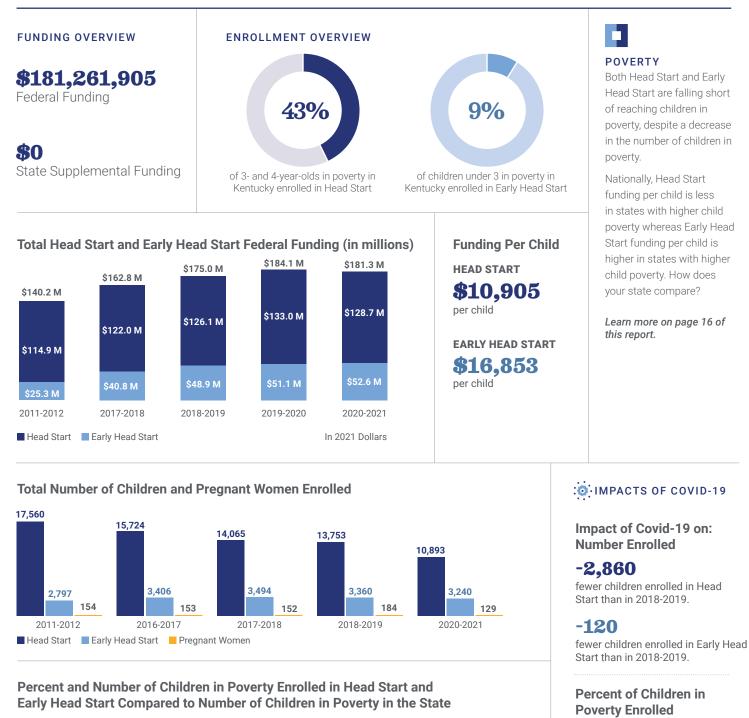


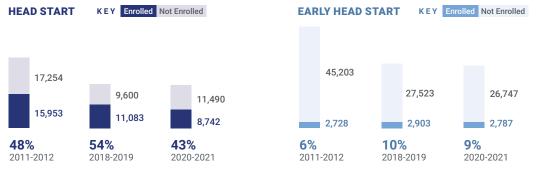
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

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### Kentucky





All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

STATE PROFILES 125

-10.4 percentage points lower in 2020-2021 than 2018-2019.

-0.1 percentage points

lower in 2020-2021 than 2018-2019.

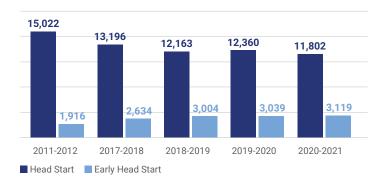
Head Start Early Head Start

Learn more about the impact of the

COVID-19 Pandemic on page 12.



#### Head Start and Early Head Start Funded Enrollment



#### Average CLASS Pre-K Scores 2016-2019

**RACE & ETHNICITY** 

Nationally, Head Start funding per child is less

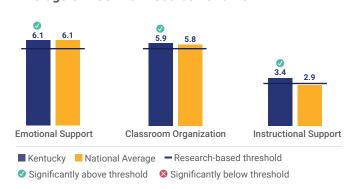
in enrolled. Additionally, observed classroom

quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a

larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

in states with a higher percent of Black children



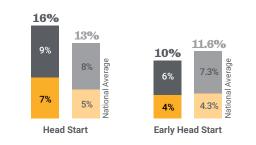


There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

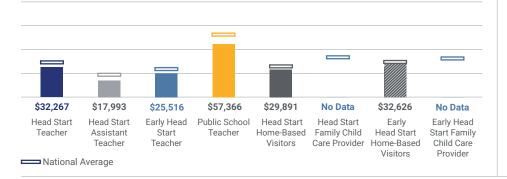


### IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

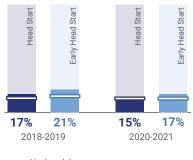
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

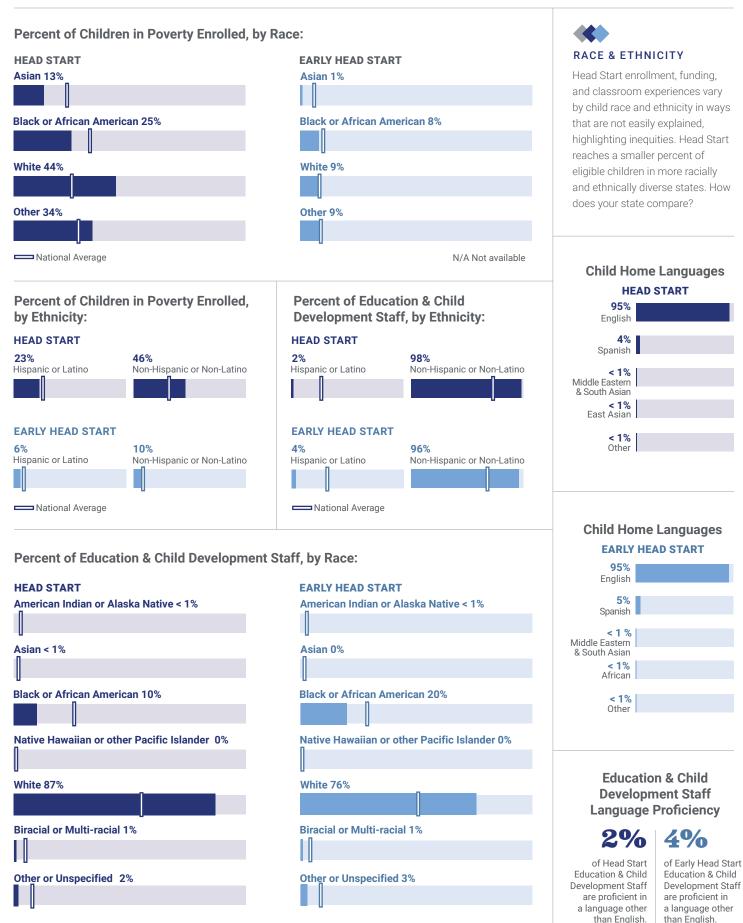
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



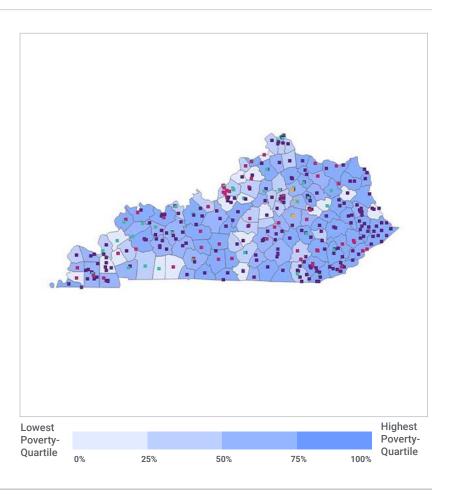


National Average

National Average

STATE PROFILES 127

Total Centers	398
Head Start	244
Early Head Start	72
Head Start & Early Head Start	74
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	8

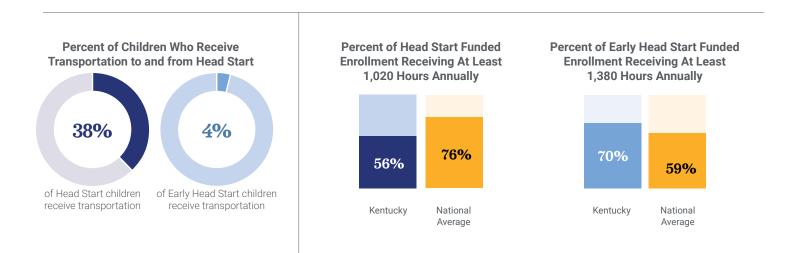


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

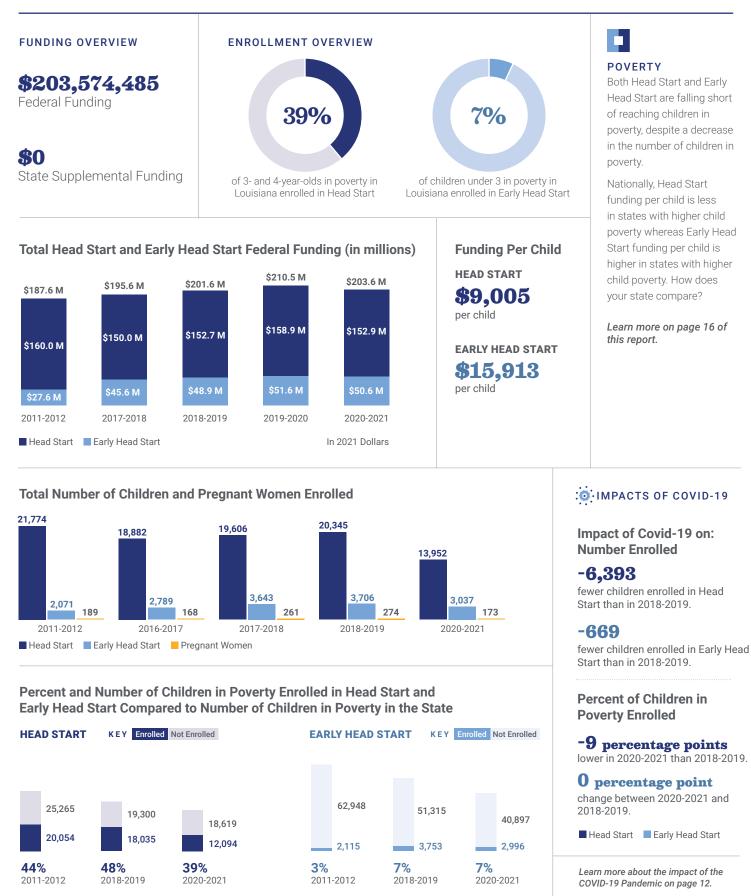


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

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## Louisiana



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#### Head Start and Early Head Start Funded Enrollment



### **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



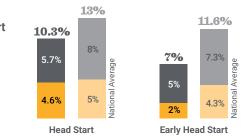
STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IFP/IESP determined during program year



#### 0 IMPACTS OF COVID-19

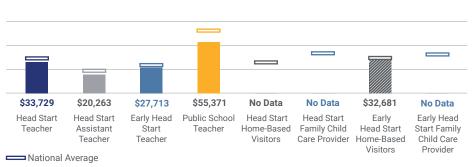
Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

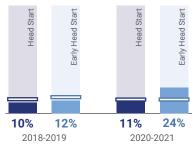
130

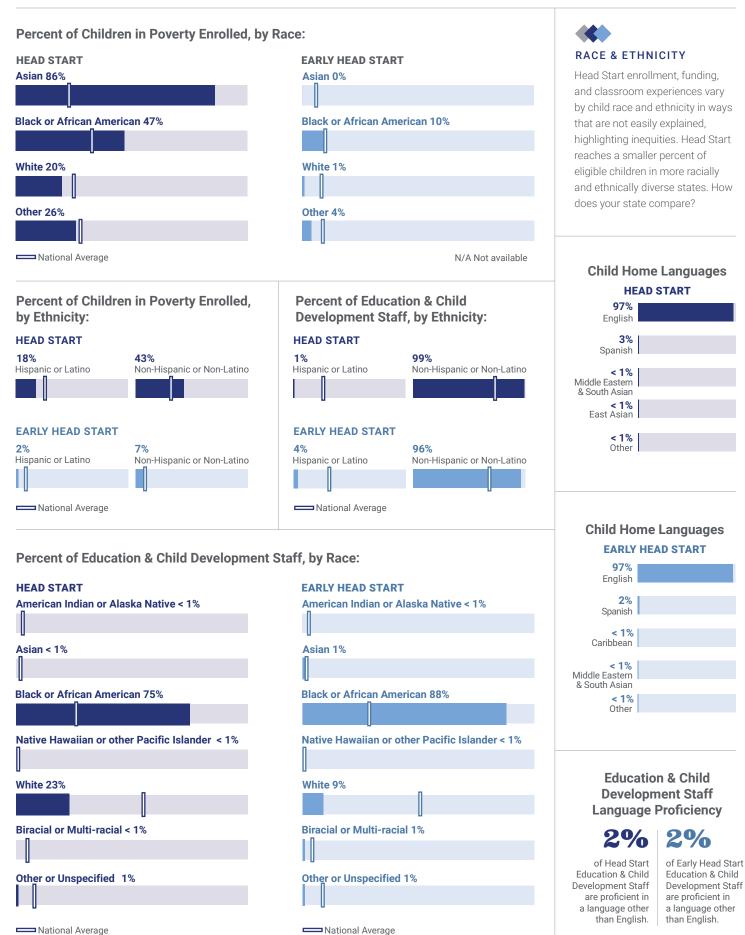
STATE PROFILES



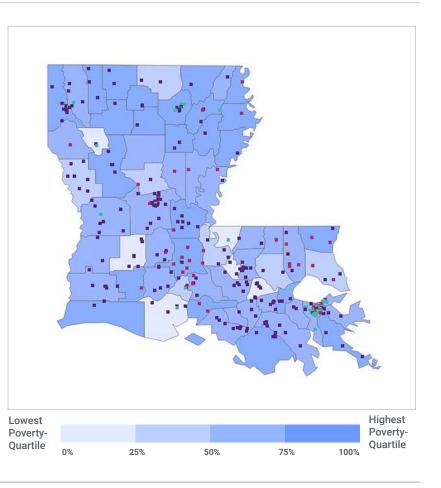
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





Total Centers	357
Head Start	227
Early Head Start	73
Head Start & Early Head Start	56
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	1

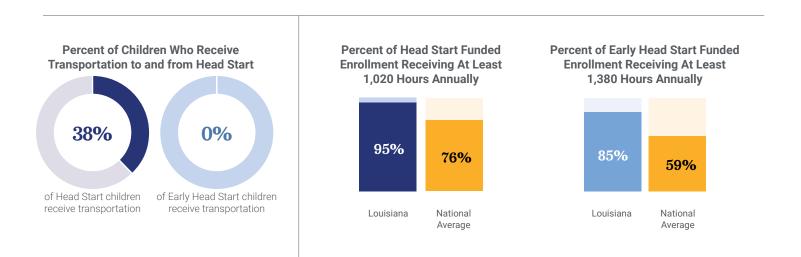


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

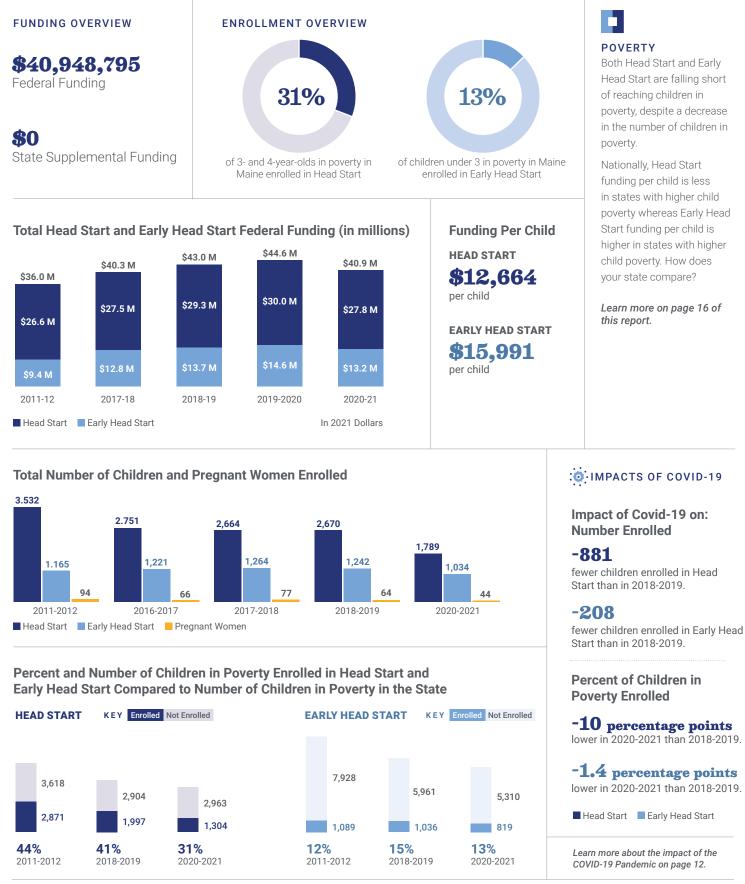


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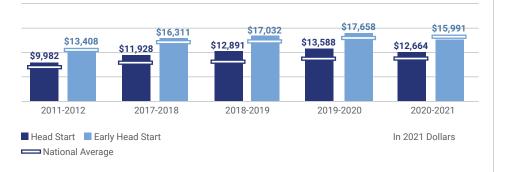
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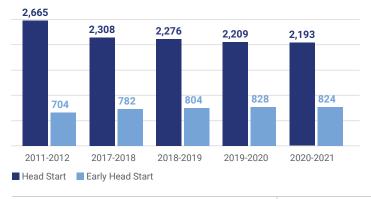
## Maine



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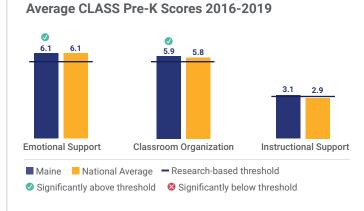
#### Head Start and Early Head Start Funded Enrollment



#### RACE & ETHNICITY

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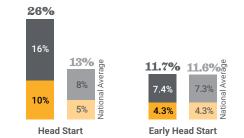
STATE VARIATION

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- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

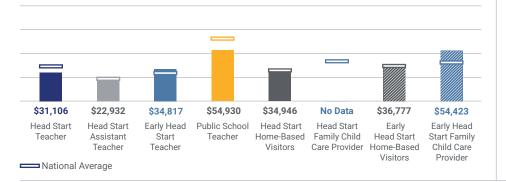


### IMPACTS OF COVID-19

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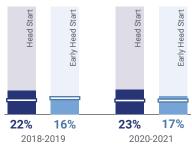
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



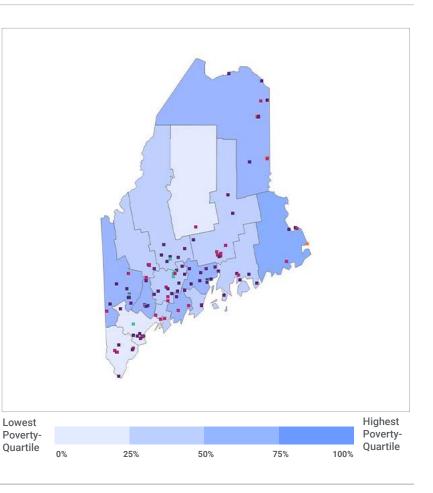
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



Percent of Children in Poverty Enrolled, by	Race:	
HEAD START Asian N/A	EARLY HEAD START Asian N/A	<b>RACE &amp; ETHNICITY</b> Head Start enrollment, funding, and classroom experiences vary
Black or African American 25%	Black or African American 13%	by child race and ethnicity in ways that are not easily explained, highlighting inequities. Head Start reaches a smaller percent of
White 29%	White 13%	eligible children in more racially and ethnically diverse states. How does your state compare?
Other 30%	Other 10%	
Percent of Children in Poverty Enrolled,	N/A Not available Percent of Education & Child	Child Home Languages HEAD START 90%
by Ethnicity: HEAD START N/A 29%	Development Staff, by Ethnicity: HEAD START 2% 98%	English 4% Native N. Am./ Alaska Native
Hispanic or Latino Non-Hispanic or Non-Latino	Hispanic or Latino Non-Hispanic or Non-Latino	2% African 2%
EARLY HEAD START N/A 12% Hispanic or Latino Non-Hispanic or Non-Latino	EARLY HEAD START 1% 99% Hispanic or Latino Non-Hispanic or Non-Latino	Middle Eastern & South Asian 2% Other
National Average	National Average	
Percent of Education & Child Development	Staff, by Race:	Child Home Languages EARLY HEAD START
HEAD START	EARLY HEAD START	91% English
American Indian or Alaska Native 1%	American Indian or Alaska Native < 1%	6% African
Asian 1%	Asian < 1%	1% Native Cent. & So. American & Mexican 1%
Black or African American 0%	U Black or African American 2%	Middle Eastern & South Asian 1% Other
Native Hawaiian or other Pacific Islander 0%	- Native Hawaiian or other Pacific Islander < 1%	
White 96%	U White 95%	Education & Child Development Staff Language Proficiency
Biracial or Multi-racial 1%	Biracial or Multi-racial < 1%	<b>2% 2%</b>
U Other or Unspecified 1%	Other or Unspecified 1%	of Head Start of Early Head St Education & Child Education & Chi Development Staff Development St are proficient in a language other a language other
	National Average	than English. than English.

Total Centers	122
Head Start	69
Early Head Start	13
Head Start & Early Head Start	37
AIAN Head Start & Early Head Start	3
Migrant and Seasonal Head Start	0

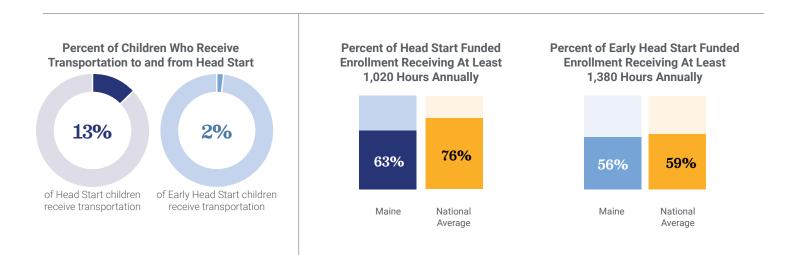


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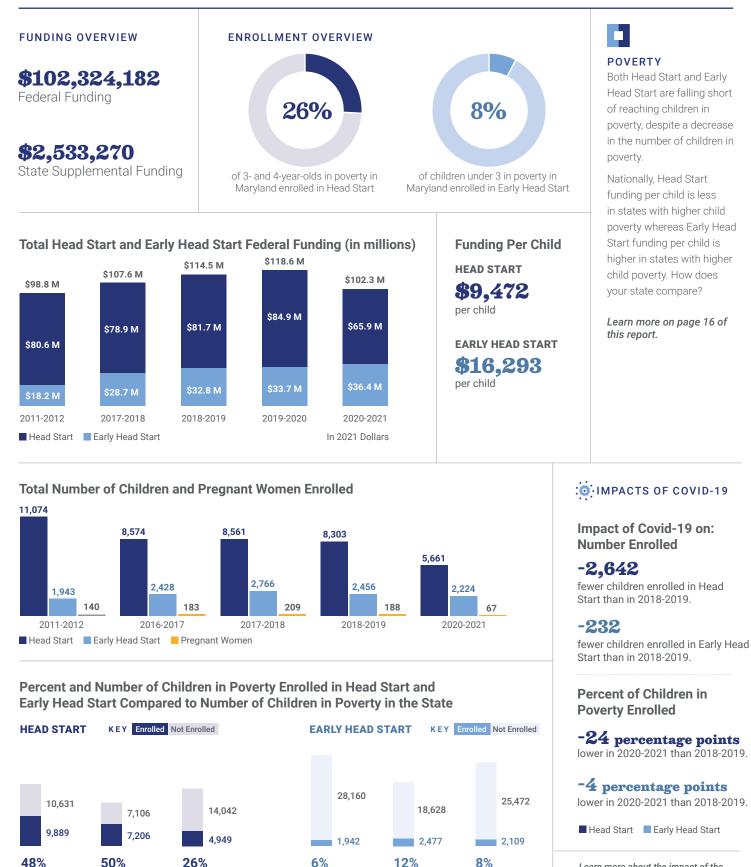


### Maryland

2011-2012

2018-2019

2020-2021



Learn more about the impact of the COVID-19 Pandemic on page 12.

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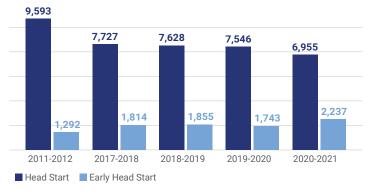
2011-2012

2018-2019

2020-2021



#### Head Start and Early Head Start Funded Enrollment



#### RACE & ETHNICITY

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Learn more on page 18 of this report.



Significantly above threshold
 Significantly below threshold

Average CLASS Pre-K Scores 2016-2019



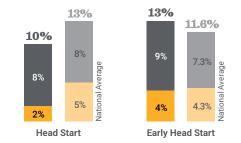
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- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

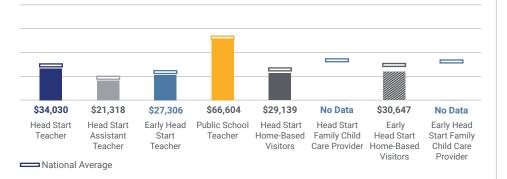


### IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

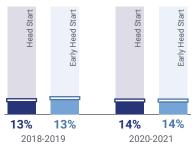
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

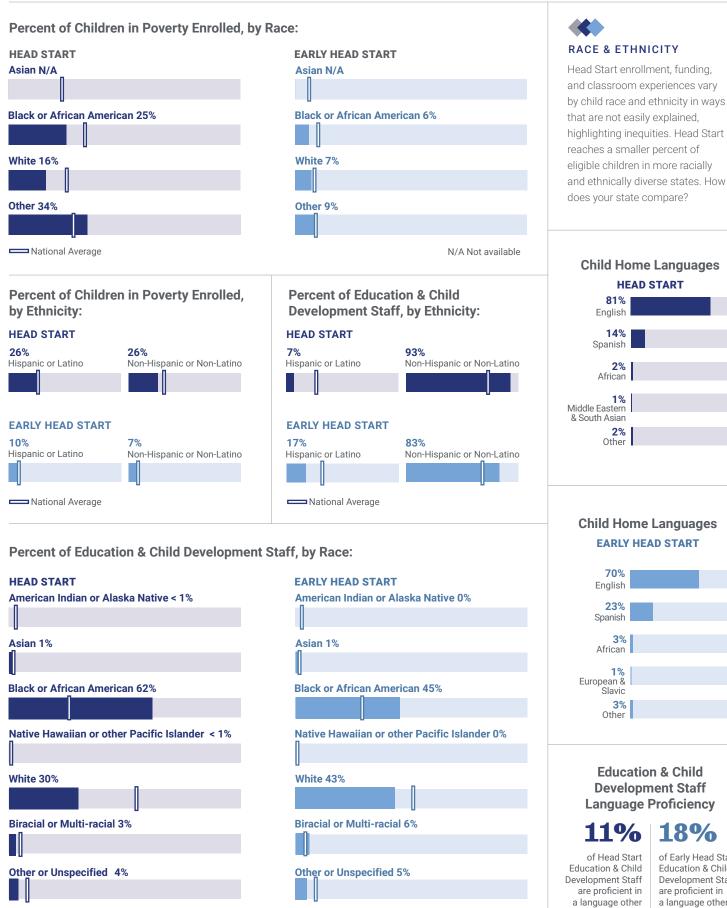
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



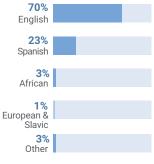


National Average

National Average 



#### **Child Home Languages EARLY HEAD START**



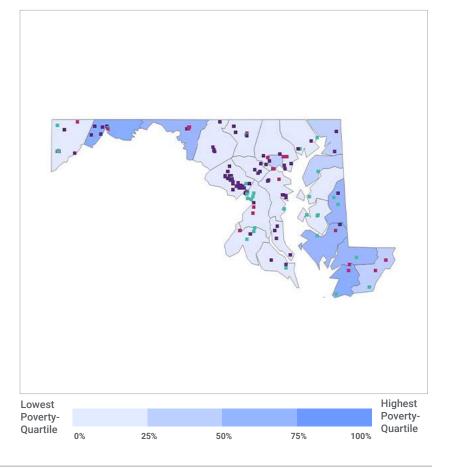
#### **Education & Child Development Staff** Language Proficiency

#### 1% 18%

of Head Start Education & Child Development Staff are proficient in a language other than English.

of Early Head Start Education & Child **Development Staff** are proficient in a language other than English.

Total Centers	212
Head Start	132
Early Head Start	53
Head Start & Early Head Start	27
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

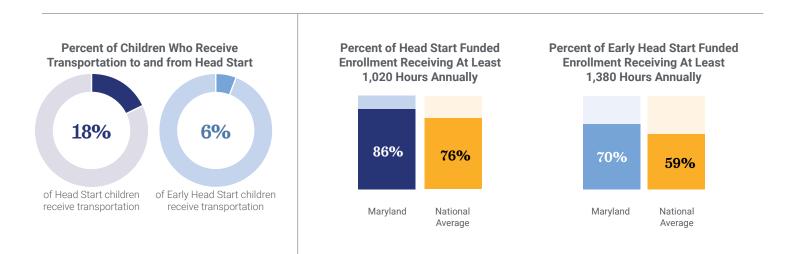


The location of Head Start programs in relation to where children in poverty live varies greatly by state.



In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



12.224

54%

2011-2012

8,752

48%

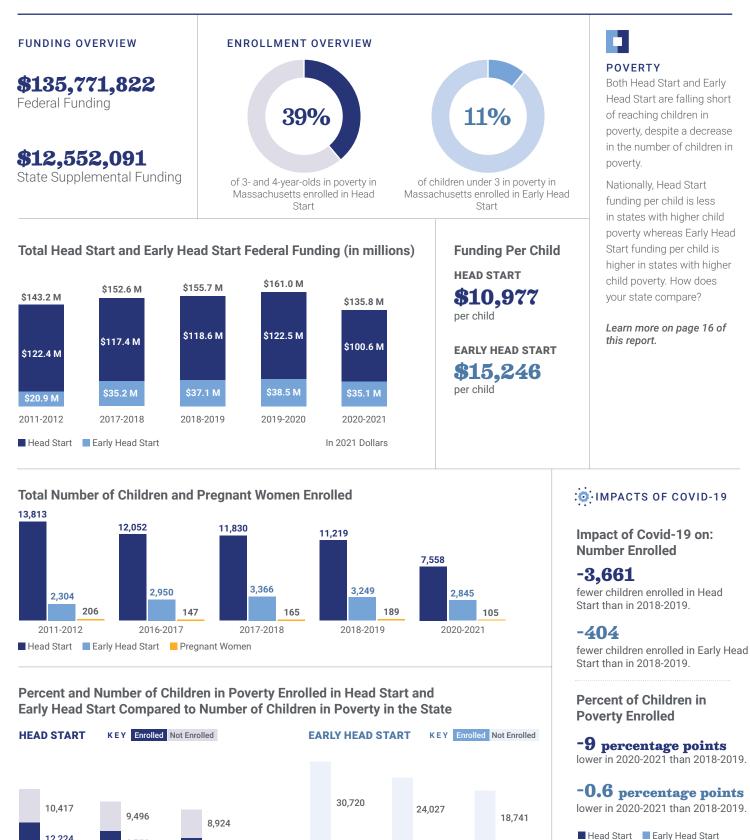
2018-2019

5.629

39%

2020-2021

### Massachusetts



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

2,342

7%

2011-2012

2,919

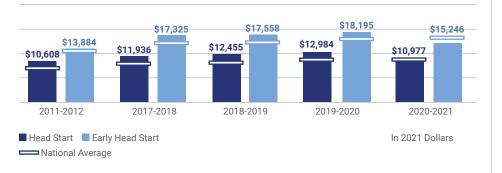
11%

2018-2019

2,410

11%

2020-2021



#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

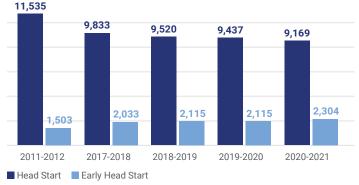
components, and quality that are

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

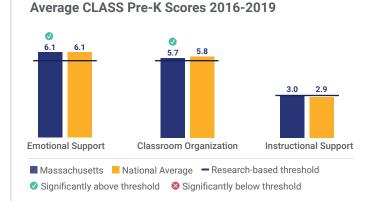
differences in Head Start and Early



#### **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



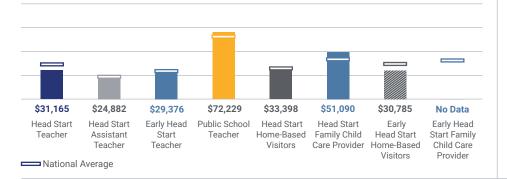


#### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

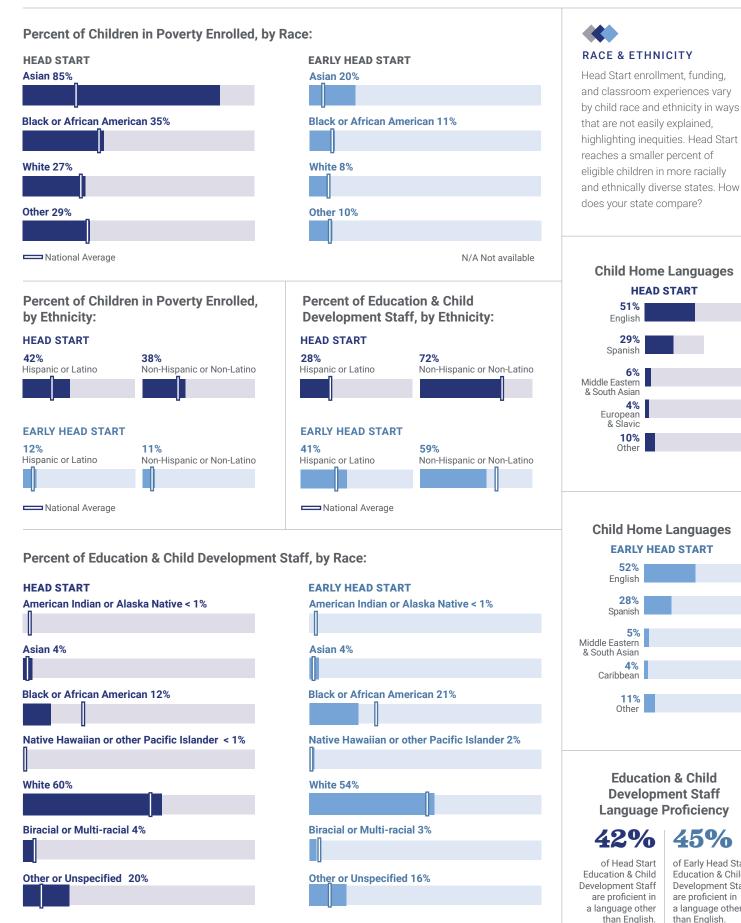
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





National Average

National Average 

#### STATE PROFILES 143

45%

of Early Head Start

Education & Child

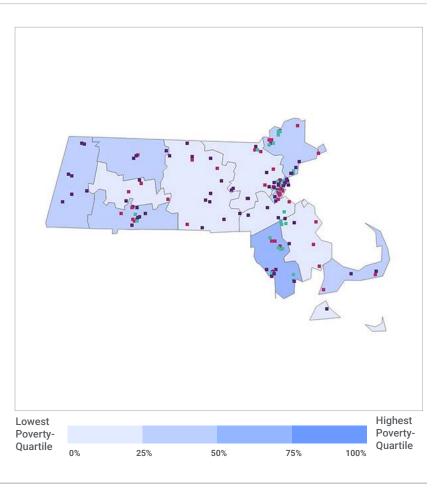
**Development Staff** 

are proficient in

a language other

than English.

Total Centers	172
Head Start	82
Early Head Start	34
Head Start & Early Head Start	53
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	3

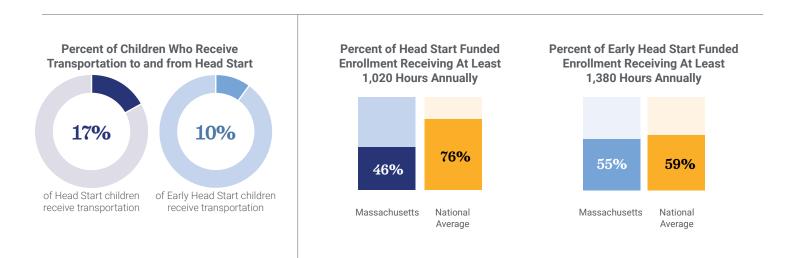


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

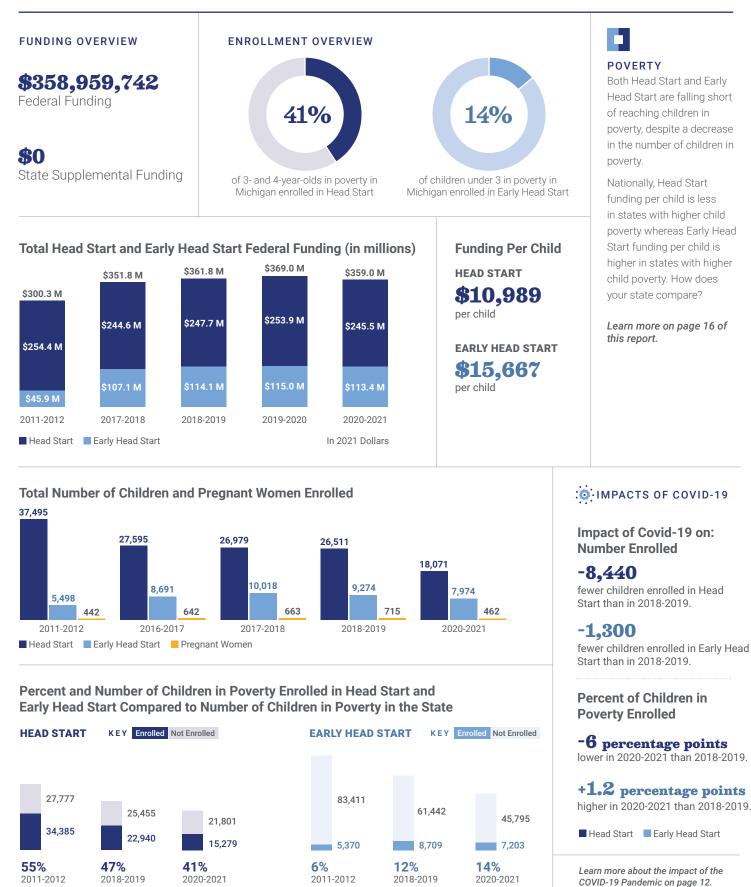


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

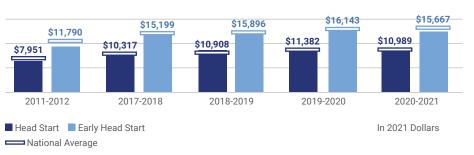
States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Michigan



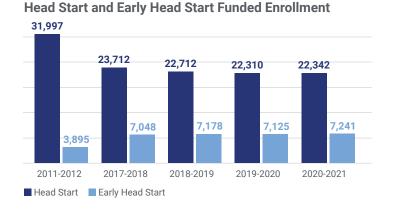
All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



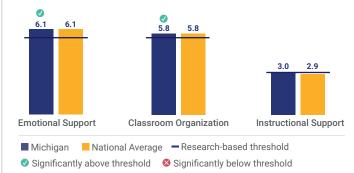
# **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



# Average CLASS Pre-K Scores 2016-2019



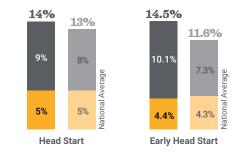
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IFP/IESP determined during program year

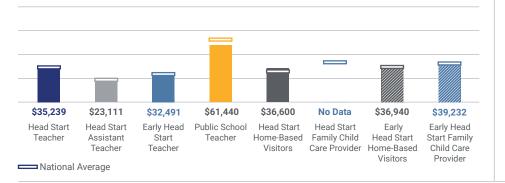


#### 0 IMPACTS OF COVID-19

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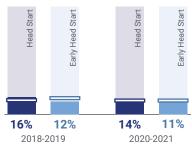
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



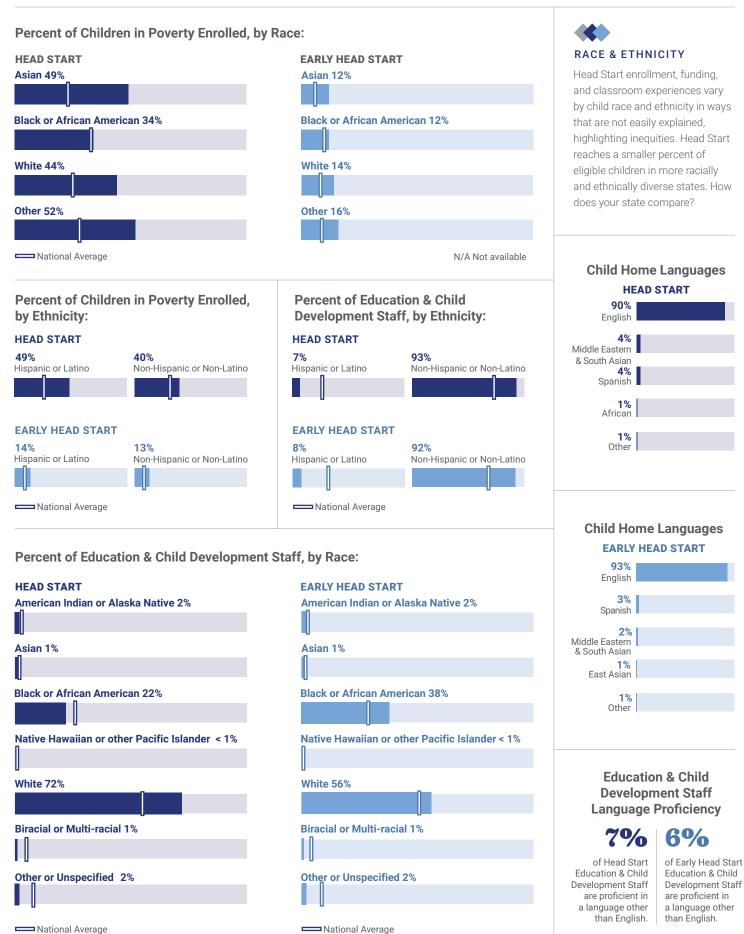


# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

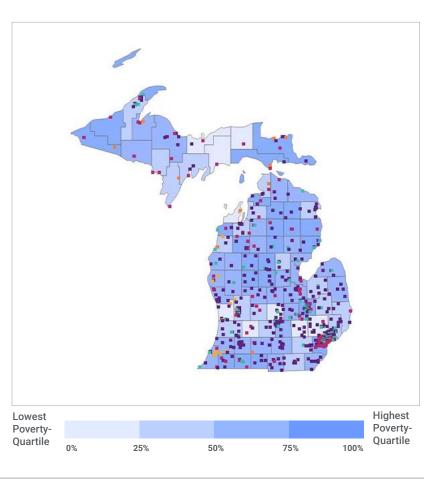


National Average



National Average

Total Centers	698
Head Start	409
Early Head Start	136
Head Start & Early Head Start	128
AIAN Head Start & Early Head Start	12
Migrant and Seasonal Head Start	13

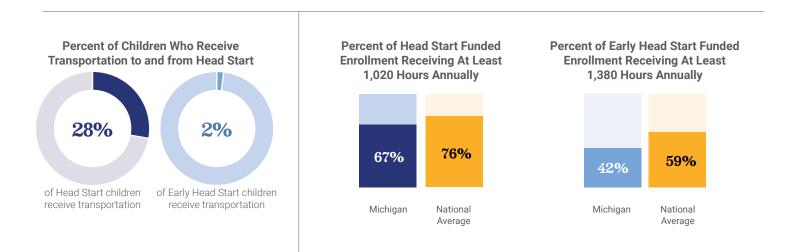


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

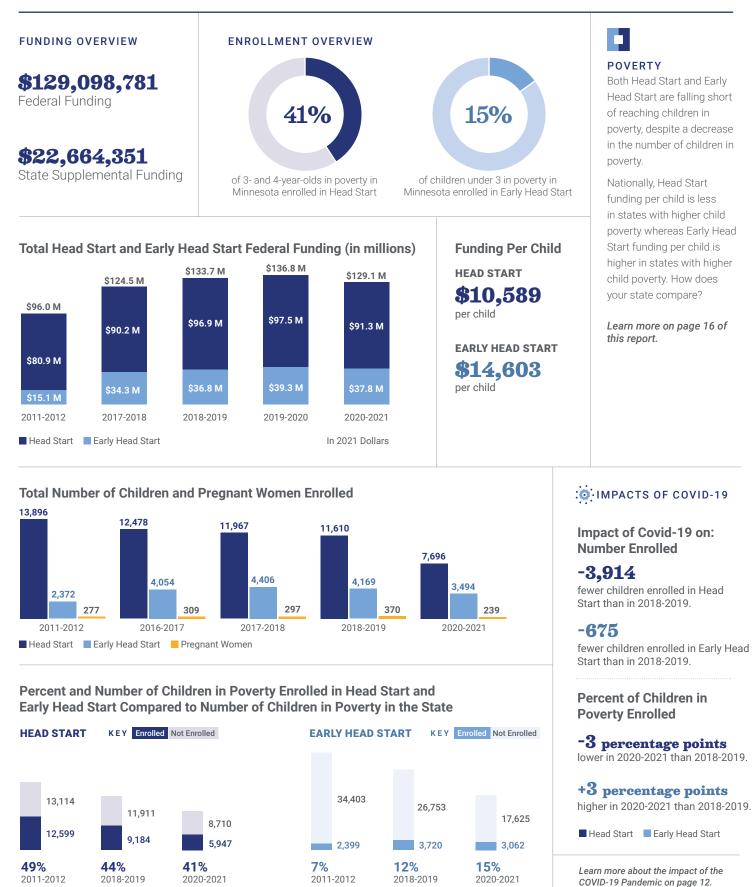


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

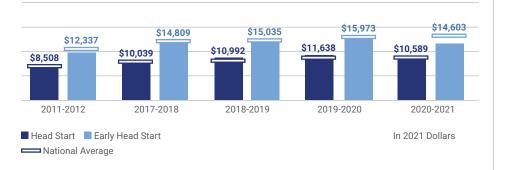
States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Minnesota



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



# Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

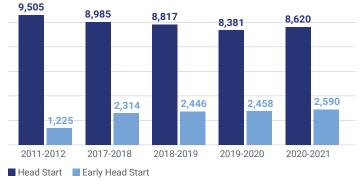
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

differences in Head Start and Early



# Average CLASS Pre-K Scores 2016-2019

**RACE & ETHNICITY** 

Nationally, Head Start funding per child is less

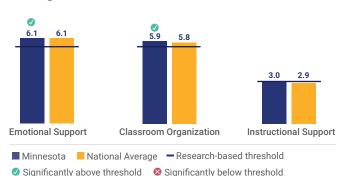
in enrolled. Additionally, observed classroom

quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a

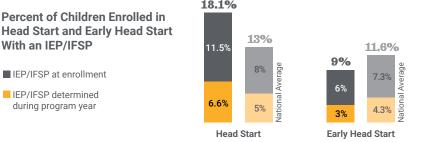
larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

in states with a higher percent of Black children



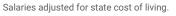
18.1% Percent of Children Enrolled in

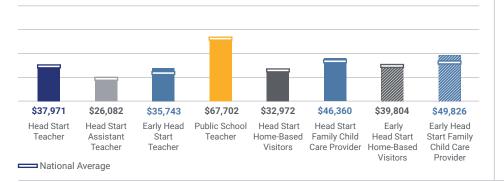


#### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

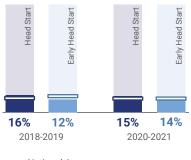
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



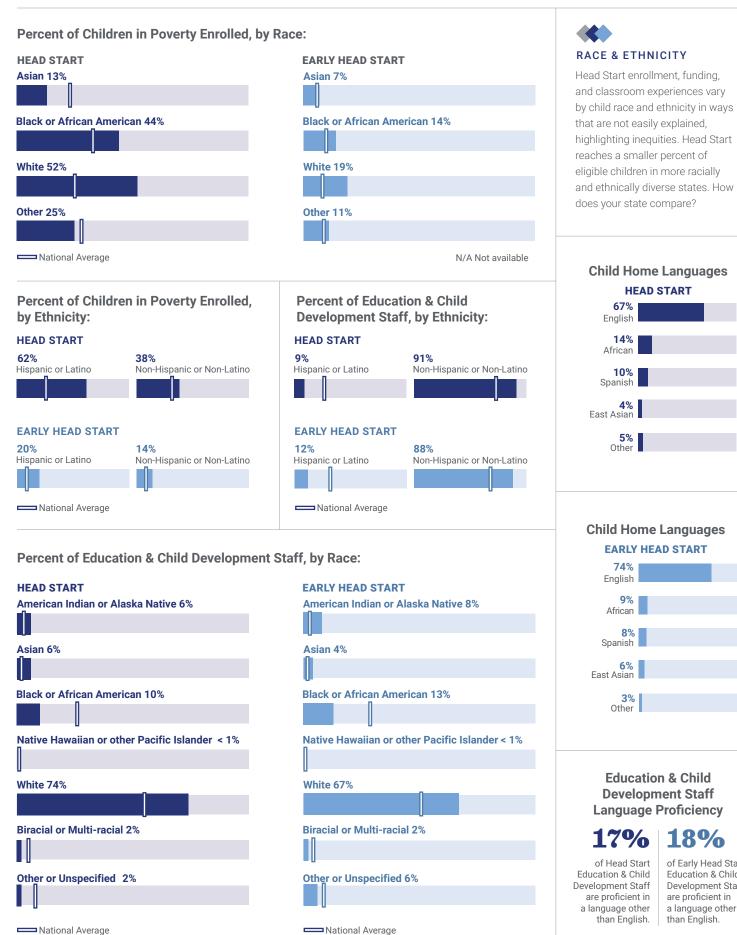


# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average



STATE PROFILES 151

18%

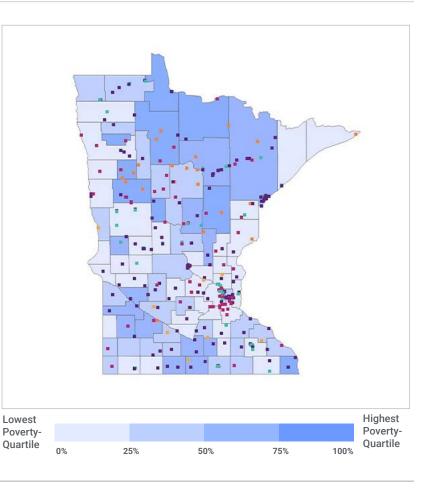
of Early Head Start

Education & Child

**Development Staff** 

are proficient in

Total Centers	313
Head Start	149
Early Head Start	58
Head Start & Early Head Start	70
AIAN Head Start & Early Head Start	25
Migrant and Seasonal Head Start	11

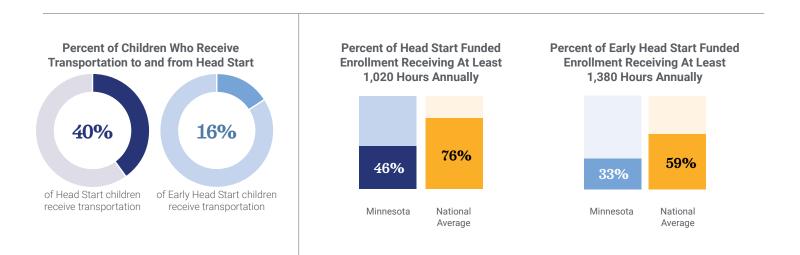


The location of Head Start programs in relation to where children in poverty live varies greatly by state.



In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

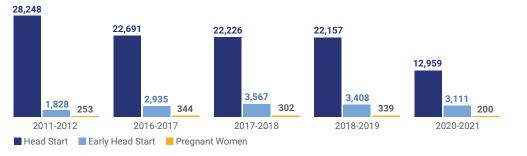


# Mississippi

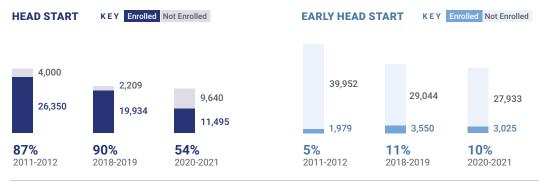
#### FUNDING OVERVIEW ENROLLMENT OVERVIEW \$233,586,352 Federal Funding 54% **\$0** State Supplemental Funding of 3- and 4-year-olds in poverty in of children under 3 in poverty in Mississippi enrolled in Head Start Mississippi enrolled in Early Head Start Total Head Start and Early Head Start Federal Funding (in millions) \$233.6 M \$226.2 M \$218.1 M \$218.3 M \$199.4 M



# **Total Number of Children and Pregnant Women Enrolled**



# Percent and Number of Children in Poverty Enrolled in Head Start and Early Head Start Compared to Number of Children in Poverty in the State



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

# POVERTY

10%

**Funding Per Child** 

**HEAD START** 

Both Head Start and Early Head Start are falling short of reaching children in poverty, despite a decrease in the number of children in poverty.

Nationally, Head Start funding per child is less in states with higher child poverty whereas Early Head Start funding per child is higher in states with higher child poverty. How does your state compare?

Learn more on page 16 of this report.

# IMPACTS OF COVID-19

Impact of Covid-19 on: **Number Enrolled** 

# -9,198

fewer children enrolled in Head Start than in 2018-2019.

#### -297

fewer children enrolled in Early Head Start than in 2018-2019.

Percent of Children in **Poverty Enrolled** 

#### -36 percentage points lower in 2020-2021 than 2018-2019.

-1 percentage point lower in 2020-2021 than 2018-2019.

Head Start Early Head Start

Learn more about the impact of the COVID-19 Pandemic on page 12.



#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

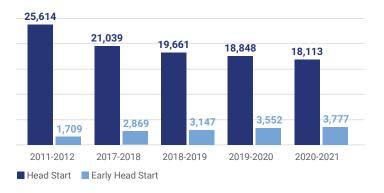
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

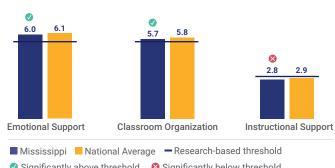
differences in Head Start and Early



# RACE & ETHNICITY

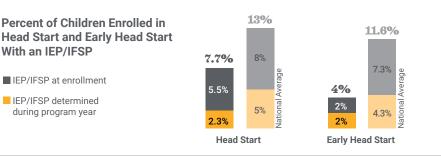
Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold Significantly below threshold

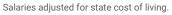
Average CLASS Pre-K Scores 2016-2019

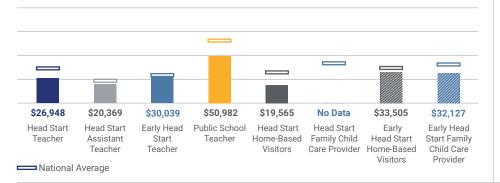


# IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

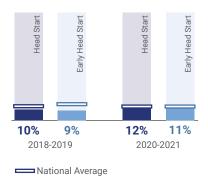
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

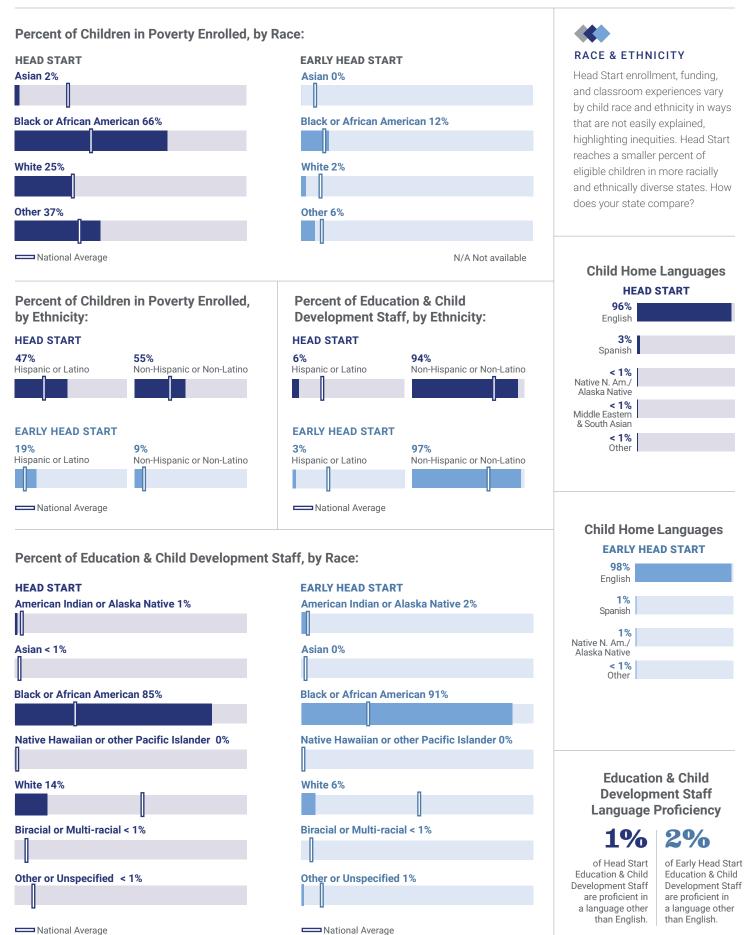




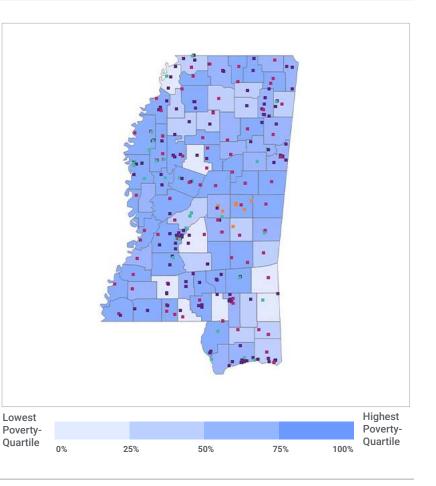
# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





Total Centers	286
Head Start	144
Early Head Start	46
Head Start & Early Head Start	89
AIAN Head Start & Early Head Start	7
Migrant and Seasonal Head Start	0

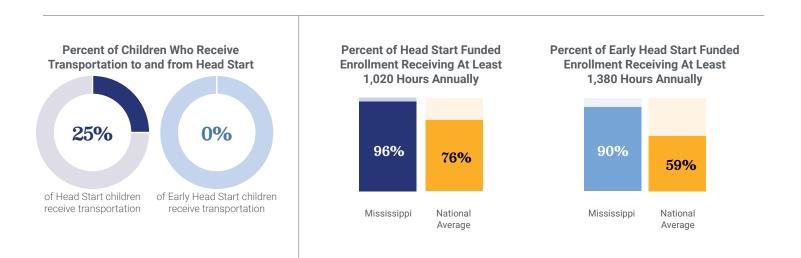


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

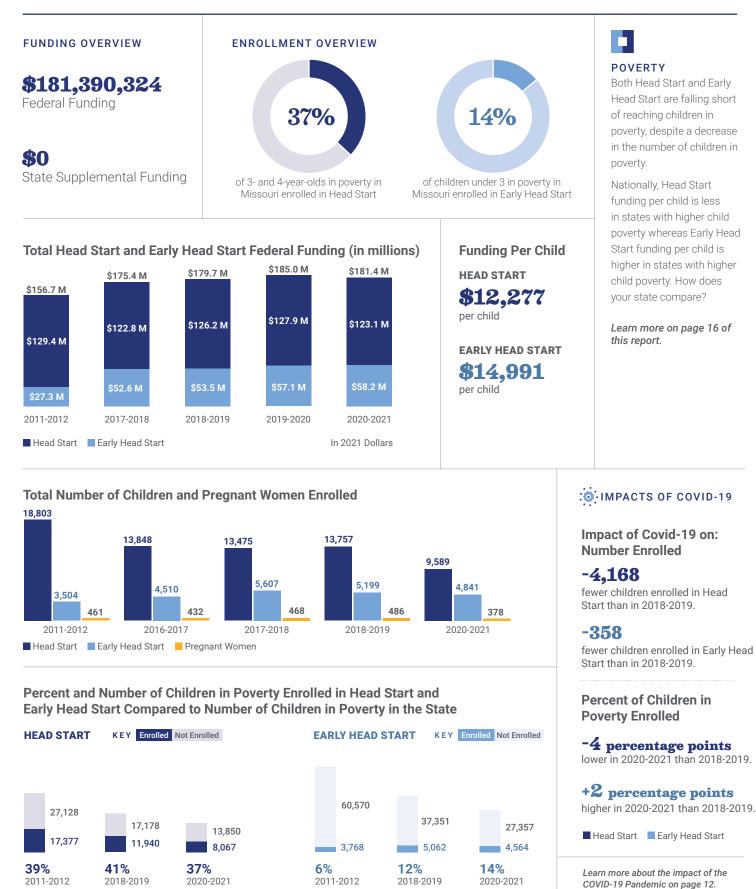


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Missouri



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

STATE PROFILE : MISSOURI 2020-2021





#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

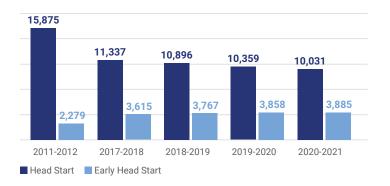
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

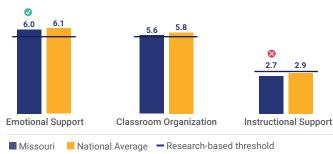
differences in Head Start and Early



#### **RACE & ETHNICITY**

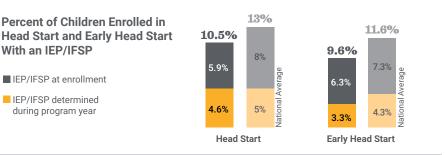
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Learn more on page 18 of this report.



Significantly above threshold Significantly below threshold

Average CLASS Pre-K Scores 2016-2019

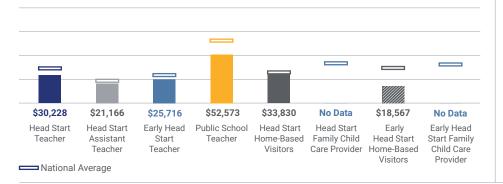


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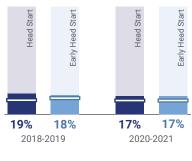
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



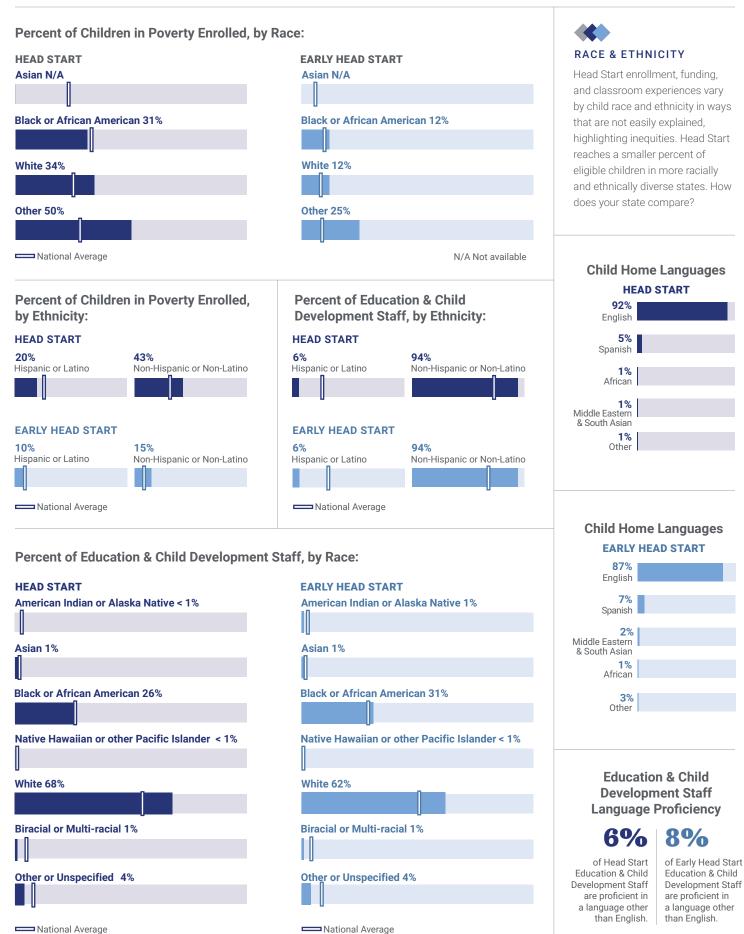
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

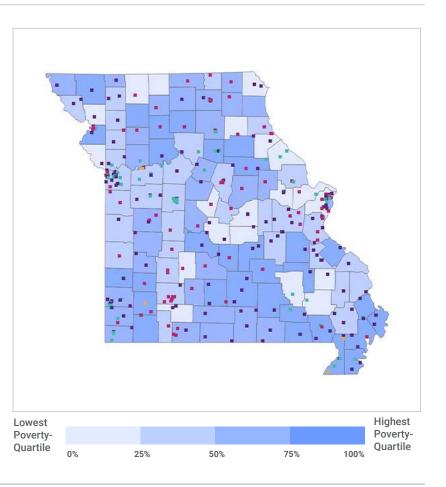
158 STATE PROFILES



National Average

STATE PROFILES 159

Total Centers	364
Head Start	162
Early Head Start	91
Head Start & Early Head Start	107
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	4

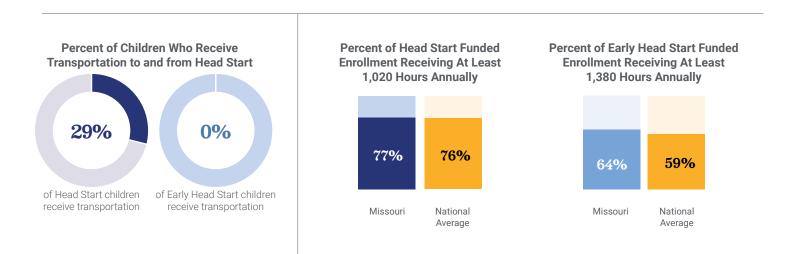


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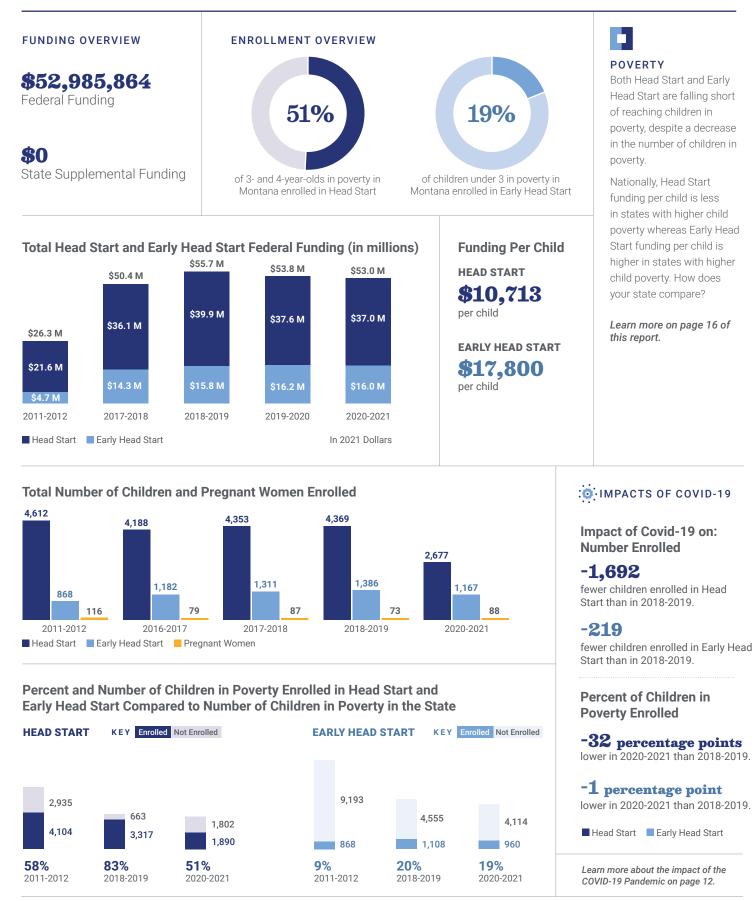


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# Montana



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#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

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Head Start funding, enrollment,

components, and quality that are

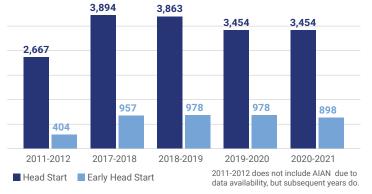
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

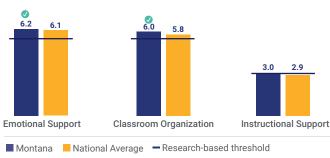
differences in Head Start and Early



# RACE & ETHNICITY

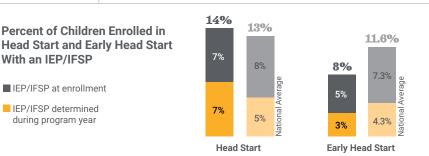
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Learn more on page 18 of this report.



Significantly above threshold
 Significantly below threshold

Average CLASS Pre-K Scores 2016-2019

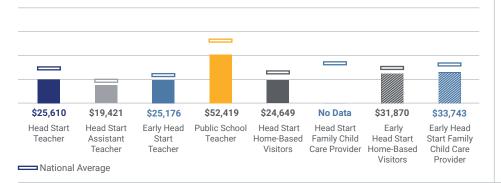


# IMPACTS OF COVID-19

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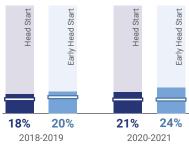
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



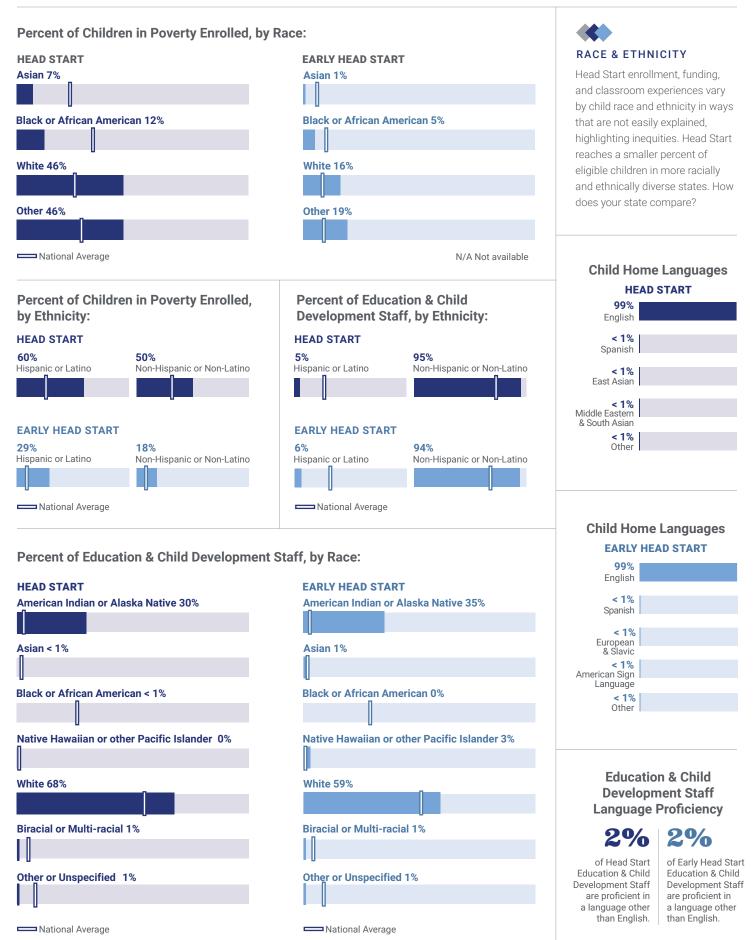
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

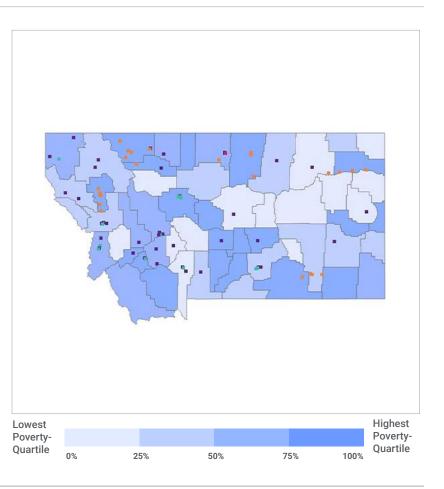


National Average

# d Early Hoad Start Funded Enrollment



Total Centers	108
Head Start	45
Early Head Start	22
Head Start & Early Head Start	3
AIAN Head Start & Early Head Start	38
Migrant and Seasonal Head Start	0

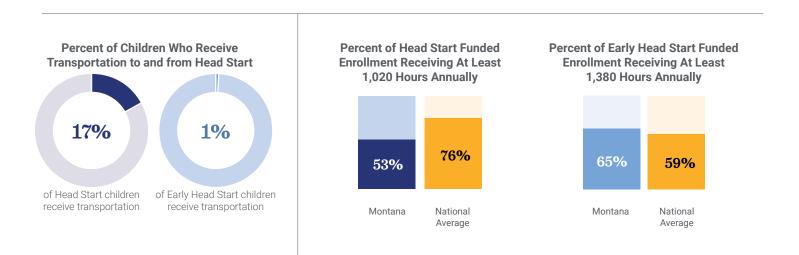


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

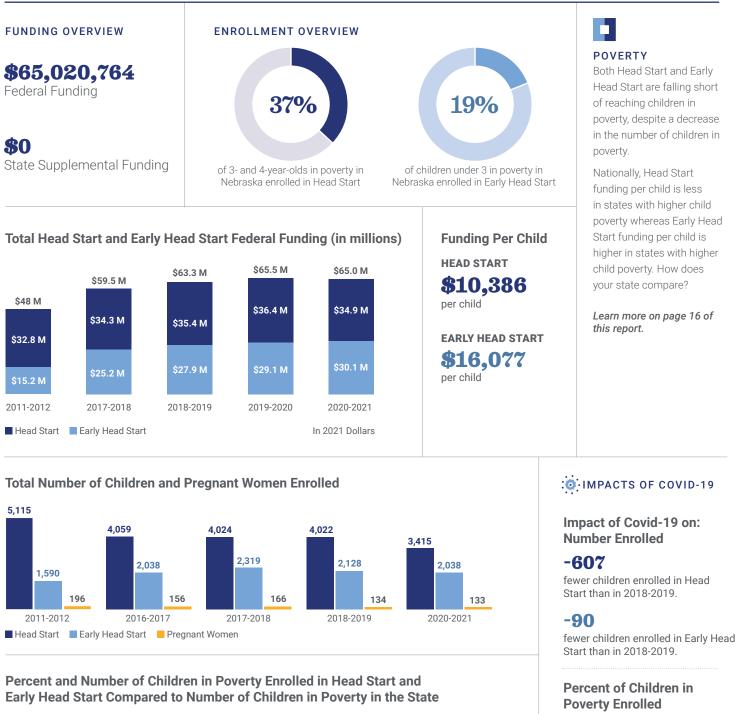


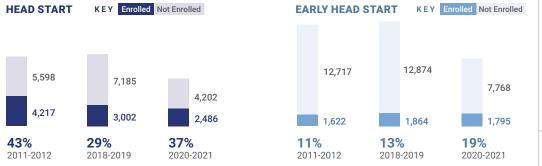
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Nebraska





All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

STATE PROFILES 165

**-8** percentage points lower in 2020-2021 than 2018-2019.

+6 percentage points

Head Start Early Head Start

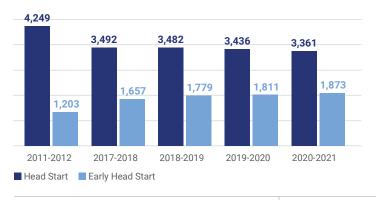
Learn more about the impact of the

COVID-19 Pandemic on page 12.

higher in 2020-2021 than 2018-2019.



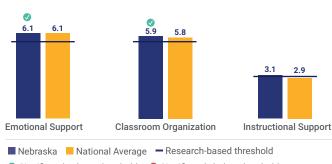
# Head Start and Early Head Start Funded Enrollment



# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold
 Significantly below threshold

Average CLASS Pre-K Scores 2016-2019



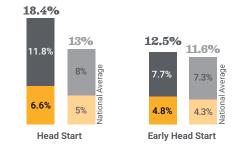
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



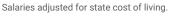
- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

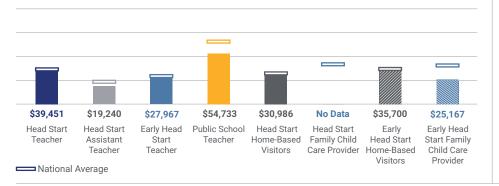


# IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



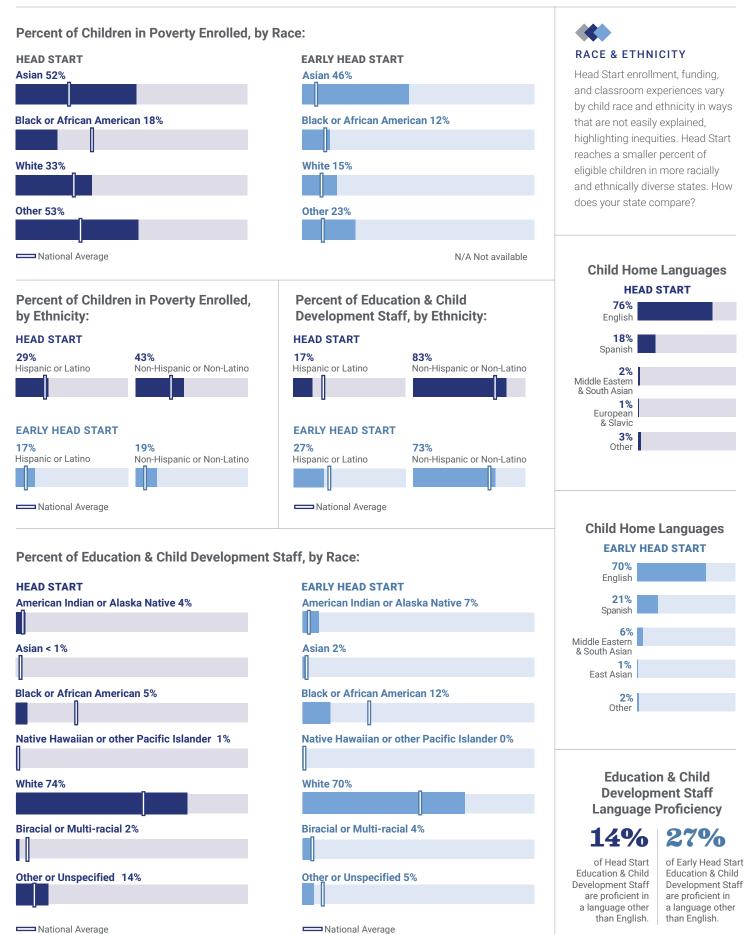


# Head Start and Early Head Start Staff Turnover

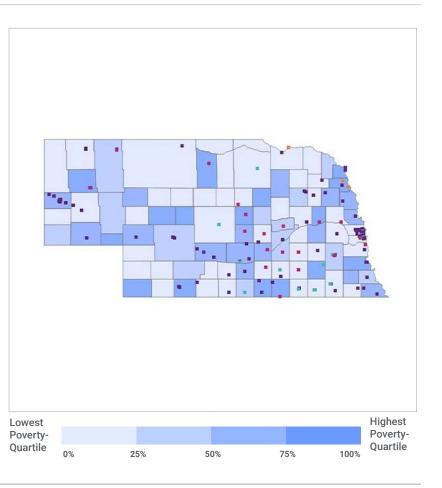




National Average



Total Centers	160
Head Start	100
Early Head Start	26
Head Start & Early Head Start	27
AIAN Head Start & Early Head Start	5
Migrant and Seasonal Head Start	2

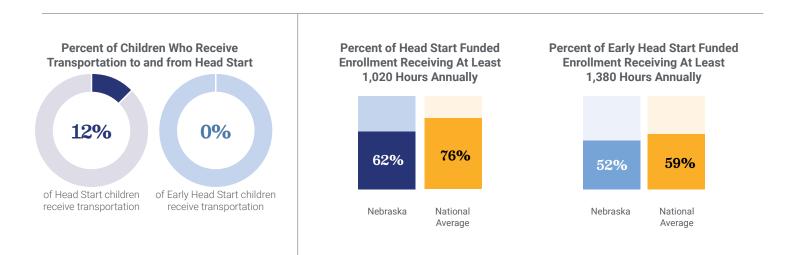


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

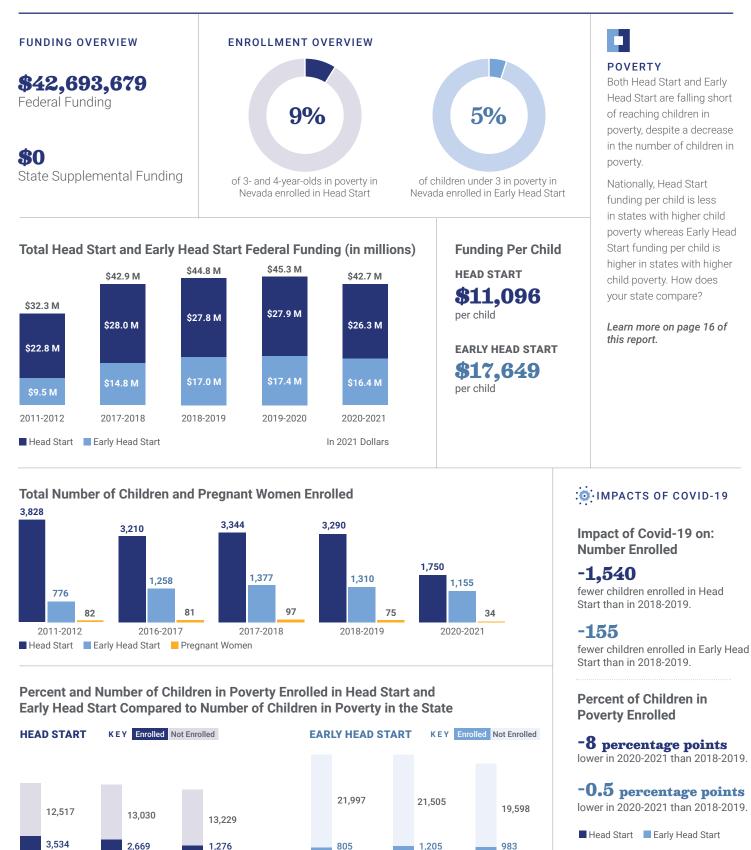


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Nevada



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

4%

2011-2012

5%

2018-2019

5%

2020-2021

17%

2018-2019

22%

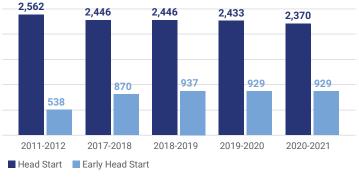
2011-2012

9%

2020-2021



#### Head Start and Early Head Start Funded Enrollment



# **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Average CLASS Pre-K Scores 2016-2019

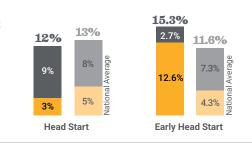
# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IFP/IESP determined during program year

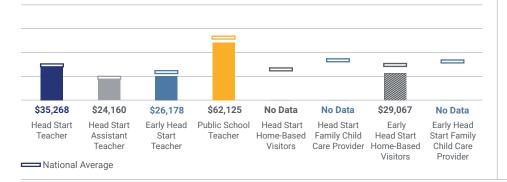


#### 0 IMPACTS OF COVID-19

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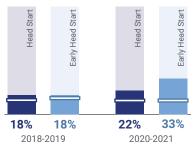
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

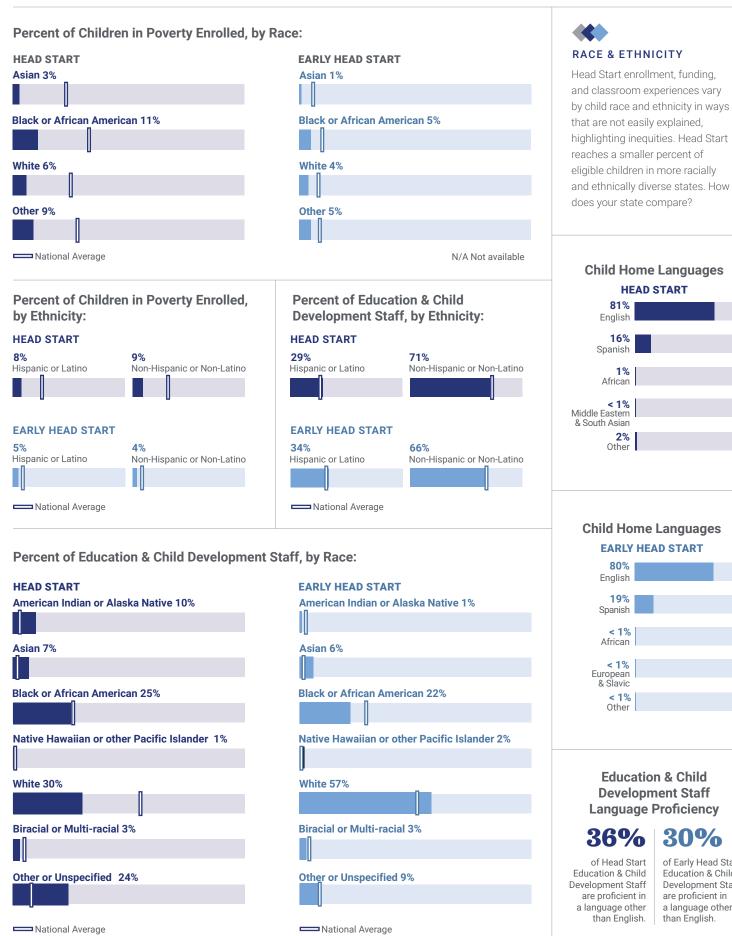


# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average



30%

of Early Head Start

Education & Child

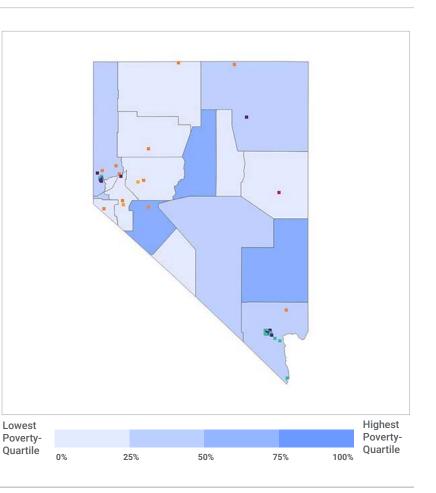
**Development Staff** 

are proficient in

a language other

than English.

Total Centers	69
Head Start	24
Early Head Start	28
Head Start & Early Head Start	1
AIAN Head Start & Early Head Start	14
Migrant and Seasonal Head Start	2

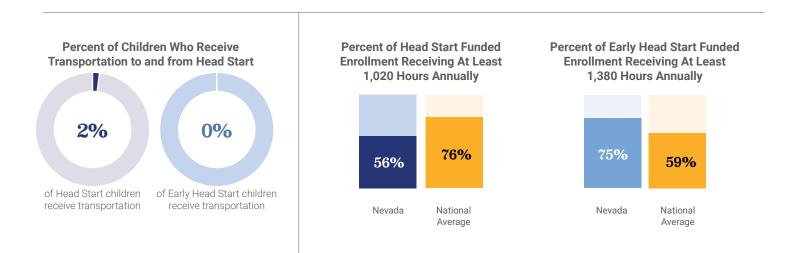


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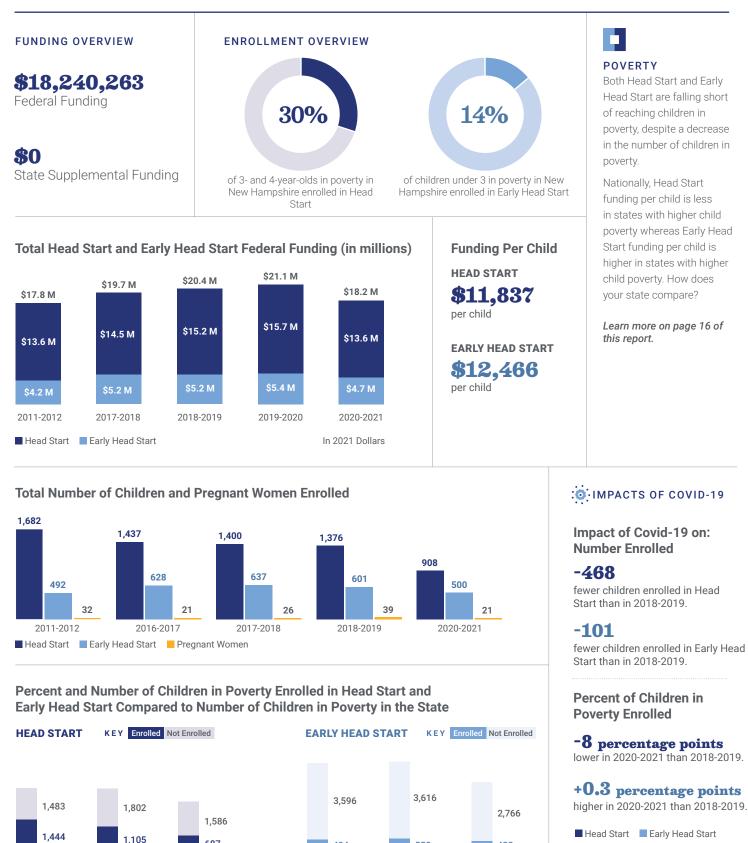


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# **New Hampshire**



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

494

12%

2011-2012

550

13%

2018-2019

432

14%

2020-2021

687

30%

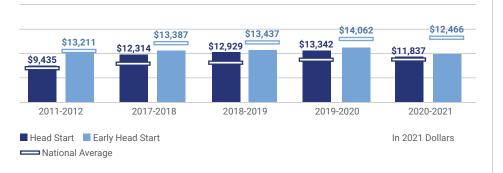
2020-2021

49%

2011-2012

38%

2018-2019



#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

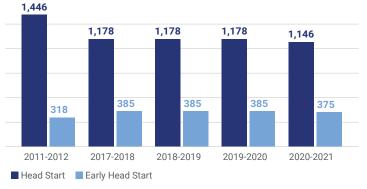
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

differences in Head Start and Early



# RACE & ETHNICITY

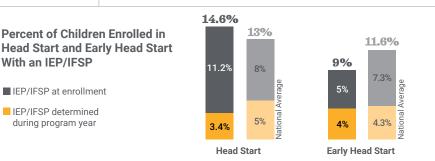
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Learn more on page 18 of this report.



Average CLASS Pre-K Scores 2016-2019

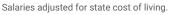
Significantly above threshold
 Significantly below threshold

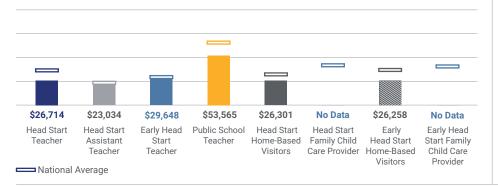


# IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries





# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



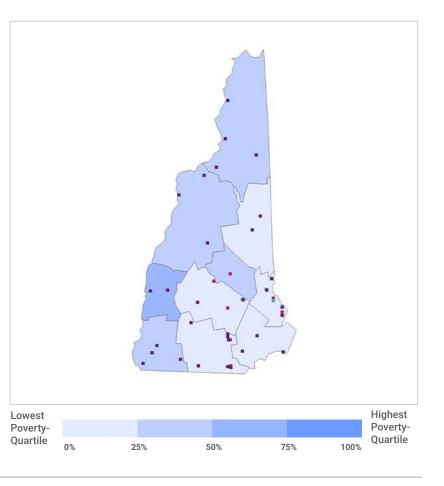
National Average

174 STATE PROFILES

Percent of Children in Poverty Enrolled, by I	Race:	
HEAD START Asian N/A	EARLY HEAD START Asian N/A	RACE & ETHNICITY Head Start enrollment, funding, and classroom experiences vary by child race and ethnicity in ways
Black or African American 50%	Black or African American 44%	that are not easily explained, highlighting inequities. Head Start reaches a smaller percent of eligible children in more racially
Other 25%	Other 8%	and ethnically diverse states. How does your state compare?
National Average	N/A Not available	Child Home Languages HEAD START
Percent of Children in Poverty Enrolled, by Ethnicity:	Percent of Education & Child Development Staff, by Ethnicity:	86% English
HEAD START 39% 29% Hispanic or Latino Non-Hispanic or Non-Latino	HEAD START 6% 94% Hispanic or Latino Non-Hispanic or Non-Latino	6% Spanish Middle Eastern & South Asian 2% African
EARLY HEAD START 14% Hispanic or Latino Non-Hispanic or Non-Latino	EARLY HEAD START 9% 91% Hispanic or Latino Non-Hispanic or Non-Latino	3% Other
Percent of Education & Child Development	Staff, by Race:	Child Home Languages EARLY HEAD START 80%
HEAD START American Indian or Alaska Native 0%	EARLY HEAD START American Indian or Alaska Native 0%	English 7% Middle Eastern & South Asian 7% African
Black or African American 0%	Black or African American 0%	Spanish 2% Other
Native Hawaiian or other Pacific Islander 0%	Native Hawaiian or other Pacific Islander 0%	Education & Child Development Staff
Biracial or Multi-racial 1%	Biracial or Multi-racial 0%	Language Proficiency 6% 14%
Other or Unspecified 5%	Other or Unspecified 17%	of Head Start of Early Head Start Education & Child Education & Child Development Staff Development Staff are proficient in are proficient in a language other a language other than English. than English.

National Average

Total Centers	45
Head Start	32
Early Head Start	6
Head Start & Early Head Start	7
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

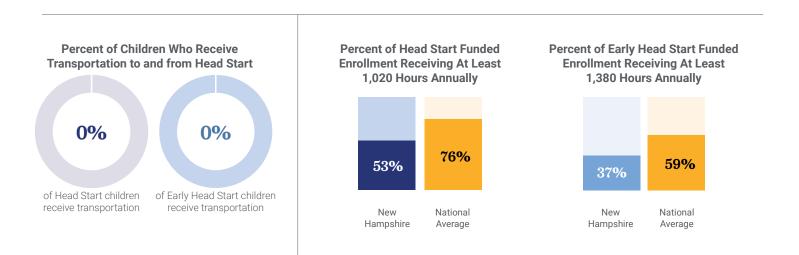


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

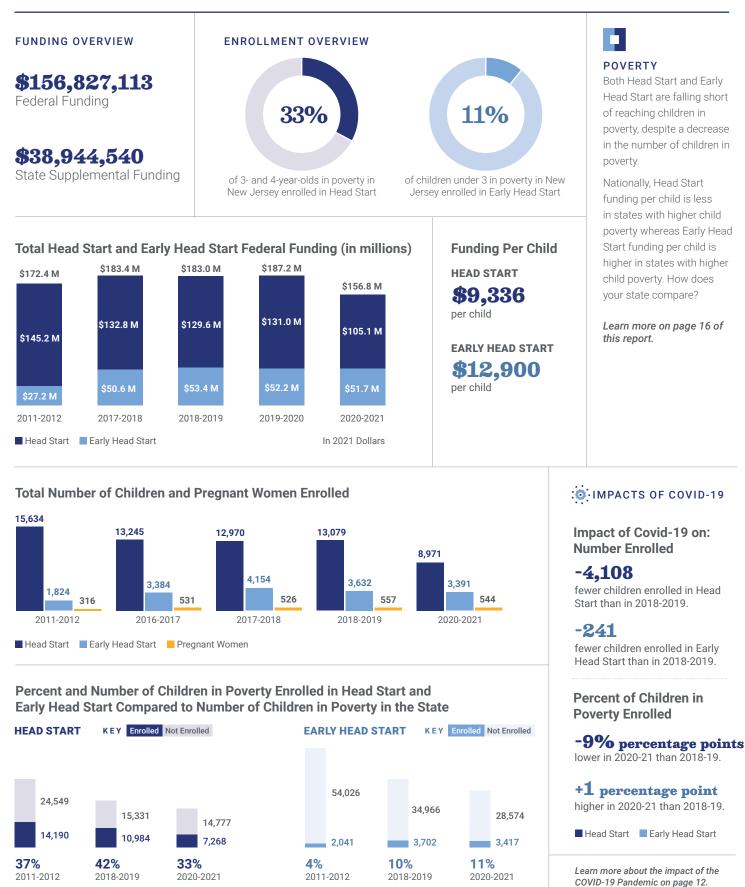


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# **New Jersey**



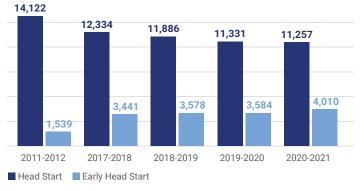
All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



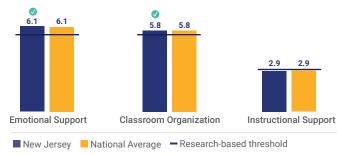
# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



#### Average CLASS Pre-K Scores 2016-2019



Significantly above threshold Significantly below threshold



# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

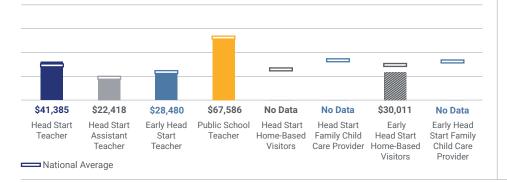


# IMPACTS OF COVID-19

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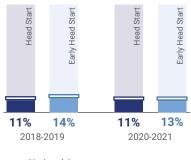
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



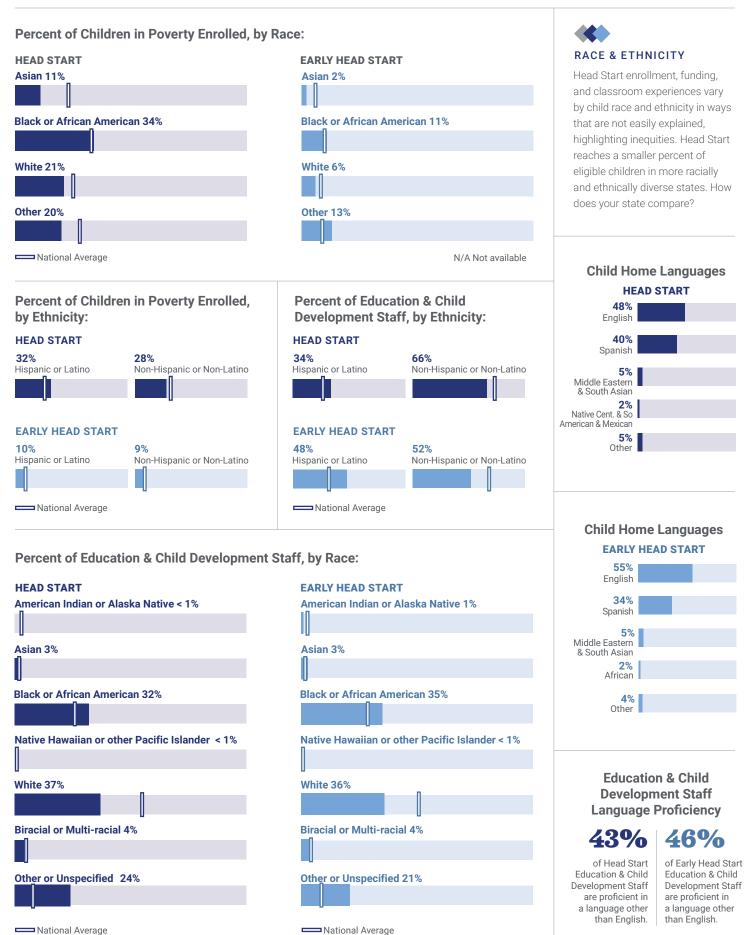
# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021

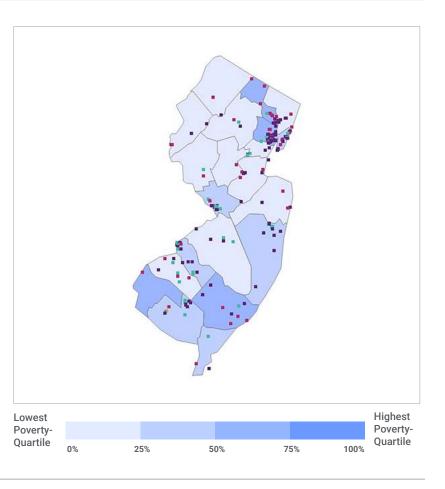


National Average

# Head Start and Early Head Start Funded Enrollment



Total Centers	234
Head Start	119
Early Head Start	60
Head Start & Early Head Start	54
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	1

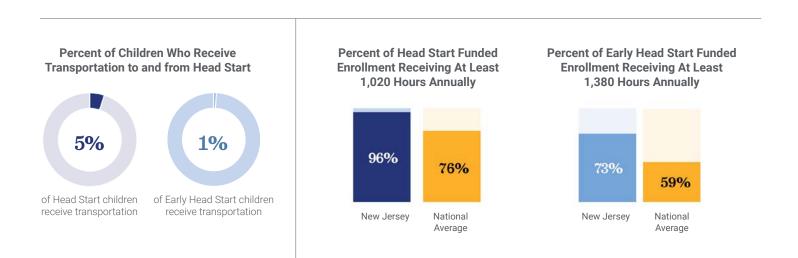


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

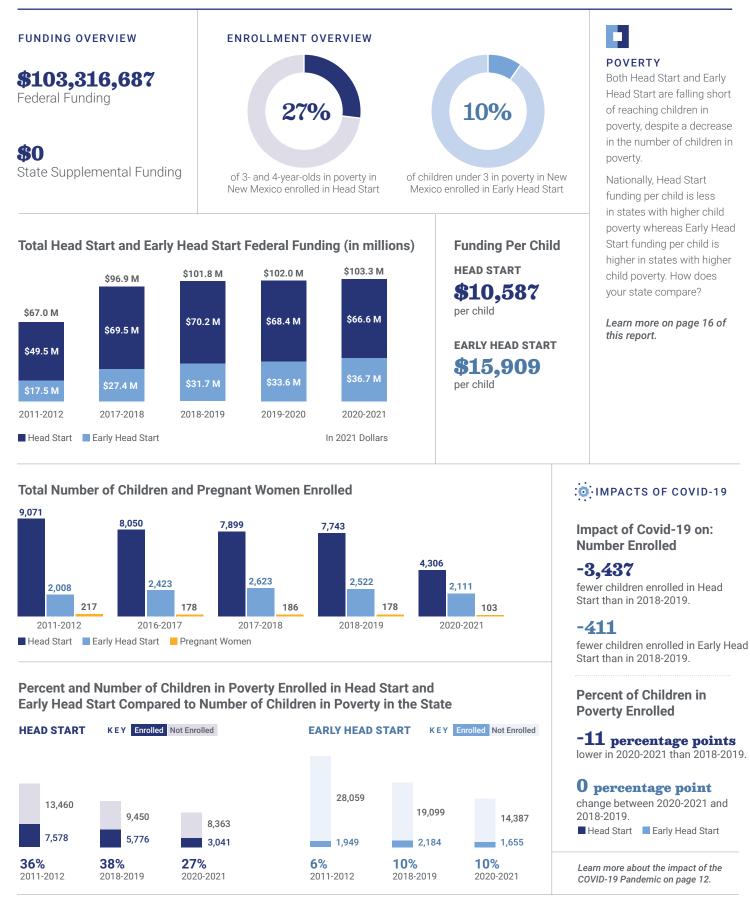


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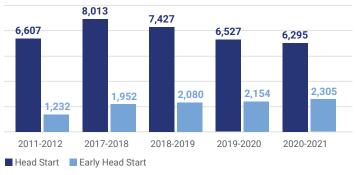


# **New Mexico**





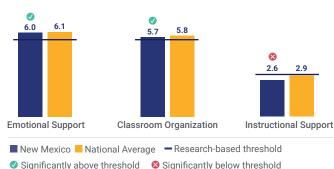
#### Head Start and Early Head Start Funded Enrollment



### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

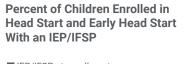


Average CLASS Pre-K Scores 2016-2019

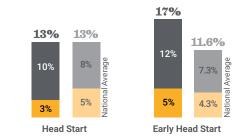
STATE VARIATION

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Learn more on page 22 of this report.



- IEP/IFSP at enrollment
   IEP/IESP determined
- during program year

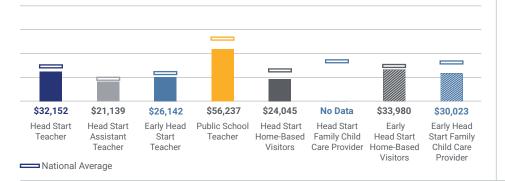


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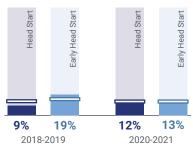
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



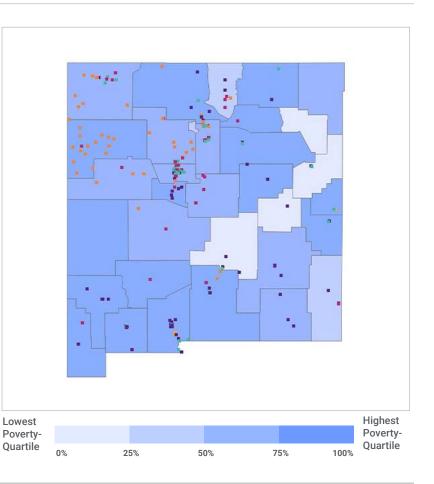


Percent of Children in Poverty Enrolled, by	Race:	
HEAD START Asian N/A	EARLY HEAD START Asian N/A	RACE & ETHNICITY Head Start enrollment, funding, and classroom experiences vary by child race and ethnicity in ways
Black or African American 10%	Black or African American 6%	that are not easily explained, highlighting inequities. Head Start reaches a smaller percent of eligible children in more racially
Other 33%	Other 12%	and ethnically diverse states. How does your state compare?
National Average	- N/A Not available	Child Home Languages HEAD START
Percent of Children in Poverty Enrolled, by Ethnicity:	Percent of Education & Child Development Staff, by Ethnicity:	79% English
HEAD START 22% Hispanic or Latino Non-Hispanic or Non-Latino	HEAD START 56% 44% Hispanic or Latino Non-Hispanic or Non-Latino	15% Spanish 2% Native N. Am./ Alaska Native 1%
EARLY HEAD START 9% 10% Hispanic or Latino Non-Hispanic or Non-Latino	EARLY HEAD START 58% 42% Hispanic or Latino Non-Hispanic or Non-Latino	Middle Eastern & South Asian <b>3%</b> Other
Percent of Education & Child Development	Staff, by Race:	Child Home Languages EARLY HEAD START 79%
HEAD START American Indian or Alaska Native 27%	EARLY HEAD START American Indian or Alaska Native 22%	English 16% Spanish
Asian < 1%	Asian 1%	2% Native N. Am./ Alaska Native 1% Middle Eastern
Black or African American 1%	Black or African American 2%	& South Asian 2% Other
Native Hawaiian or other Pacific Islander < 1%	Native Hawaiian or other Pacific Islander 0%	
U White 59%	U White 67%	Education & Child Development Staff Language Proficiency
Biracial or Multi-racial 2%	Biracial or Multi-racial < 1%	54% 50%
Other or Unspecified 11%	Other or Unspecified 8%	of Head Start of Early Head Start Education & Child Education & Child Development Staff Development Sta are proficient in a language other a language other
National Average	National Average	than English. than English.

ge Proficiency **50%** Ό of Early Head Start

Development Staff are proficient in a language other than English.

Total Centers	182
Head Start	73
Early Head Start	44
Head Start & Early Head Start	39
AIAN Head Start & Early Head Start	23
Migrant and Seasonal Head Start	3

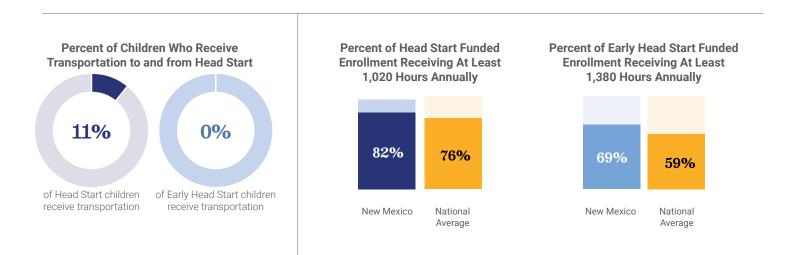


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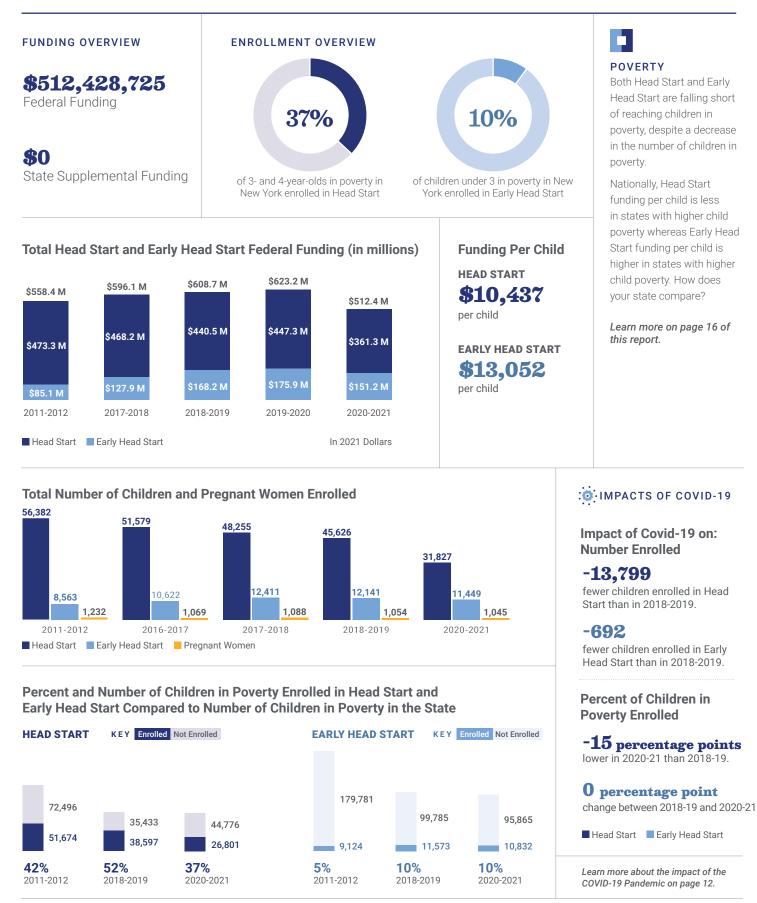


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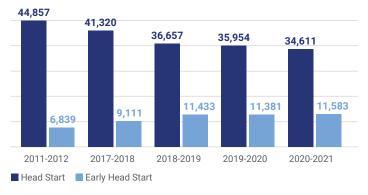


# **New York**





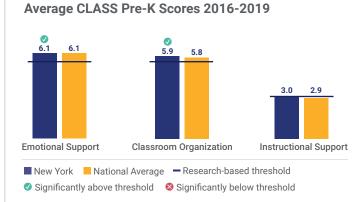
#### Head Start and Early Head Start Funded Enrollment



#### RACE & ETHNICITY

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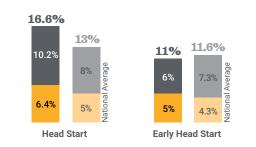
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

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#### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

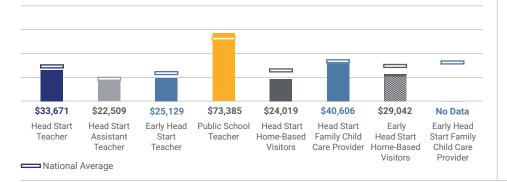


# IMPACTS OF COVID-19

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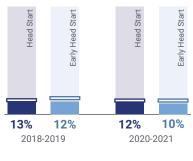
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

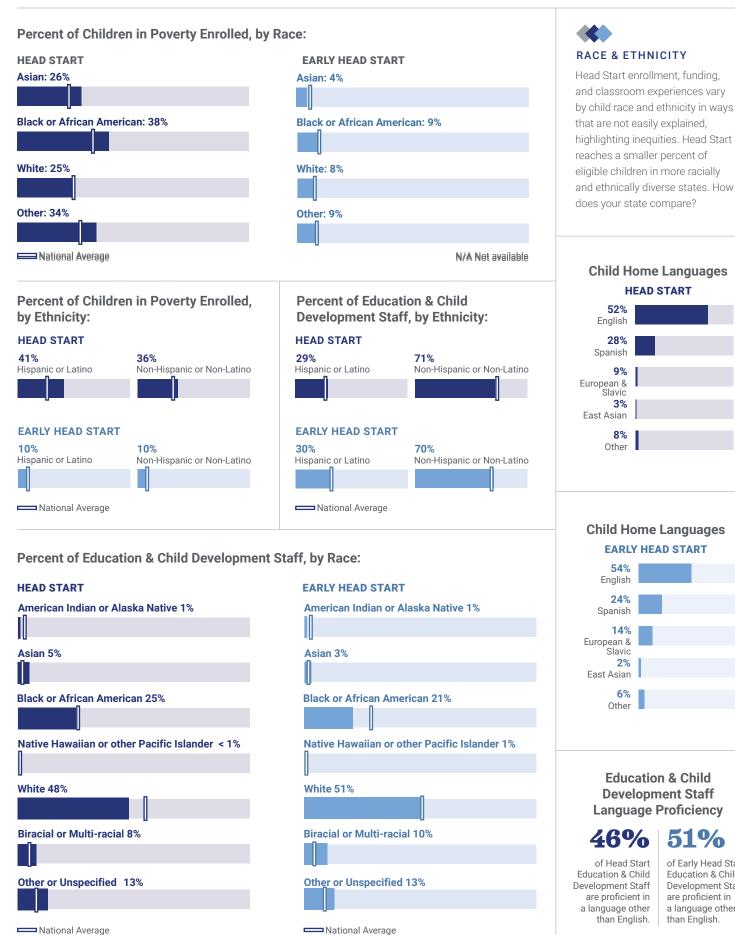
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





a language other than English.

of Early Head Start

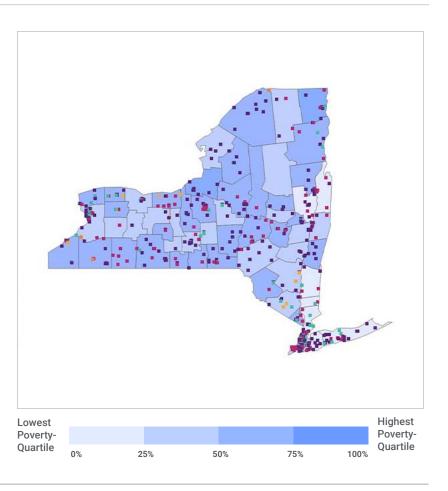
Education & Child

**Development Staff** 

are proficient in

51

Total Centers	773
Head Start	438
Early Head Start	139
Head Start & Early Head Start	181
AIAN Head Start & Early Head Start	3
Migrant and Seasonal Head Start	12

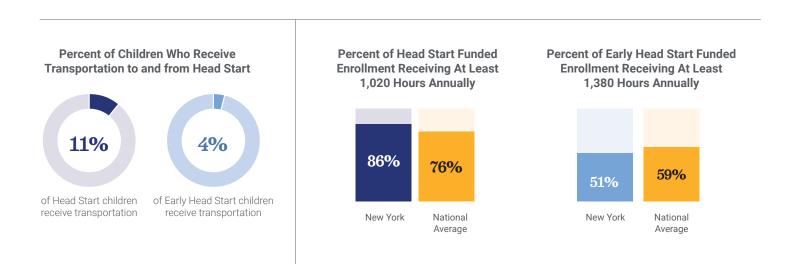


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

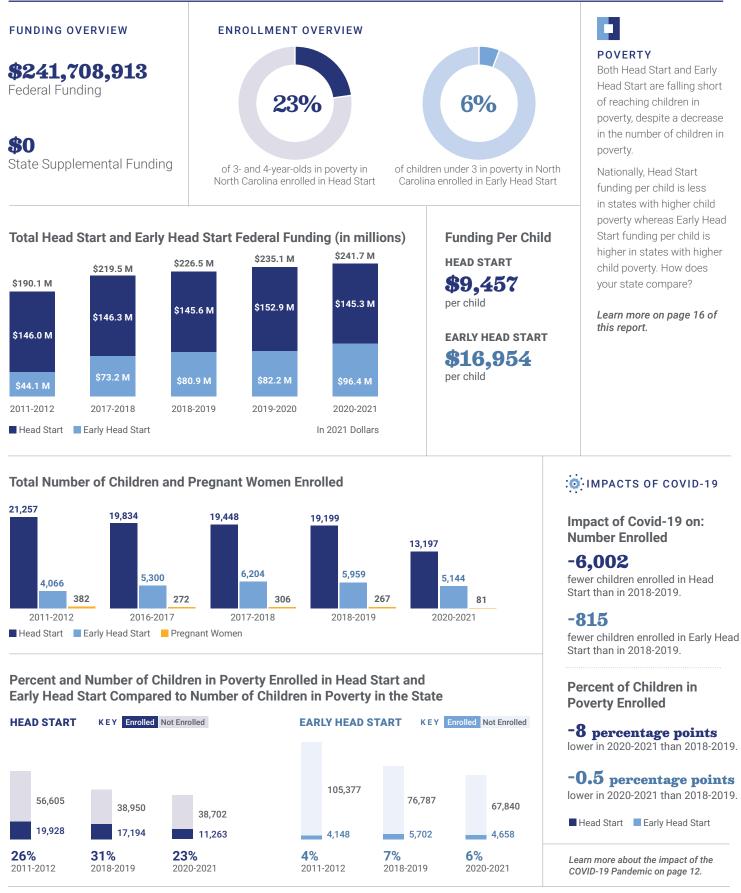


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

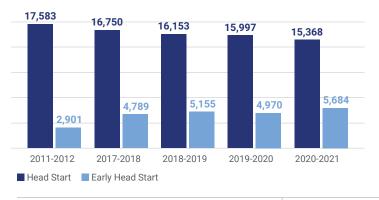


# **North Carolina**





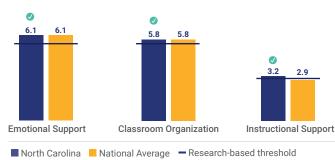
#### Head Start and Early Head Start Funded Enrollment



### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



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Average CLASS Pre-K Scores 2016-2019



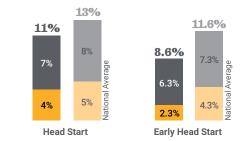
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

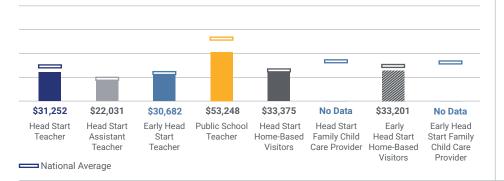


# IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

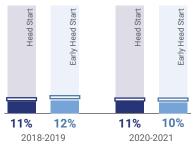
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

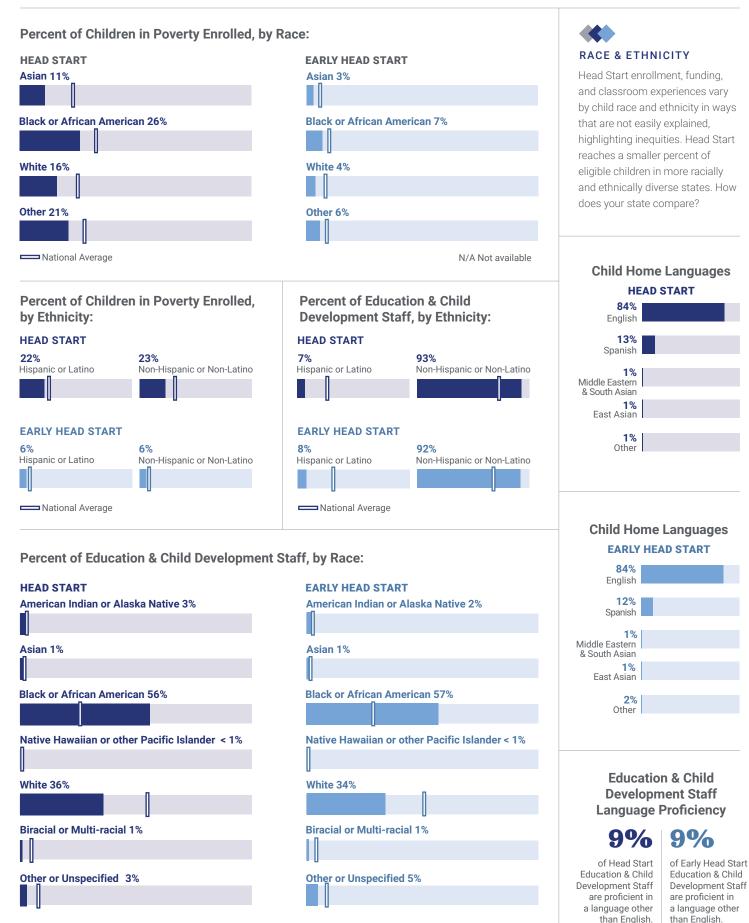
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

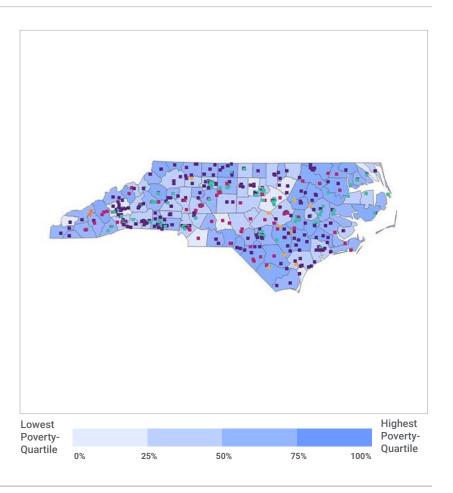
2018-2019 compared to 2020-2021





National Average

Total Centers	498
Head Start	267
Early Head Start	136
Head Start & Early Head Start	83
AIAN Head Start & Early Head Start	2
Migrant and Seasonal Head Start	10

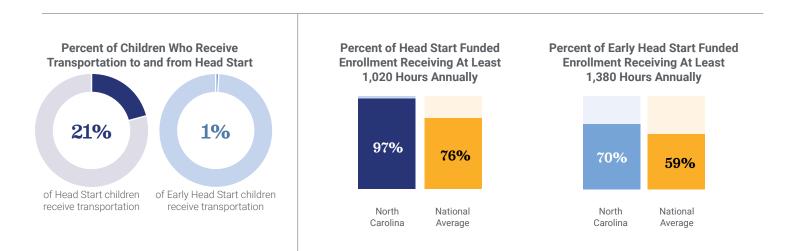


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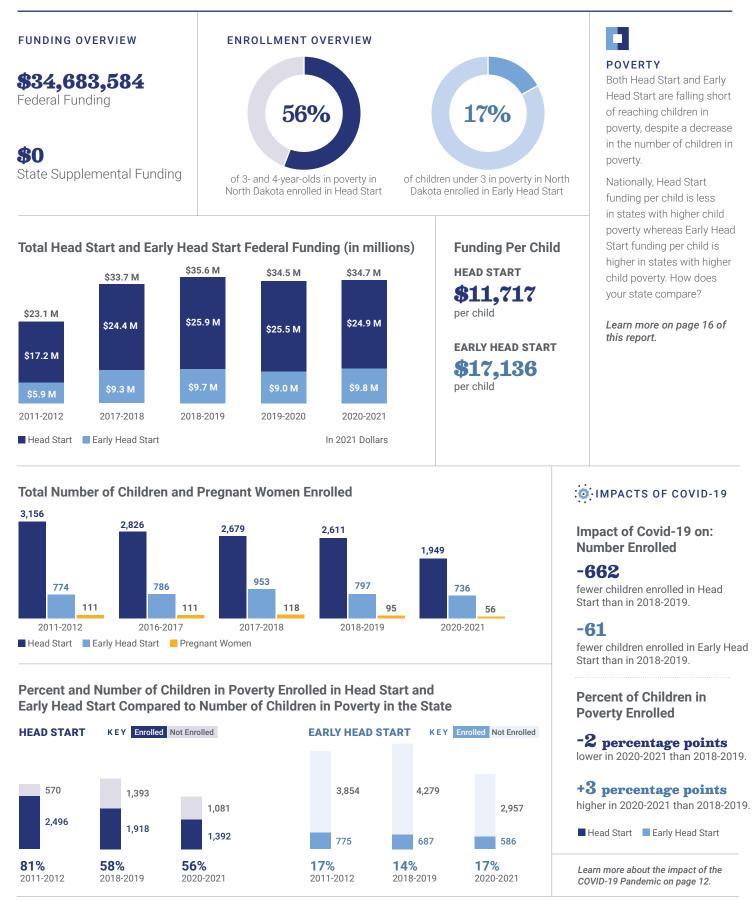


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States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# North Dakota





#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

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Head Start funding, enrollment,

components, and quality that are

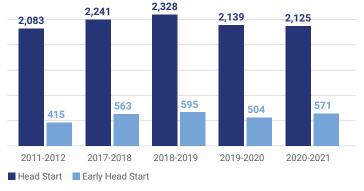
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

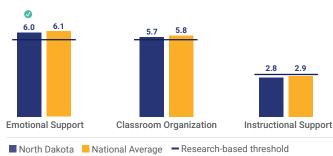
differences in Head Start and Early



### **RACE & ETHNICITY**

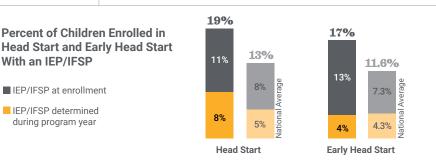
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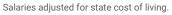
Average CLASS Pre-K Scores 2016-2019

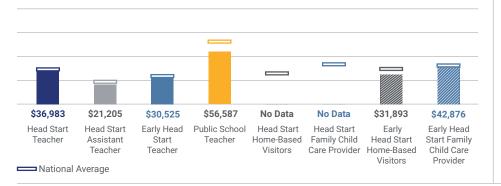


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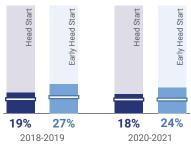
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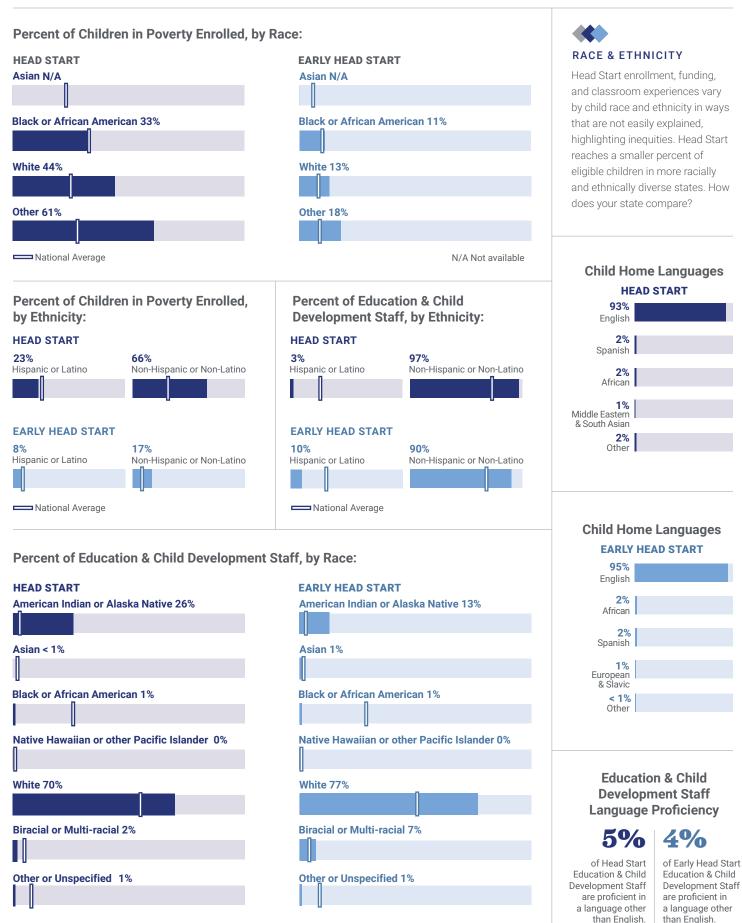




#### Head Start and Early Head Start Staff Turnover

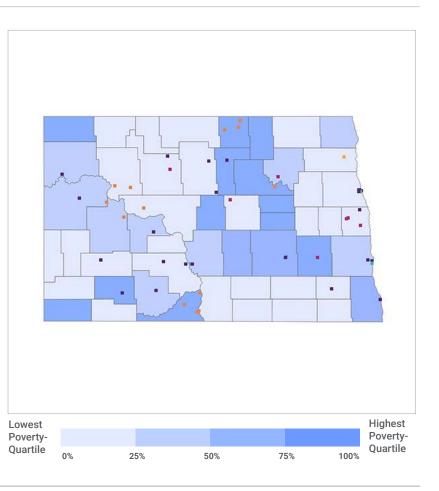
2018-2019 compared to 2020-2021





National Average

Total Centers	55
Head Start	27
Early Head Start	5
Head Start & Early Head Start	7
AIAN Head Start & Early Head Start	15
Migrant and Seasonal Head Start	1

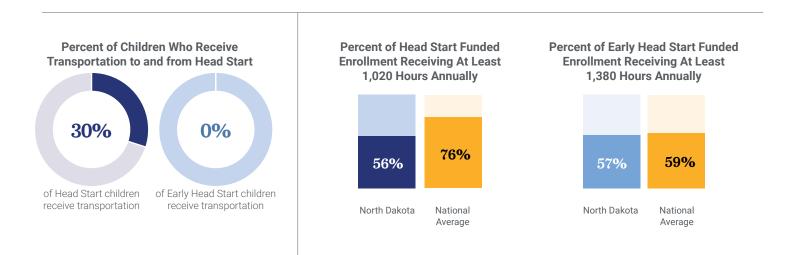


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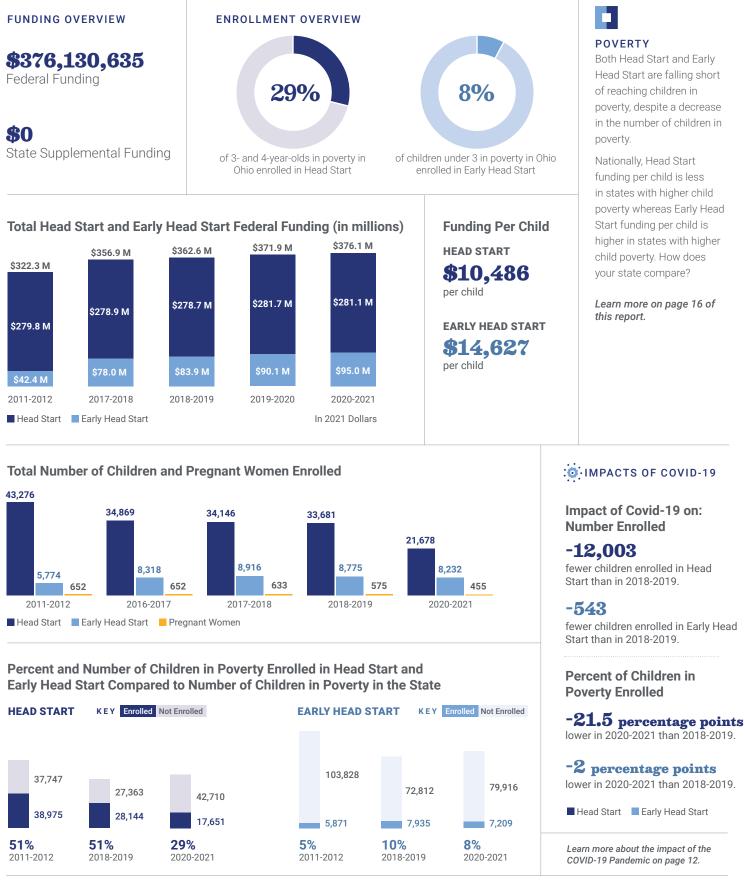


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# Ohio

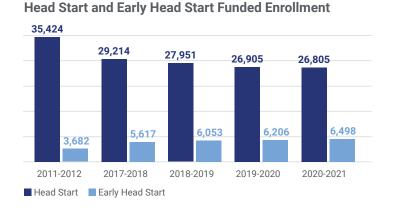




#### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

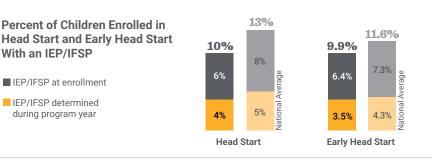
does your state compare?

differences in Head Start and Early

#### Average CLASS Pre-K Scores 2016-2019



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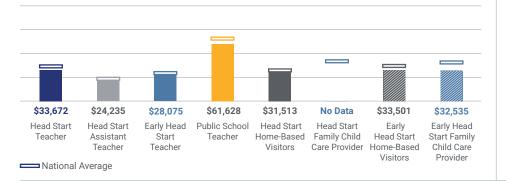


# IMPACTS OF COVID-19

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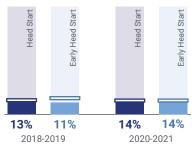
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

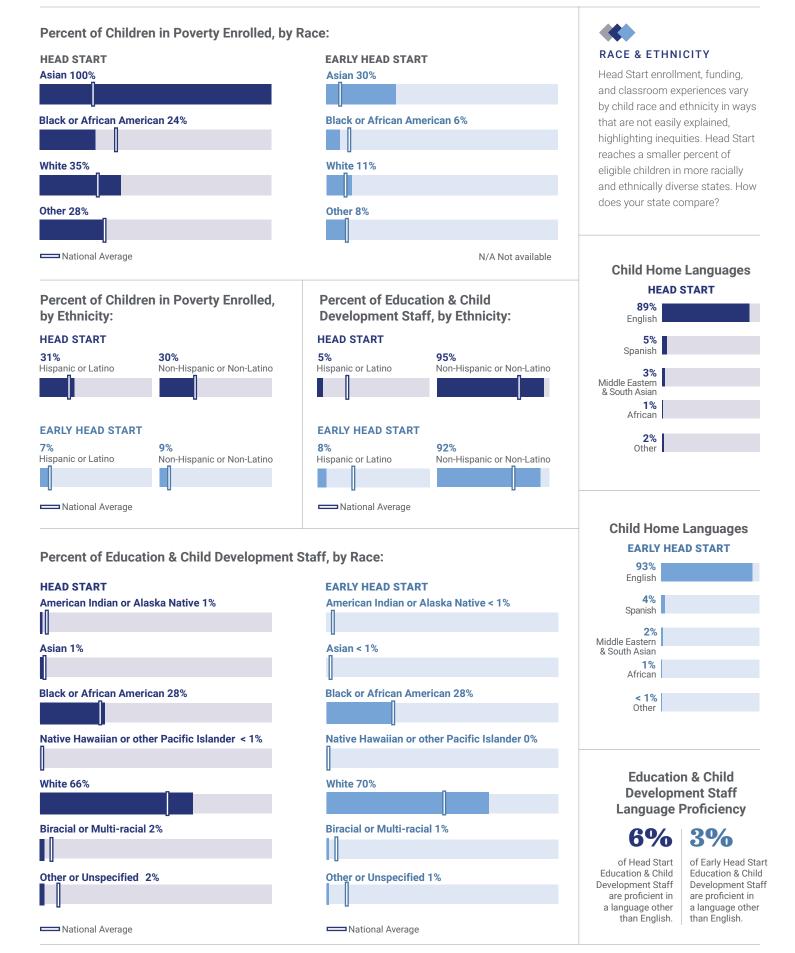
Salaries adjusted for state cost of living.



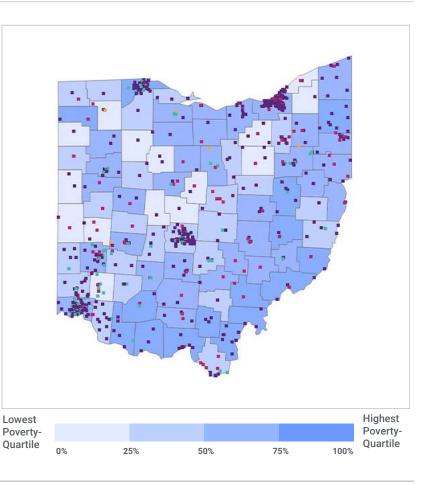
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





Total Centers	738
Head Start	499
Early Head Start	116
Head Start & Early Head Start	118
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	5

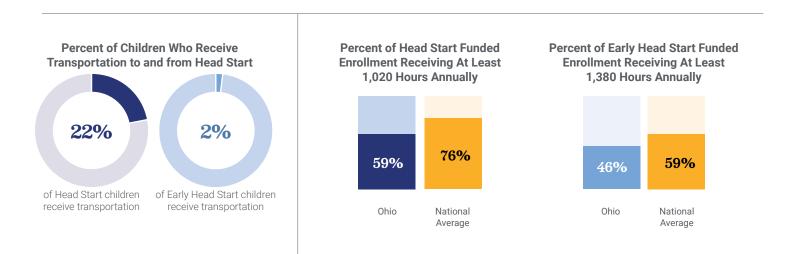


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

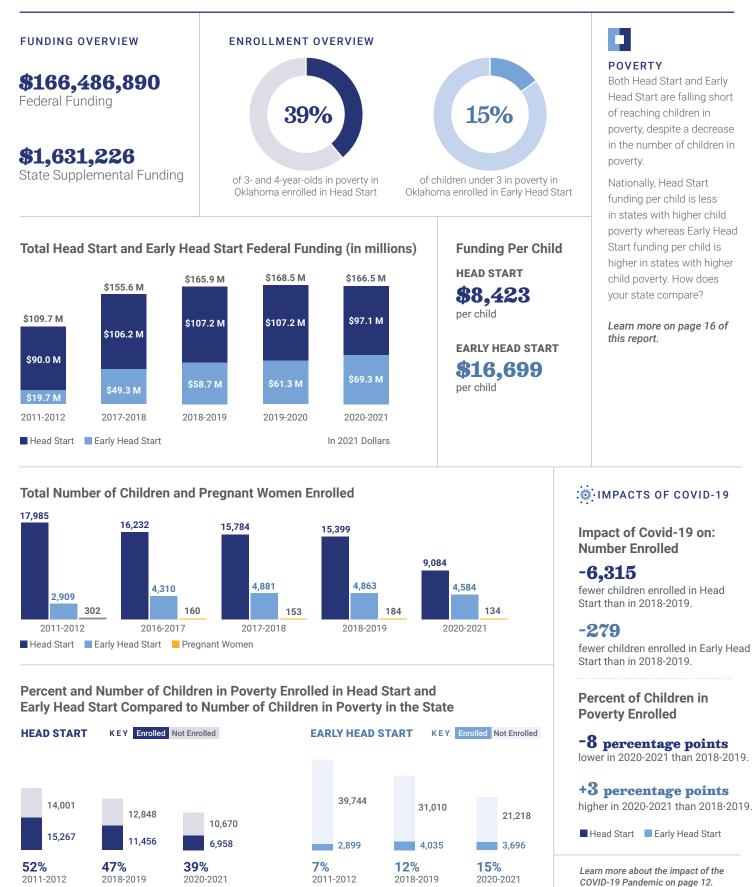


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Oklahoma





#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

not explained by differences in state

population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

differences in Head Start and Early



### **RACE & ETHNICITY**

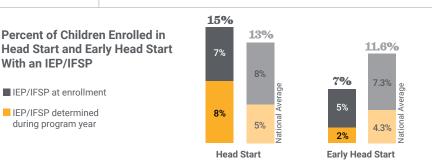
Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



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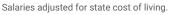
Average CLASS Pre-K Scores 2016-2019

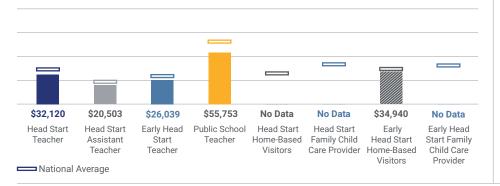


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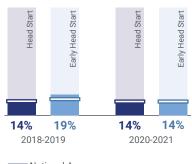
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries





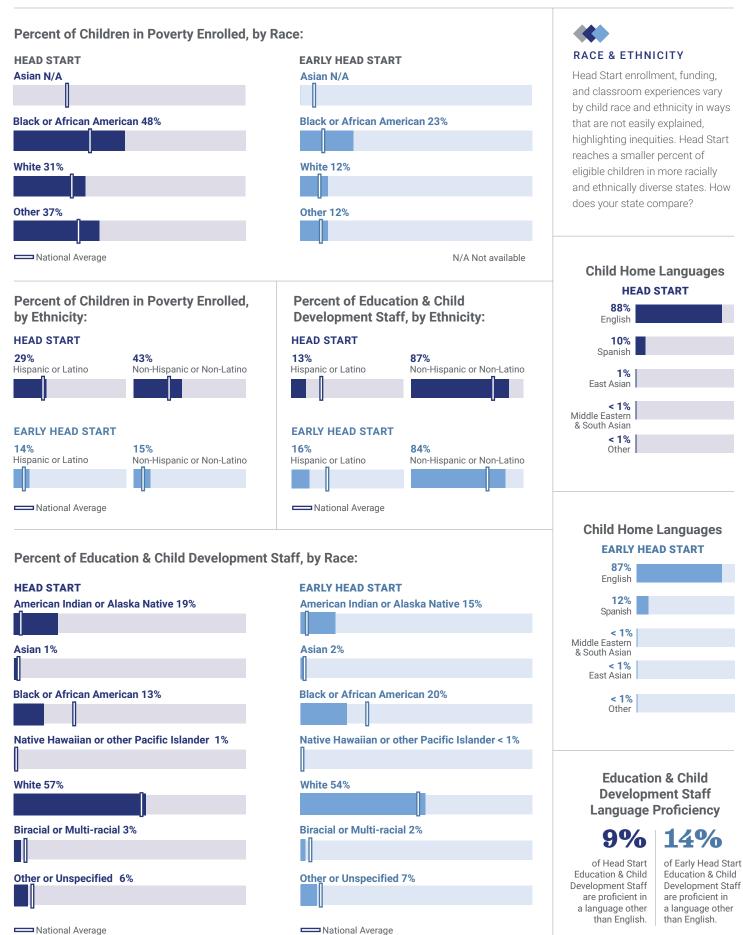
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



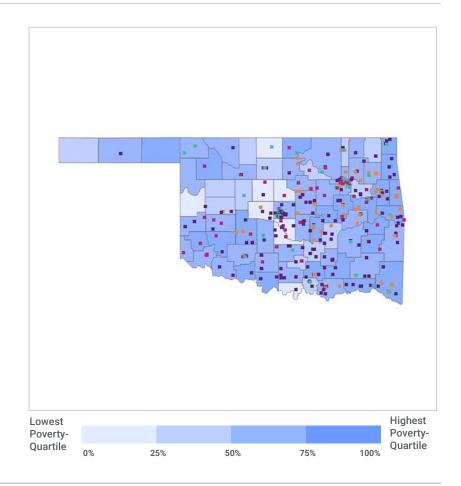
National Average

# 14,047



STATE PROFILES 203

Total Centers	408
Head Start	186
Early Head Start	80
Head Start & Early Head Start	67
AIAN Head Start & Early Head Start	73
Migrant and Seasonal Head Start	2

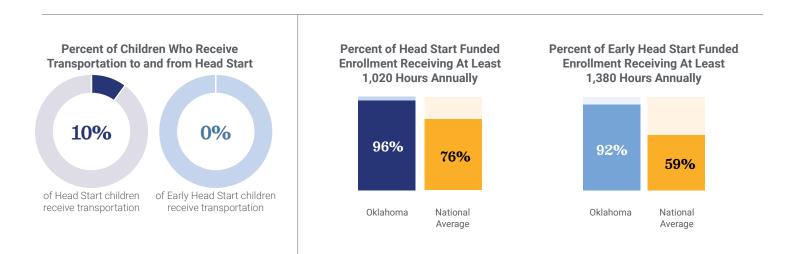


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

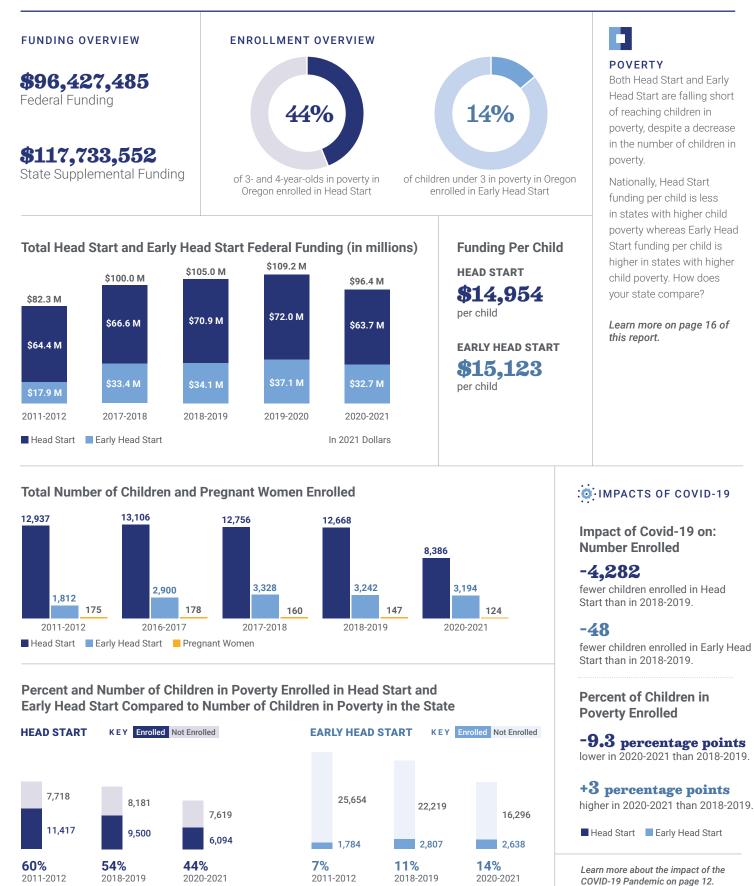


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Oregon

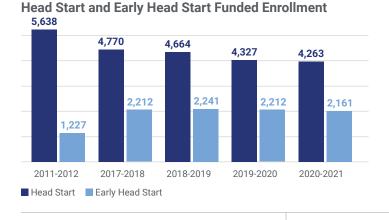


#### Head Start and Early Head Start Federal Funding Per Child \$15,202 \$15,226 \$16,646 \$16,787 \$15,123 \$15,098 \$14,954 \$14,571 \$13,964 \$<u>11,4</u>20 2011-2012 2017-2018 2018-2019 2019-2020 2020-2021 Head Start Early Head Start In 2021 Dollars National Average

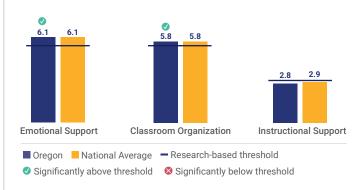
#### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



#### Average CLASS Pre-K Scores 2016-2019

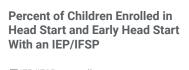




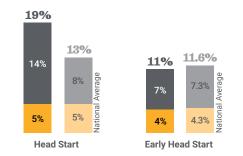
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

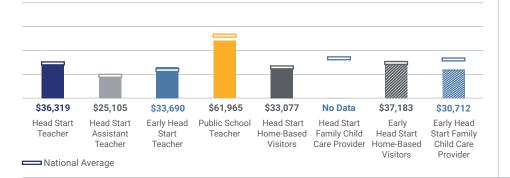


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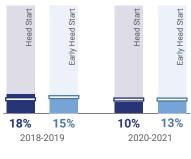
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

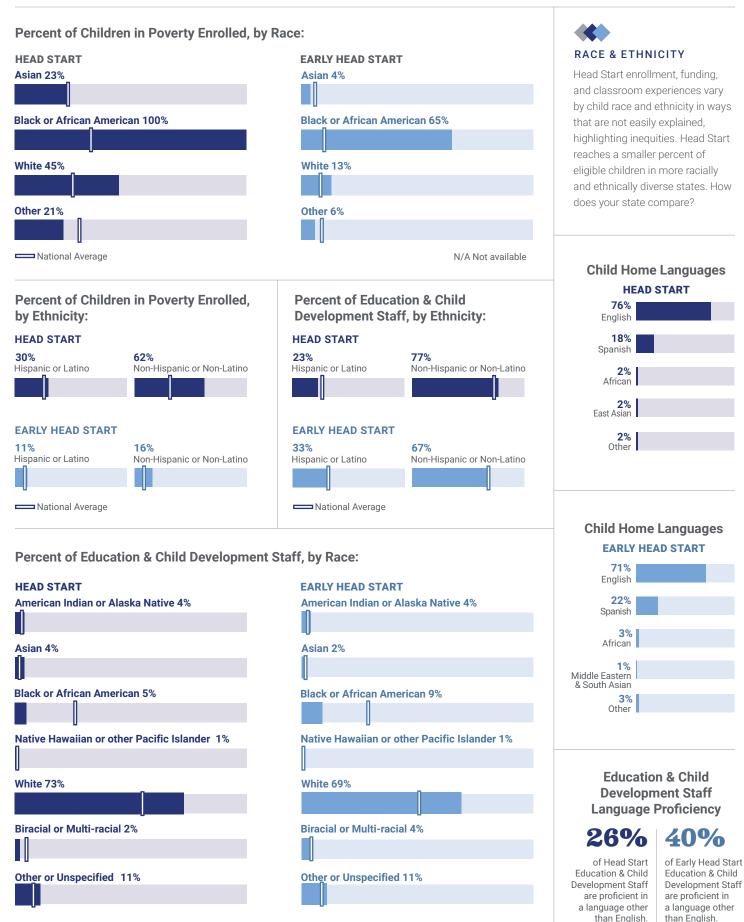
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

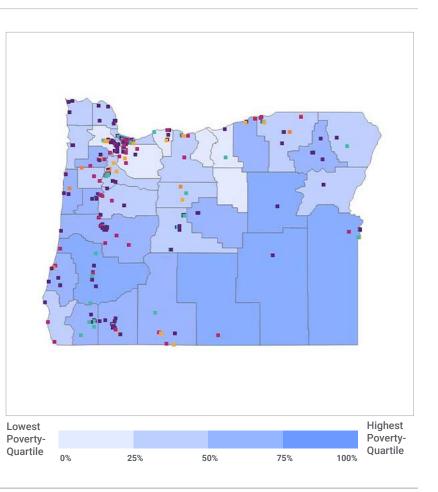
2018-2019 compared to 2020-2021





National Average

Total Centers	332
Head Start	162
Early Head Start	62
Head Start & Early Head Start	65
AIAN Head Start & Early Head Start	8
Migrant and Seasonal Head Start	35

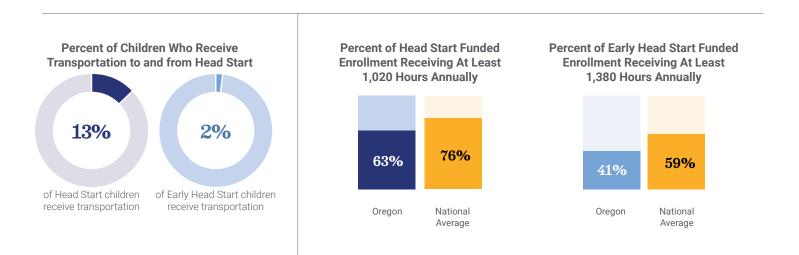


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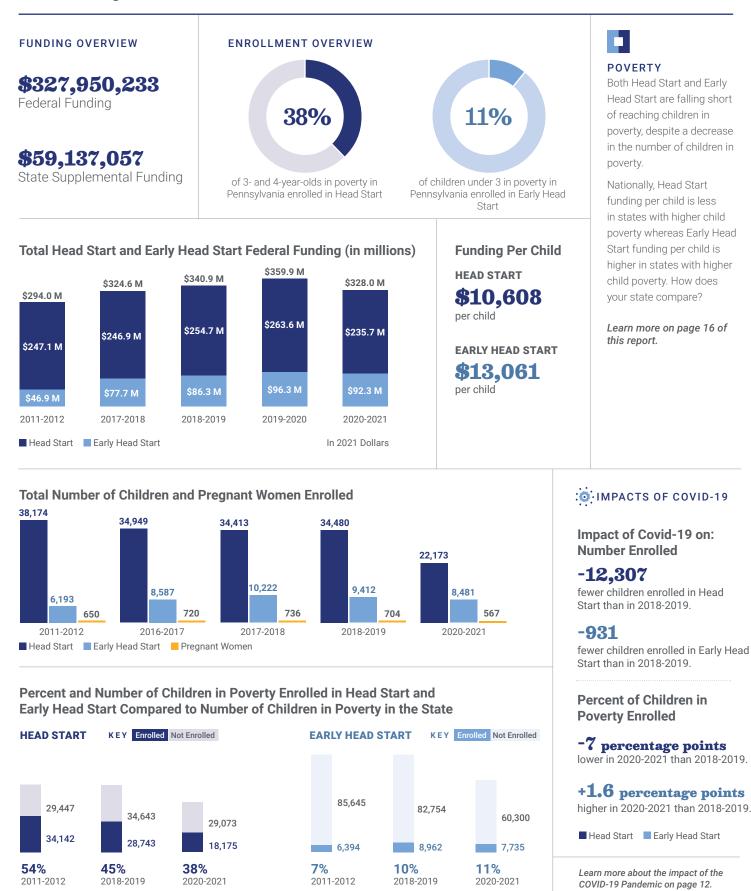


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# Pennsylvania





#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

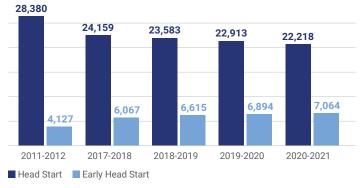
not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

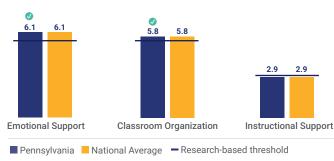
differences in Head Start and Early



#### **RACE & ETHNICITY**

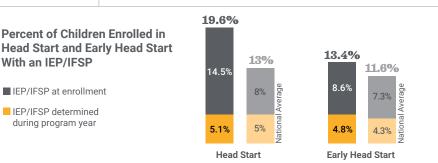
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Learn more on page 18 of this report.



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Average CLASS Pre-K Scores 2016-2019

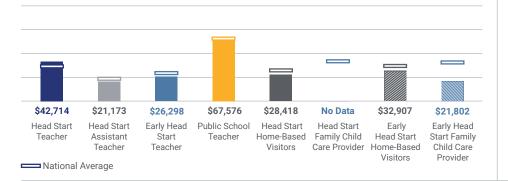


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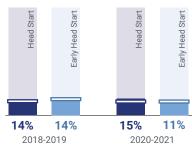
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

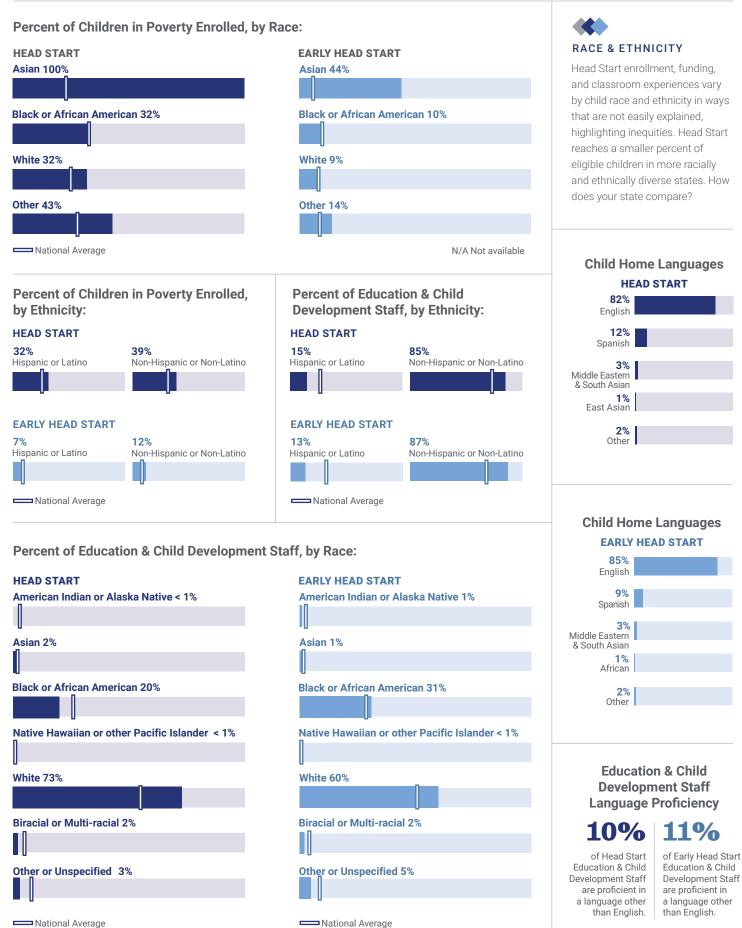
Salaries adjusted for state cost of living.



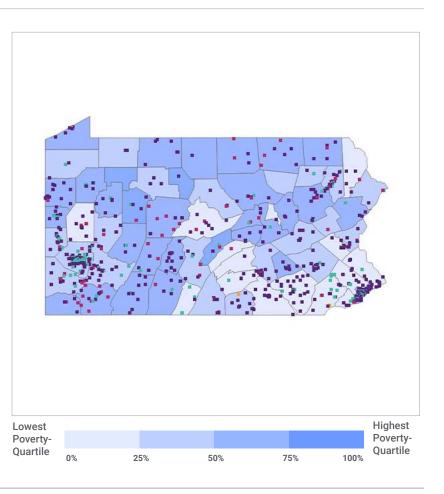
#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





Total Centers	933
Head Start	637
Early Head Start	214
Head Start & Early Head Start	77
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	5

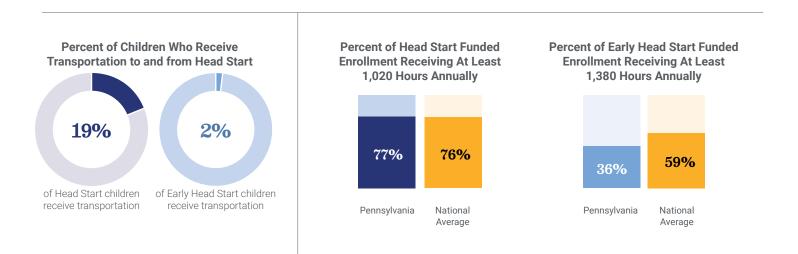


The location of Head Start programs in relation to where children in poverty live varies greatly by state.



In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



3,366

2,717

45%

2011-2012

2.863

2.072

42%

2018-2019

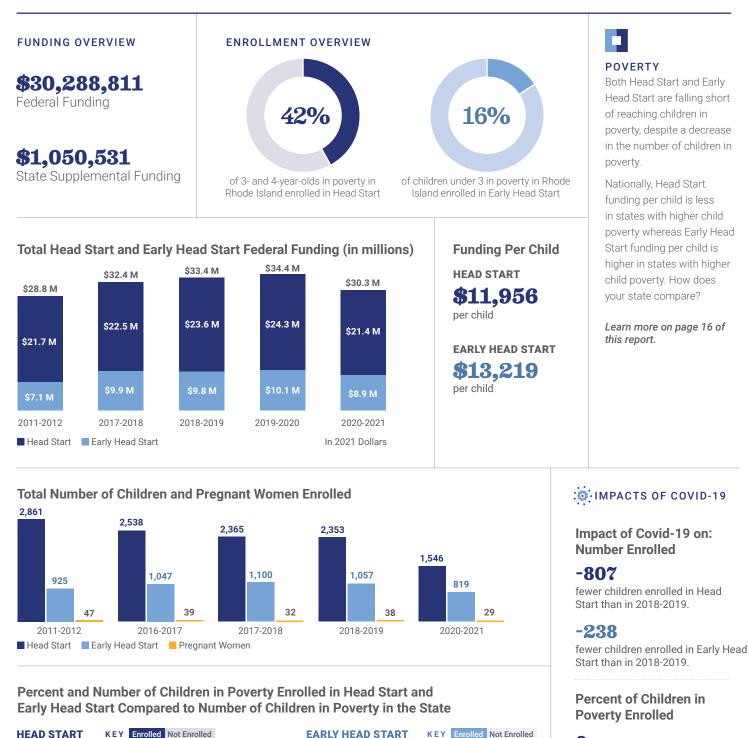
1,806

1.296

42%

2020-2021

# **Rhode Island**



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

7.742

929

11%

2011-2012

6,315

973

13%

2018-2019

3.777

714

16%

2020-2021

#### STATE PROFILES 213

**O percentage point** change between 2020-2021 and

+3 percentage points

Head Start Early Head Start

Learn more about the impact of the

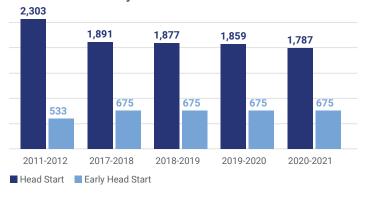
COVID-19 Pandemic on page 12.

higher in 2020-2021 than 2018-2019.

2018-2019.



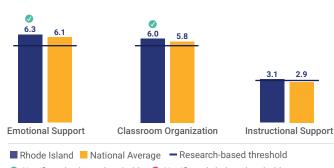
#### Head Start and Early Head Start Funded Enrollment



#### RACE & ETHNICITY

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Learn more on page 18 of this report.



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Average CLASS Pre-K Scores 2016-2019



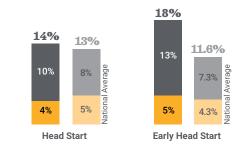
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Learn more on page 22 of this report.



- IEP/IESP determined
- during program year

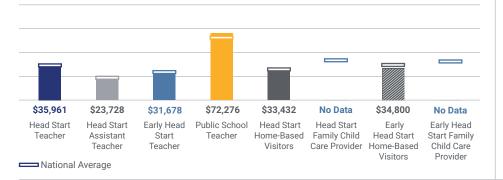


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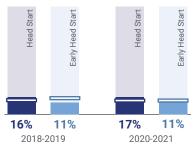
#### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

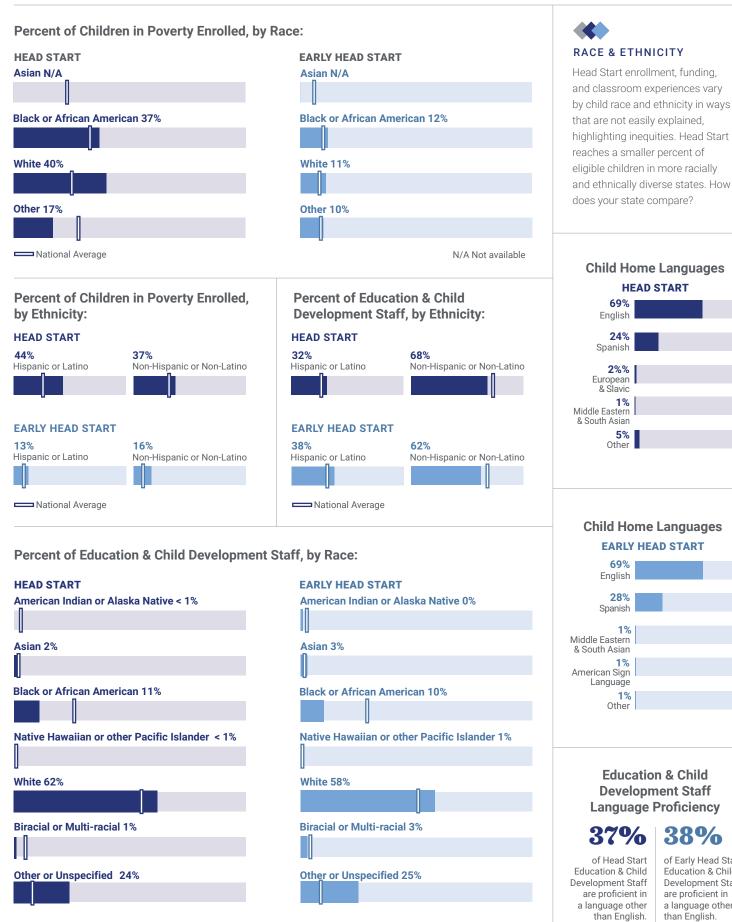
Salaries adjusted for state cost of living.



#### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





National Average

National Average 

#### STATE PROFILES 215

38%

of Early Head Start

Education & Child

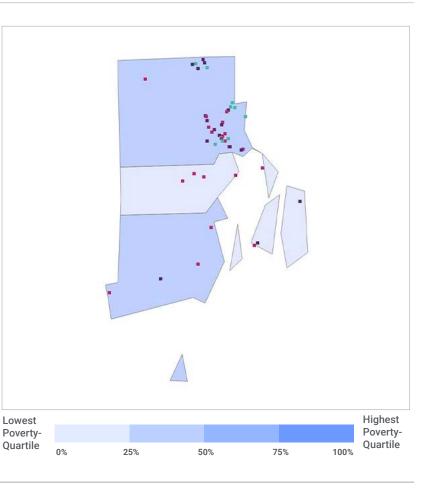
**Development Staff** 

are proficient in

a language other

than English.

Total Centers	51
Head Start	19
Early Head Start	10
Head Start & Early Head Start	22
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

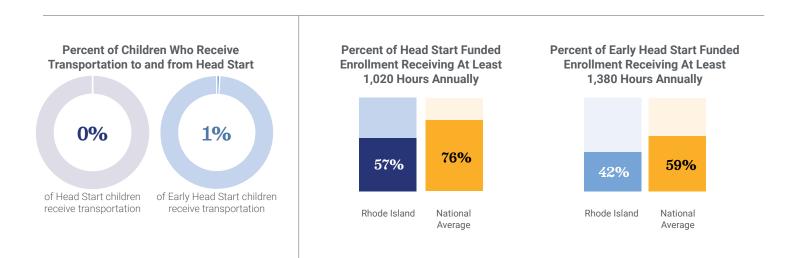


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

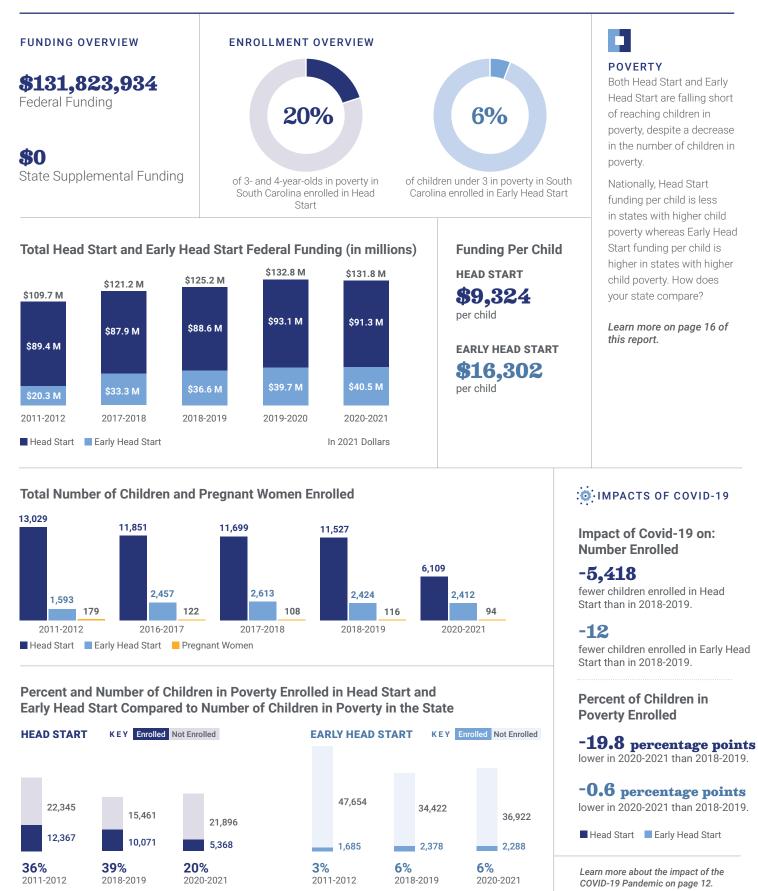


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



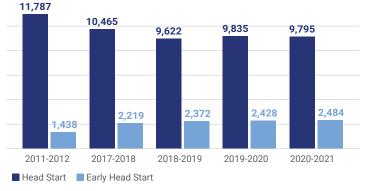
# South Carolina



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



## Head Start and Early Head Start Funded Enrollment



STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

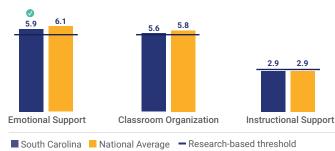
does your state compare?

differences in Head Start and Early

### RACE & ETHNICITY

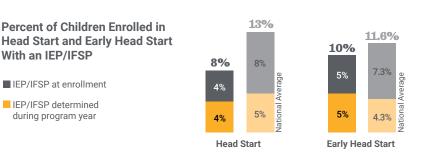
Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold
 Significantly below threshold

Average CLASS Pre-K Scores 2016-2019

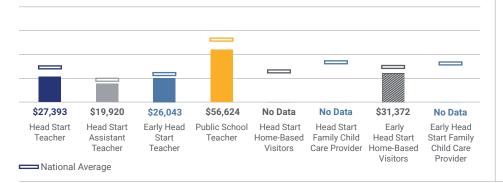


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

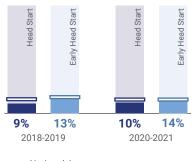
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



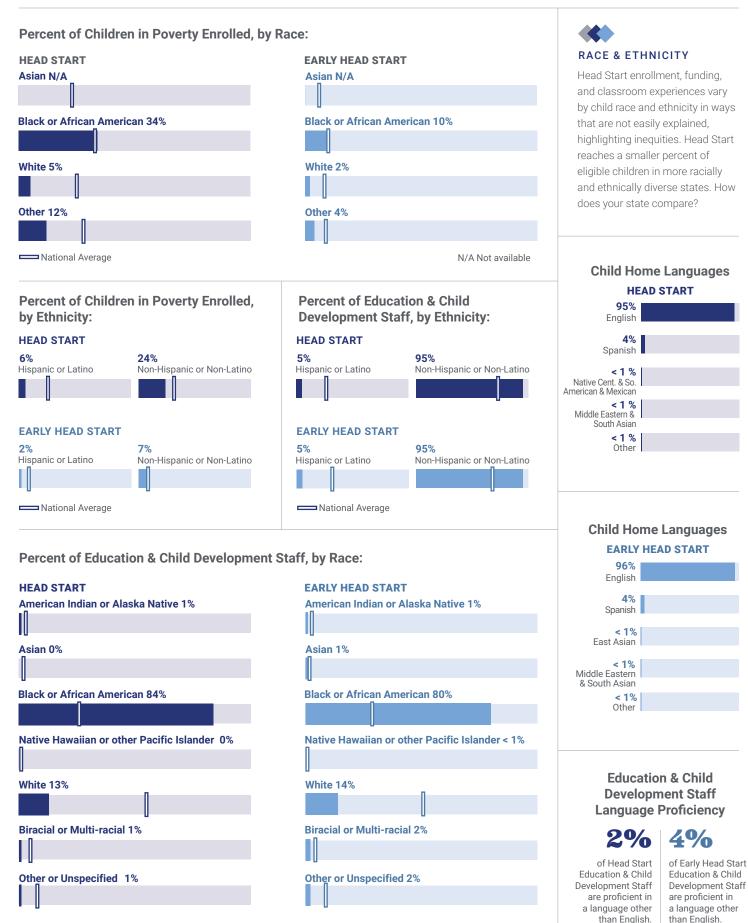
### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

#### 218 STATE PROFILES

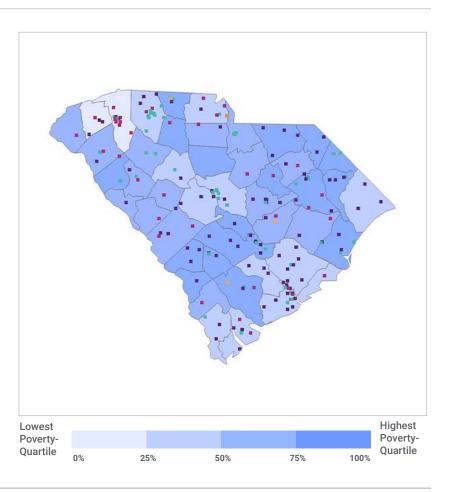


National Average

National Average

STATE PROFILES 219

Total Centers	207
Head Start	100
Early Head Start	61
Head Start & Early Head Start	40
AIAN Head Start & Early Head Start	2
Migrant and Seasonal Head Start	4

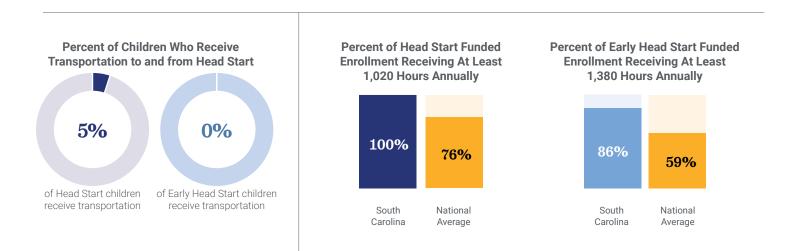


The location of Head Start programs in relation to where children in poverty live varies greatly by state.



In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

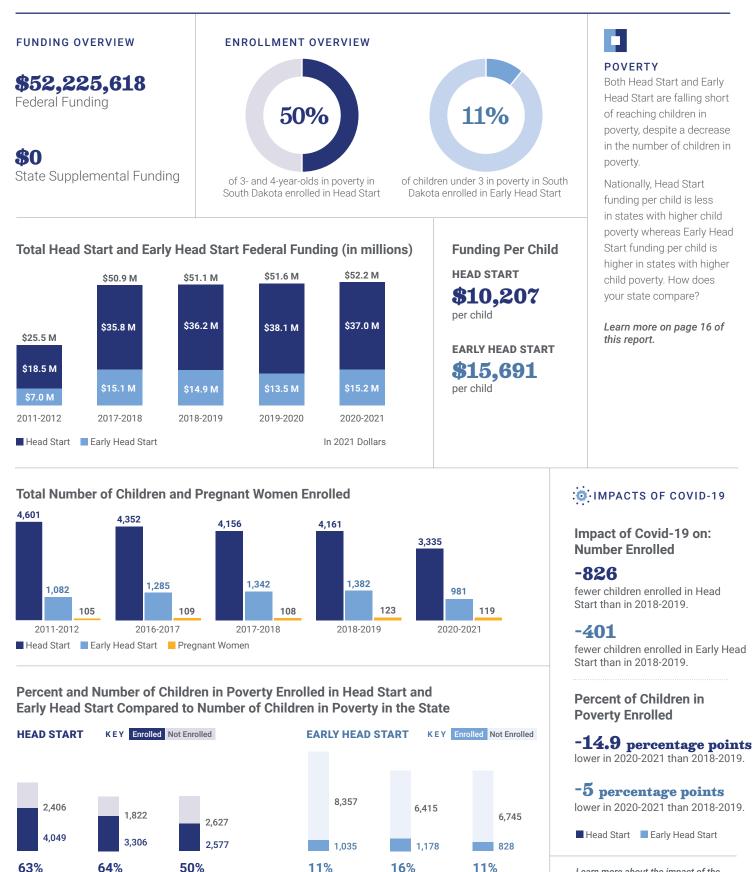


2011-2012

2018-2019

2020-2021

# South Dakota



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

2011-2012

2018-2019

2020-2021



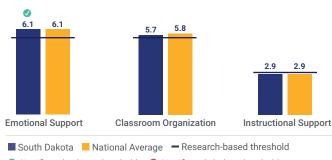
### Head Start and Early Head Start Funded Enrollment



### **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold Significantly below threshold

Average CLASS Pre-K Scores 2016-2019



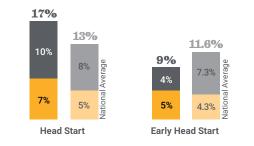
### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IFP/IESP determined during program year

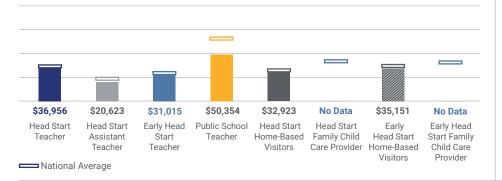


### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



### Head Start and Early Head Start Staff Turnover

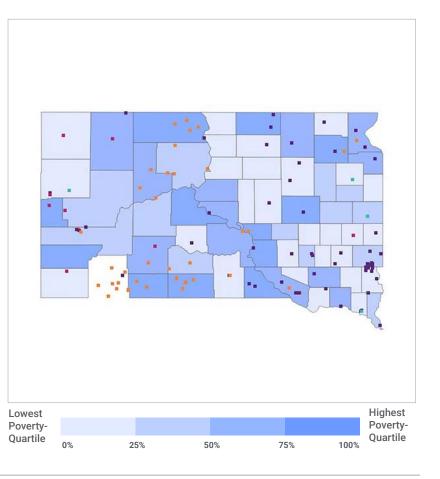
2018-2019 compared to 2020-2021



National Average

Percent of Children in Poverty Enrolled, by R	ace:	
HEAD START Asian 16%	EARLY HEAD START Asian 4%	RACE & ETHNICITY Head Start enrollment, funding, and classroom experiences vary by child race and ethnicity in ways
Black or African American 87%	Black or African American 19%	that are not easily explained, highlighting inequities. Head Start reaches a smaller percent of eligible children in more racially
Other 66%	Other 15%	and ethnically diverse states. How does your state compare?
National Average Percent of Children in Poverty Enrolled,	N/A Not available Percent of Education & Child	Child Home Languages HEAD START
by Ethnicity: HEAD START	Development Staff, by Ethnicity: HEAD START	89% English
18%     59%       Hispanic or Latino     Non-Hispanic or Non-Latino	1%     99%       Hispanic or Latino     Non-Hispanic or Non-Latino	Spanish African 2% European
6%     13%       Hispanic or Latino     I	<b>EARLY HEAD START 4%</b> Hispanic or Latino       Image: State of the state of t	& Slavic 4% Other
National Average Percent of Education & Child Development S	National Average Staff, by Race:	Child Home Languages EARLY HEAD START 95%
HEAD START American Indian or Alaska Native 44%	EARLY HEAD START American Indian or Alaska Native 37%	English 2.5% Spanish
Asian 1%	Asian 0%	1.5% African
Black or African American < 1%	Black or African American 2%	1% East Asian
Native Hawaijan or other Pacific Islander < 1%		Other
Native Hawalian of other Pacific Islander < 1%	Native Hawaiian or other Pacific Islander 0%	Education & Child
White 52%	White 60%	Development Staff Language Proficiency
Biracial or Multi-racial 1%	Biracial or Multi-racial 1%	<b>7% 6%</b>
Other or Unspecified 2%	Other or Unspecified 0%	of Head Start Education & Child Development Staff are proficient in a language other than English. of Early Head Start Education & Child Development Staff are proficient in a language other than English.

Total Centers	135
Head Start	66
Early Head Start	8
Head Start & Early Head Start	10
AIAN Head Start & Early Head Start	51
Migrant and Seasonal Head Start	0

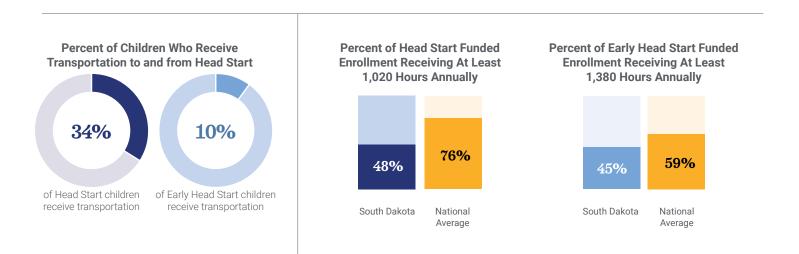


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

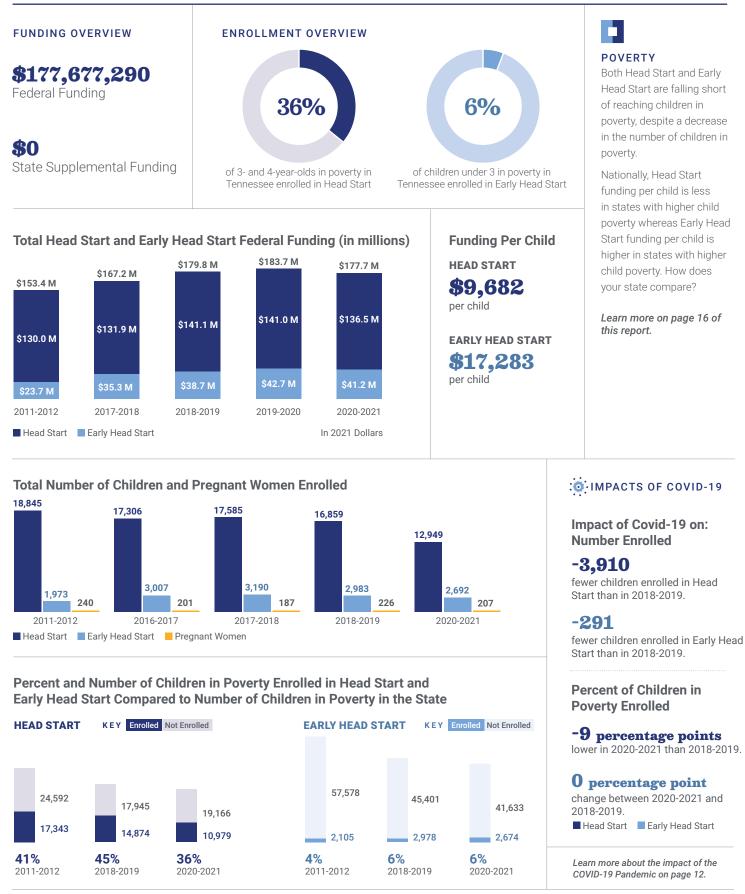


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



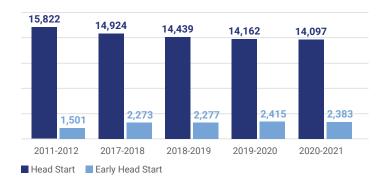
# Tennessee



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



#### Head Start and Early Head Start Funded Enrollment



### Average CLASS Pre-K Scores 2016-2019

**RACE & ETHNICITY** 

Nationally, Head Start funding per child is less

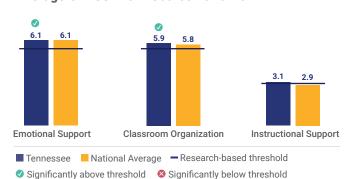
in enrolled. Additionally, observed classroom

quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a

larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

in states with a higher percent of Black children





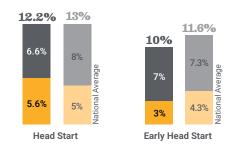
### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IFP/IESP determined during program year

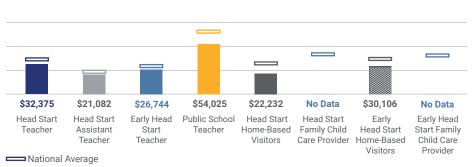


### 0 IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

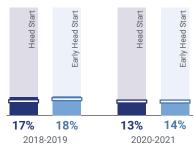
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

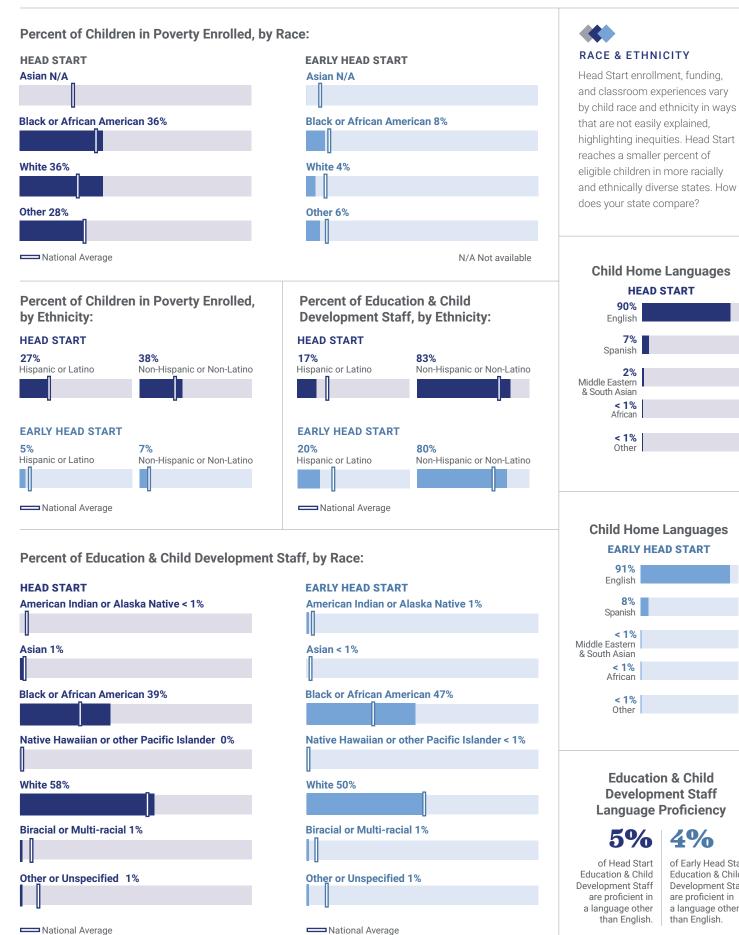


### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average



4%

of Early Head Start

Education & Child

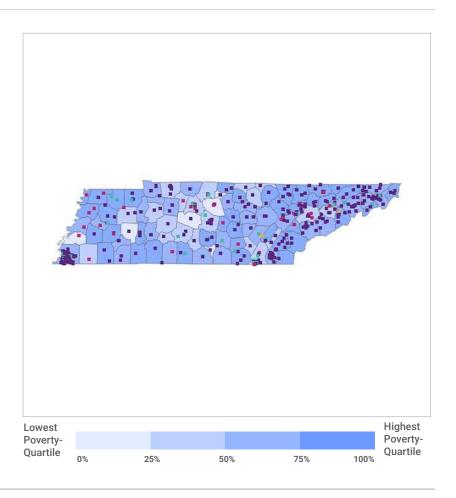
**Development Staff** 

are proficient in

a language other

than English.

Total Centers	418
Head Start	315
Early Head Start	57
Head Start & Early Head Start	42
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	4

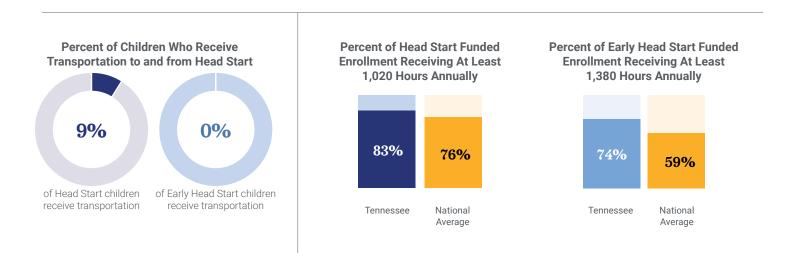


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

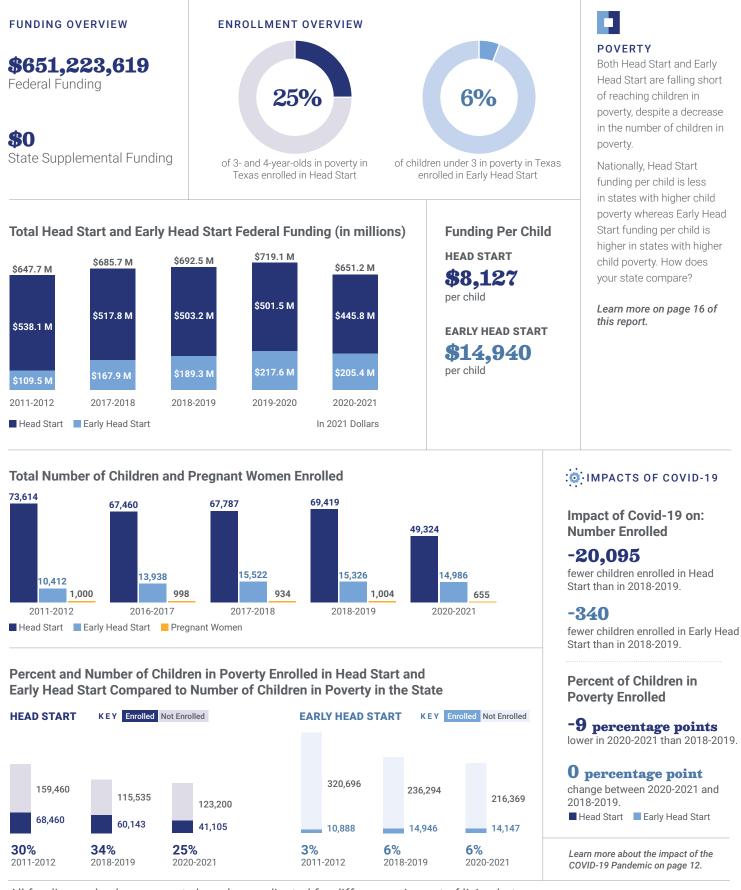


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



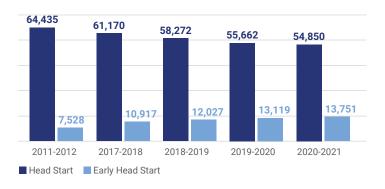
# Texas



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



### Head Start and Early Head Start Funded Enrollment



**RACE & ETHNICITY** 

Nationally, Head Start funding per child is less

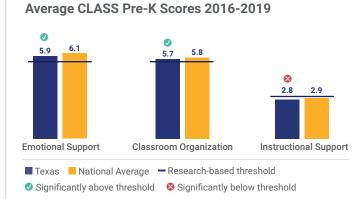
in enrolled. Additionally, observed classroom

quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a

larger percentage of Head Start enrollment.

Learn more on page 18 of this report.

in states with a higher percent of Black children





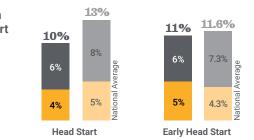
#### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrolment
- during program year

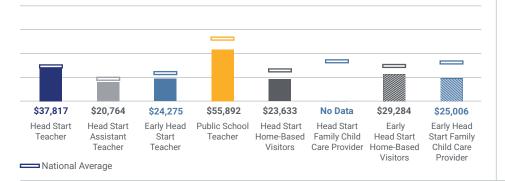


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.

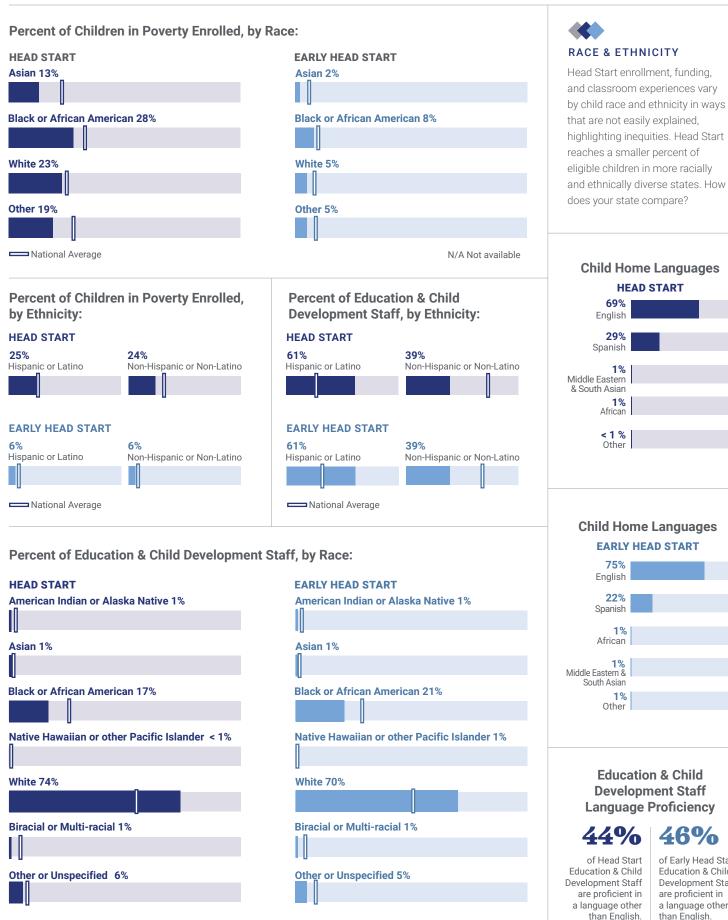


### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

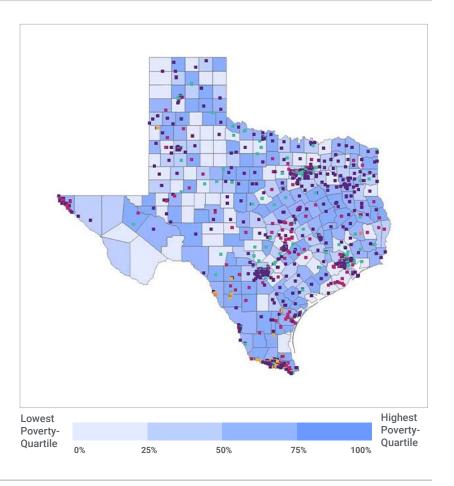


National Average

National Average

of Early Head Start Education & Child **Development Staff** are proficient in a language other than English.

Total Centers	1,210
Head Start	713
Early Head Start	258
Head Start & Early Head Start	203
AIAN Head Start & Early Head Start	2
Migrant and Seasonal Head Start	34

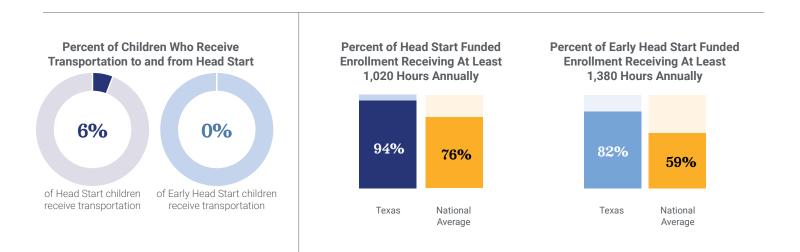


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

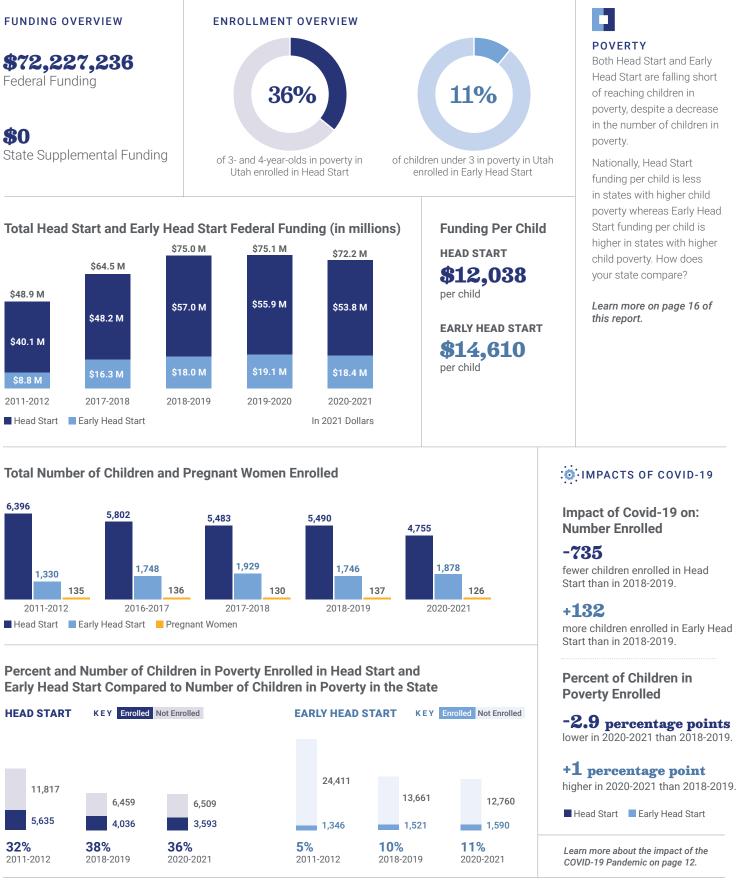


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Utah



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



#### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

teacher salaries, program

does your state compare?

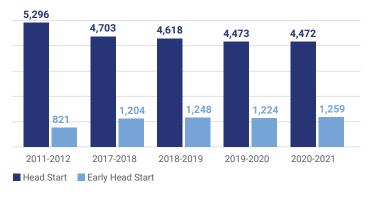
There are large state-by-state

differences in Head Start and Early Head Start funding, enrollment,

components, and quality that are

not explained by differences in state population eligibility and needs. How

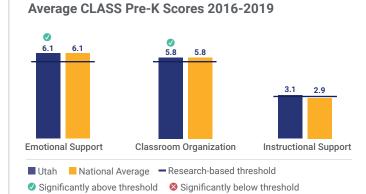
Learn more on page 22 of this report.



### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



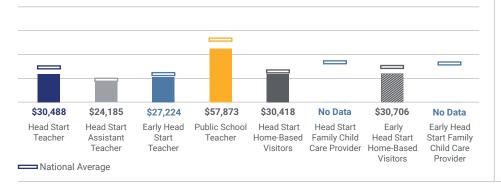
19.5% Percent of Children Enrolled in Head Start and Early Head Start 13% 13% With an IEP/IFSP 13.3% 11.6% 8% 8% ■ IEP/IFSP at enrollment IFP/IESP determined during program year 6.2% 5% 5% 4.3% Head Start **Early Head Start** 

## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

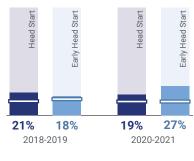
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



# Head Start and Early Head Start Staff Turnover

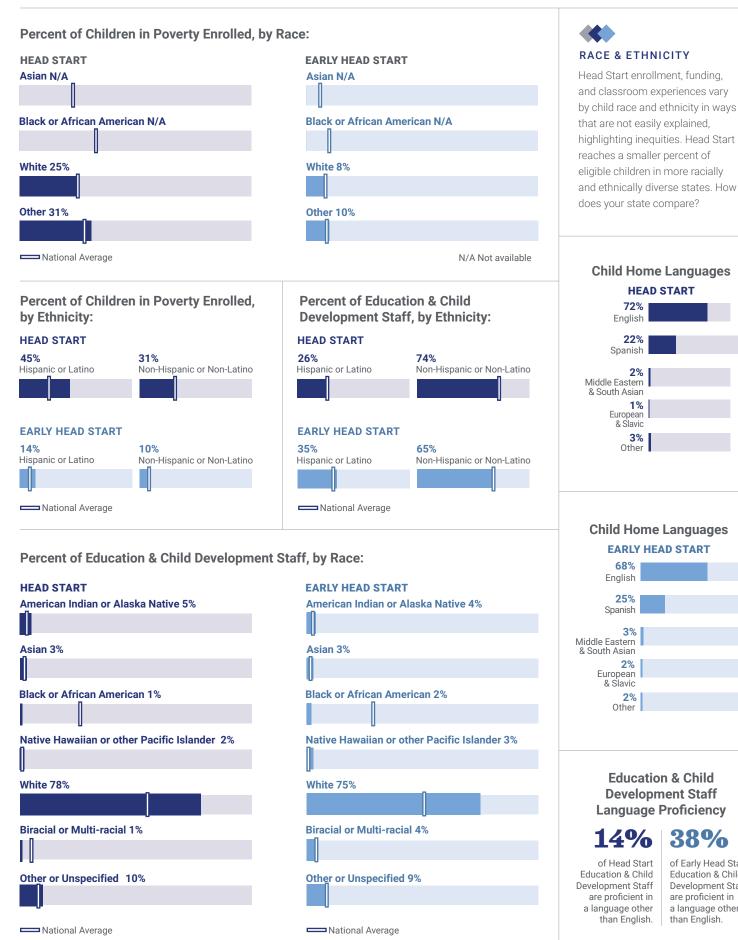
2018-2019 compared to 2020-2021



National Average

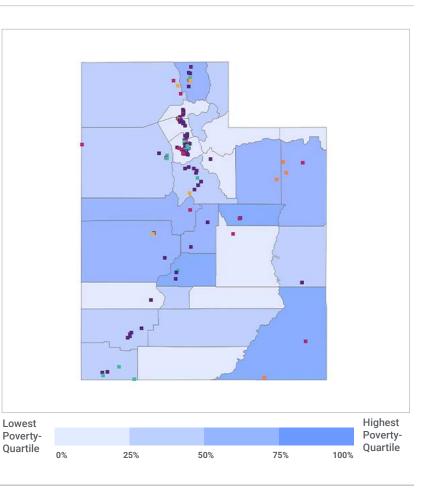
STATE PROFILES

234



38%

Total Centers	151
Head Start	85
Early Head Start	32
Head Start & Early Head Start	22
AIAN Head Start & Early Head Start	6
Migrant and Seasonal Head Start	6

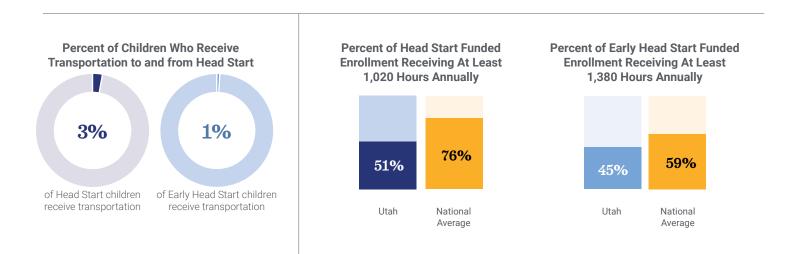


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

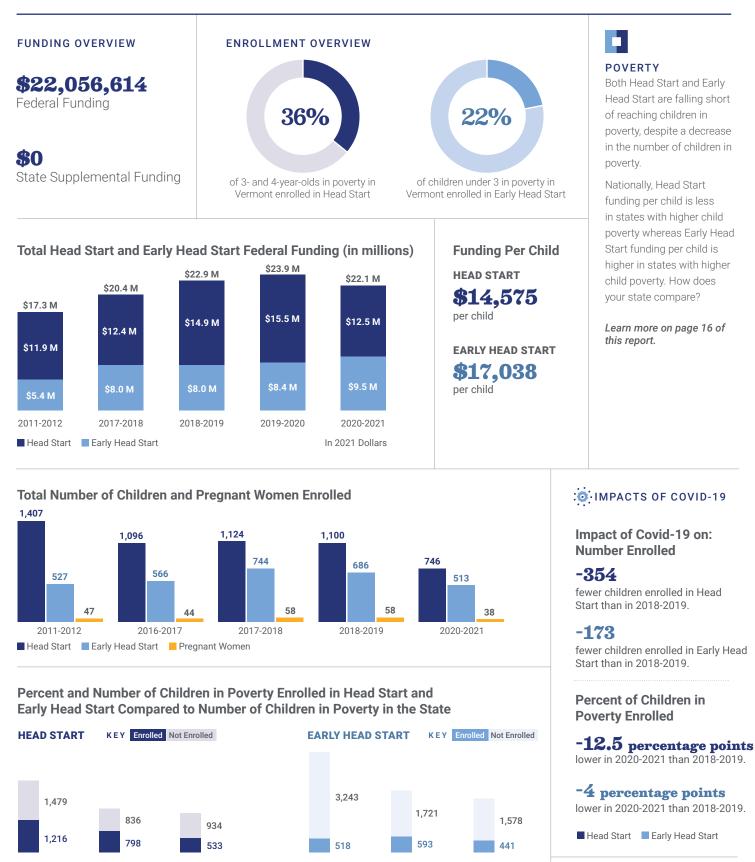


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Vermont



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

14%

2011-2012

26%

2018-2019

22%

2020-2021

49%

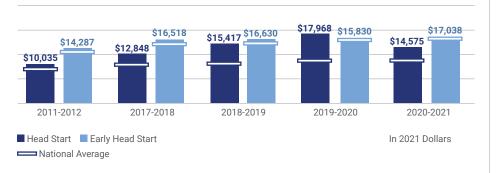
2018-2019

36%

2020-2021

45%

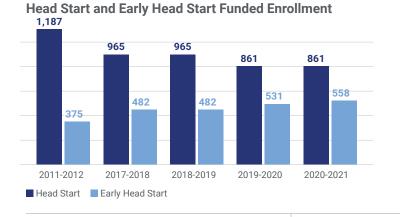
2011-2012



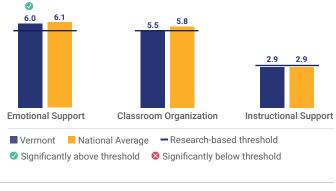
### RACE & ETHNICITY

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Learn more on page 18 of this report.



### Average CLASS Pre-K Scores 2016-2019



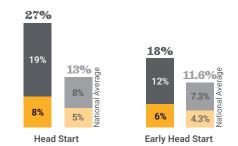


There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

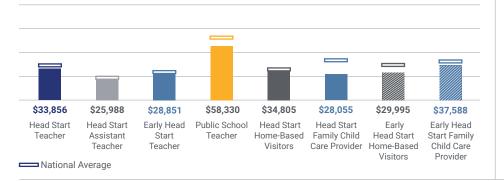


## IMPACTS OF COVID-19

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### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



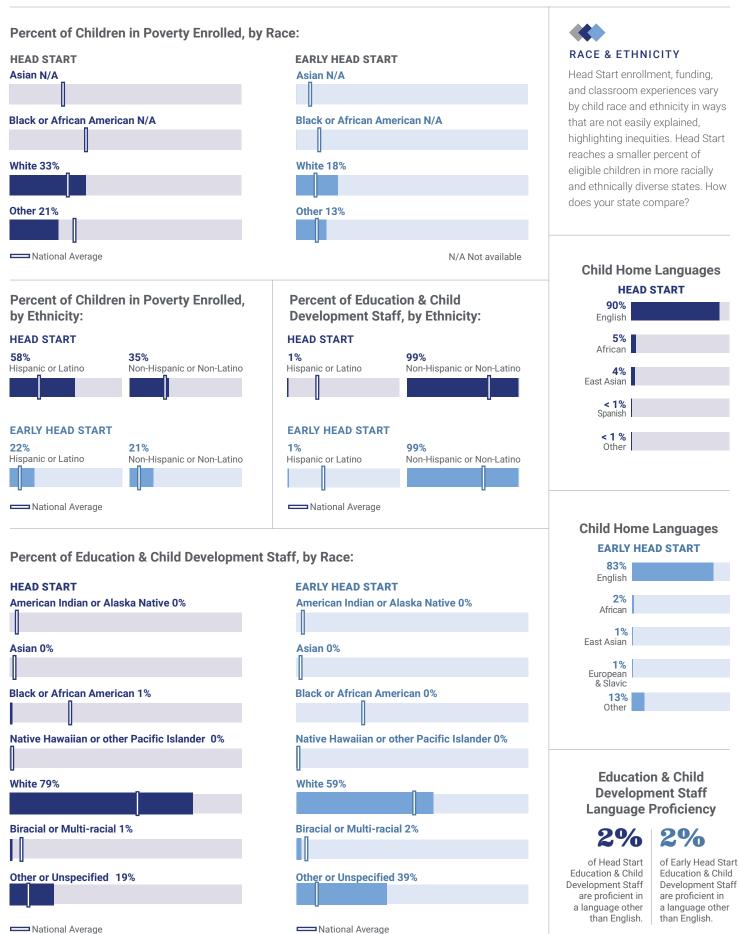


### Head Start and Early Head Start Staff Turnover

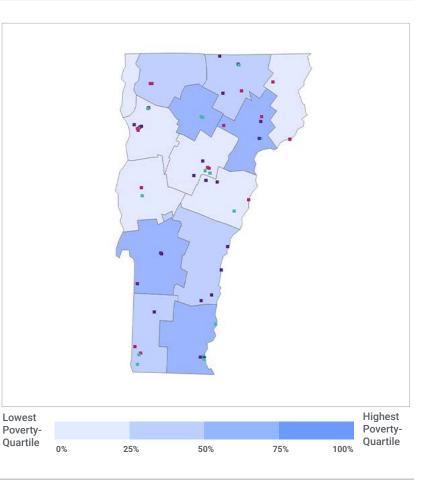




National Average



Total Centers	62
Head Start	28
Early Head Start	16
Head Start & Early Head Start	18
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

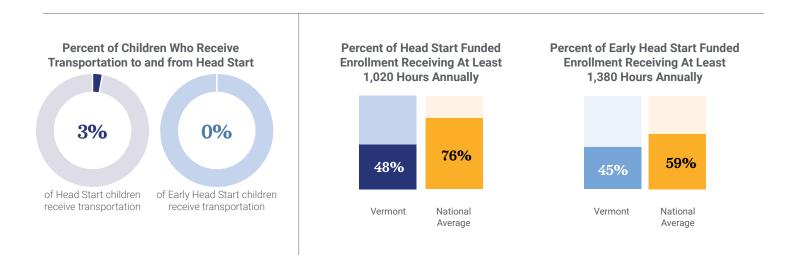


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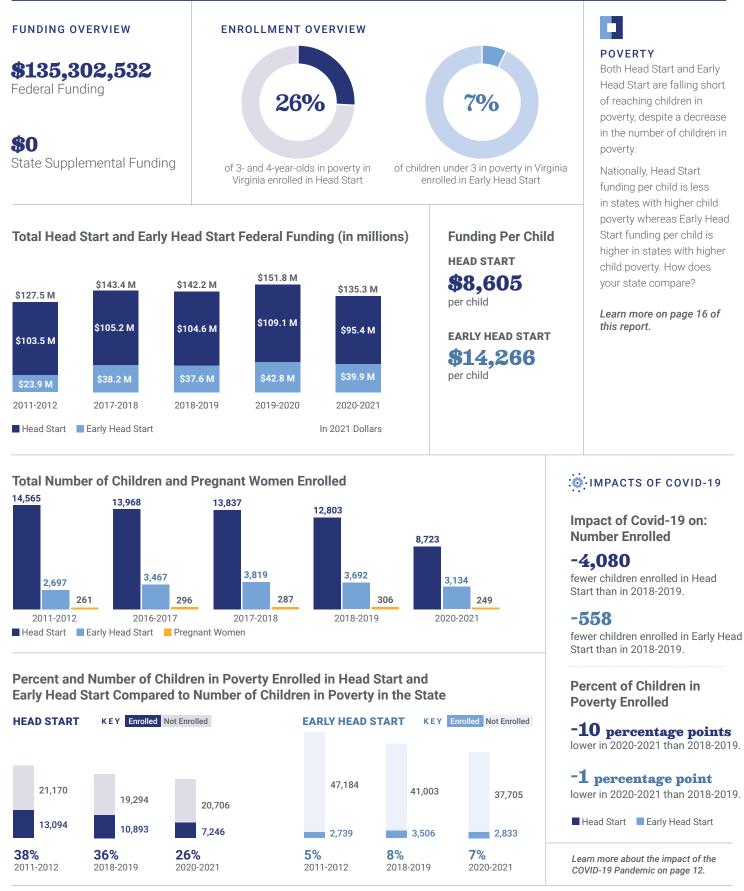


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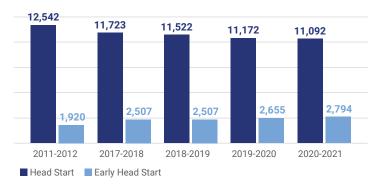
# Virginia



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



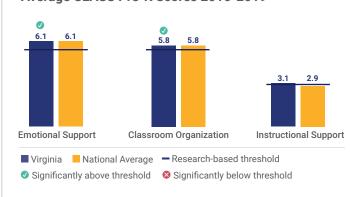
### Head Start and Early Head Start Funded Enrollment



### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.





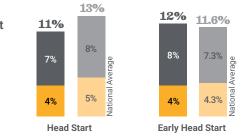
### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

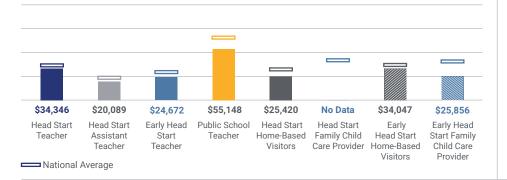


## IMPACTS OF COVID-19

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### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



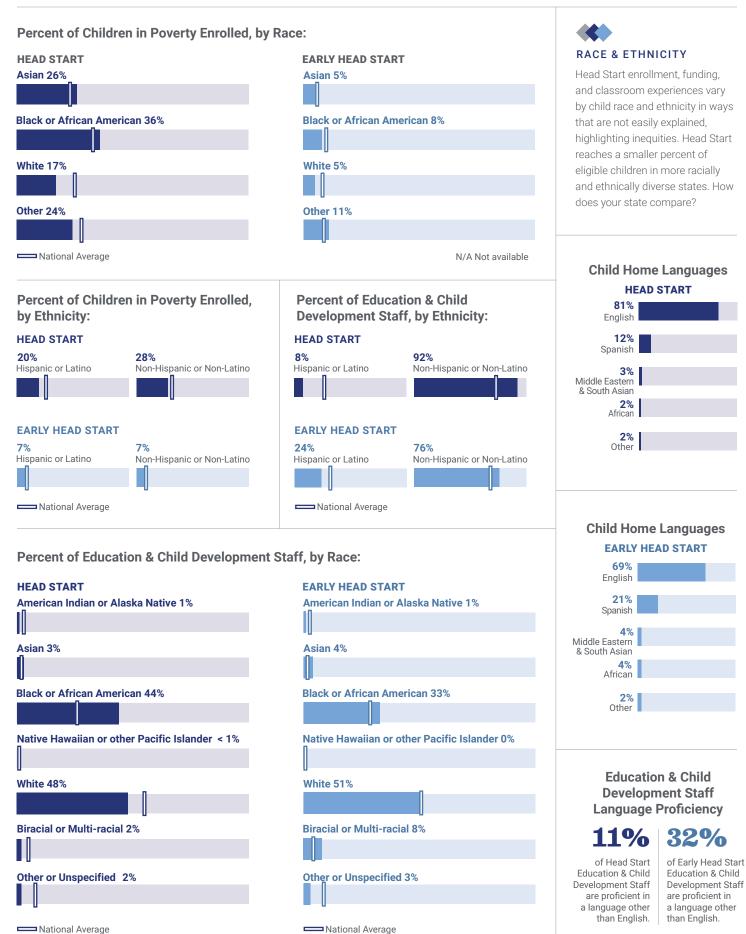
### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



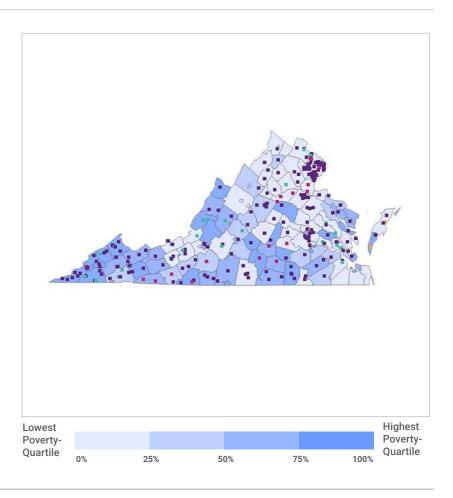
National Average

# t Average CLASS Pre-K Scores 2016-2019



National Average 

Total Centers	390
Head Start	300
Early Head Start	57
Head Start & Early Head Start	31
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	2

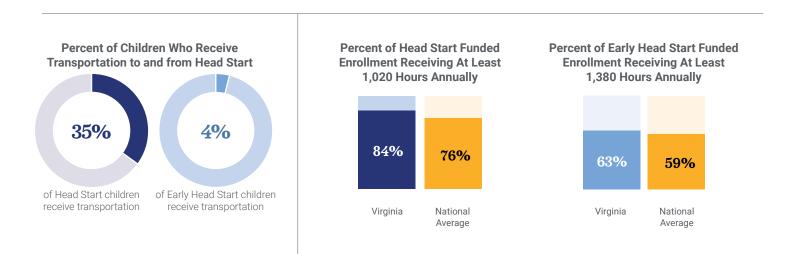


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

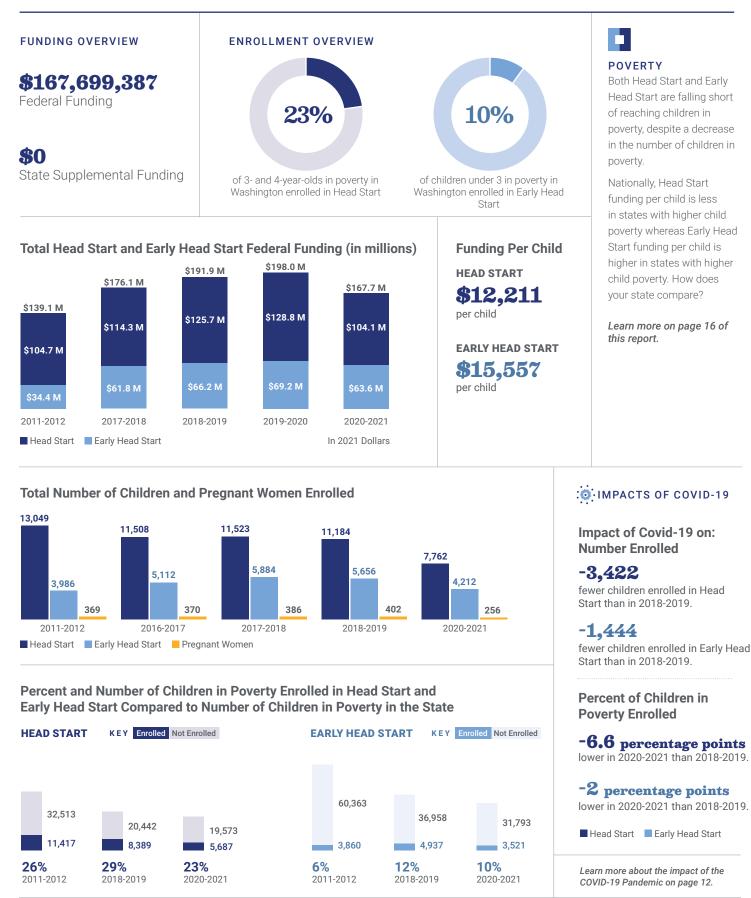


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



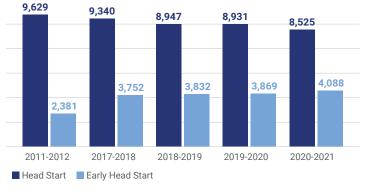
# Washington



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.



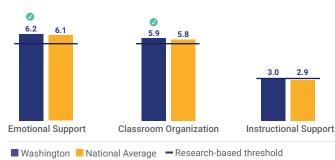
### Head Start and Early Head Start Funded Enrollment



### RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold
 Significantly below threshold

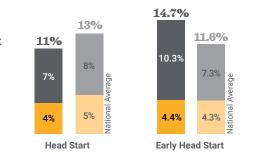
### STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

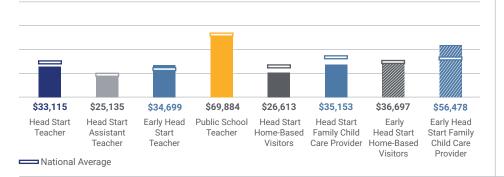


## IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

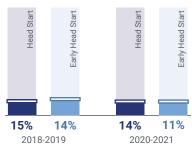
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

Salaries adjusted for state cost of living.



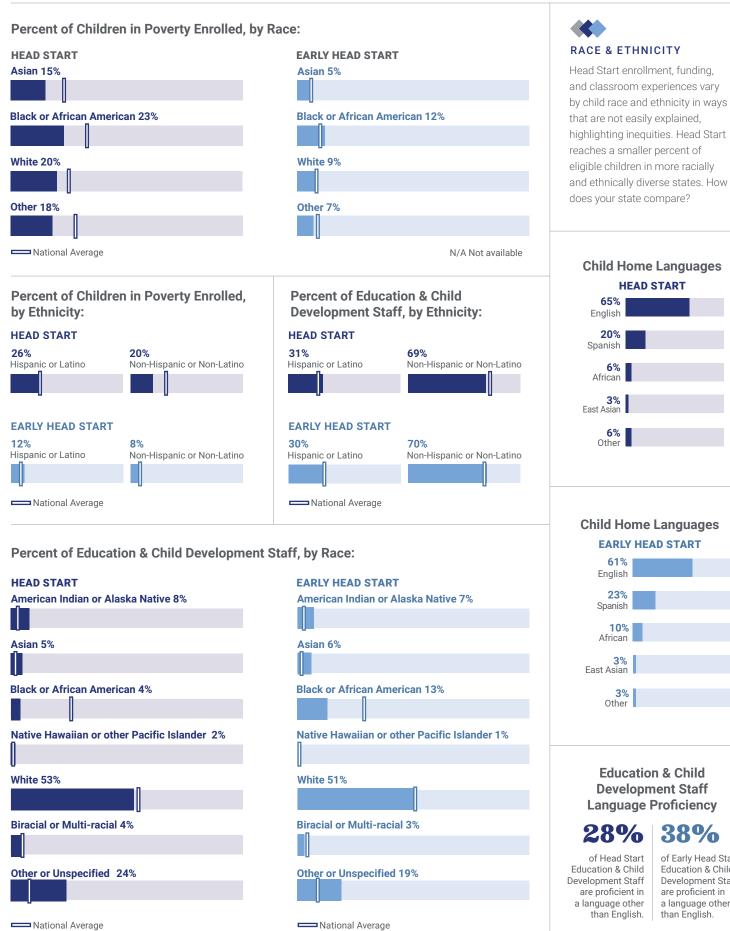
### Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021



National Average

# Average CLASS Pre-K Scores 2016-2019



National Average

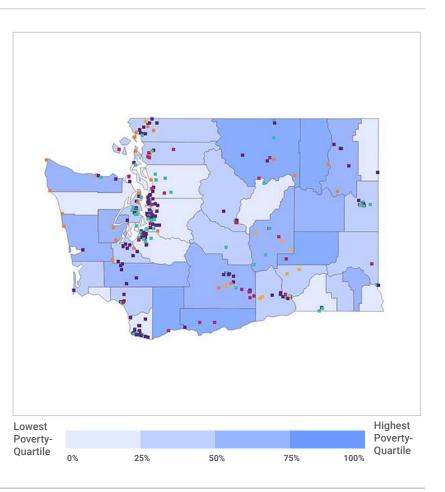
**Development Staff** Language Proficiency

### 38%

Education & Child Development Staff are proficient in a language other than English.

of Early Head Start Education & Child **Development Staff** are proficient in a language other than English.

Total Centers	359
Head Start	172
Early Head Start	87
Head Start & Early Head Start	45
AIAN Head Start & Early Head Start	27
Migrant and Seasonal Head Start	28

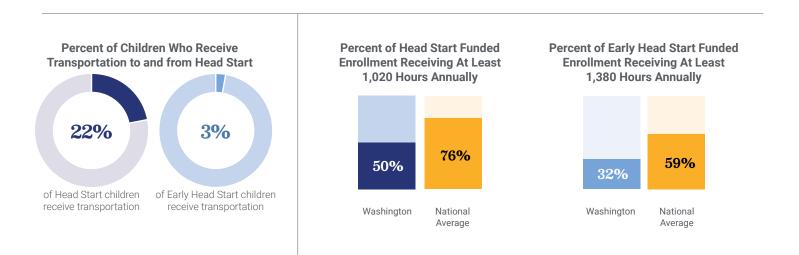


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

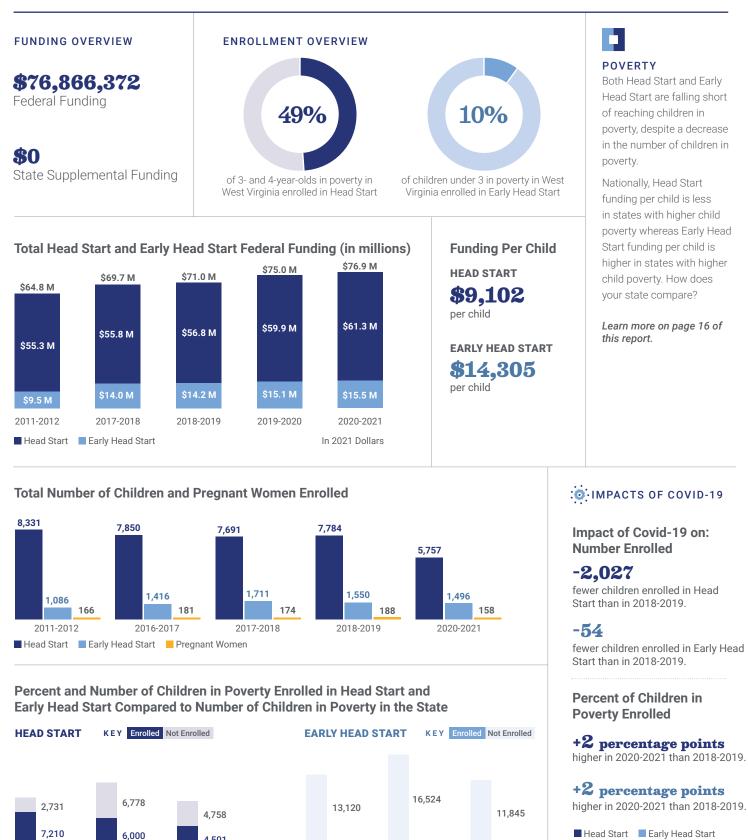


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# West Virginia



Learn more about the impact of the COVID-19 Pandemic on page 12.

All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

1,142

8%

2011-2012

1,456

8%

2018-2019

1,370

10%

2020-2021

6,000

47%

2018-2019

73%

2011-2012

4.501

49%

2020-2021



### Head Start and Early Head Start Funded Enrollment

STATE VARIATION

teacher salaries, program

does your state compare?

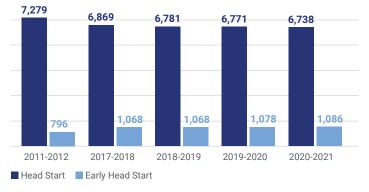
There are large state-by-state

differences in Head Start and Early Head Start funding, enrollment,

components, and quality that are

not explained by differences in state population eligibility and needs. How

Learn more on page 22 of this report.



### **RACE & ETHNICITY**

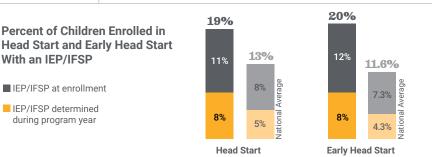
Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Significantly above threshold Significantly below threshold

Average CLASS Pre-K Scores 2016-2019

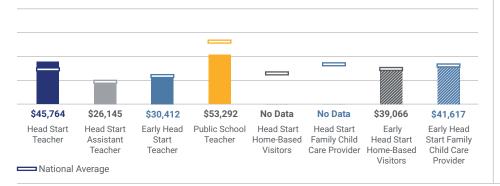


### 0 IMPACTS OF COVID-19

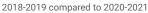
Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

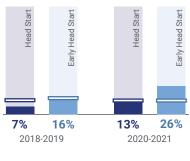
### Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



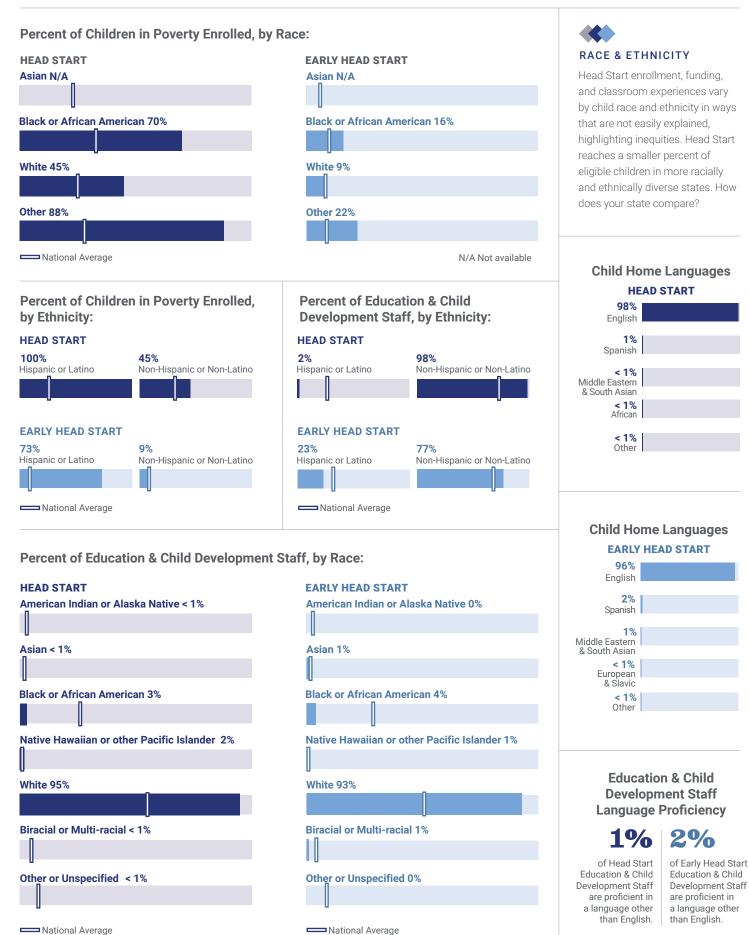


### Head Start and Early Head Start Staff Turnover

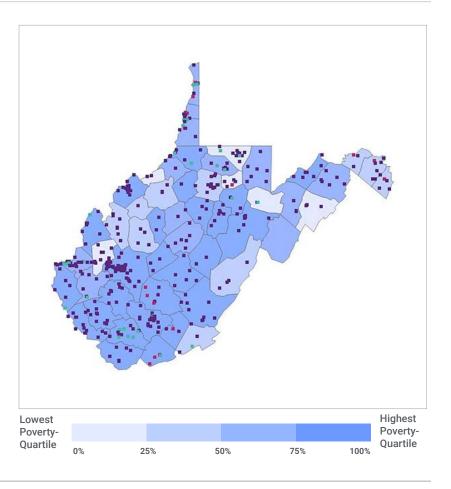




National Average



Total Centers	408
Head Start	353
Early Head Start	38
Head Start & Early Head Start	17
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

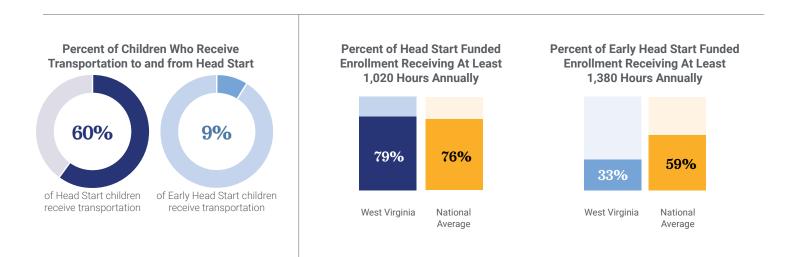


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

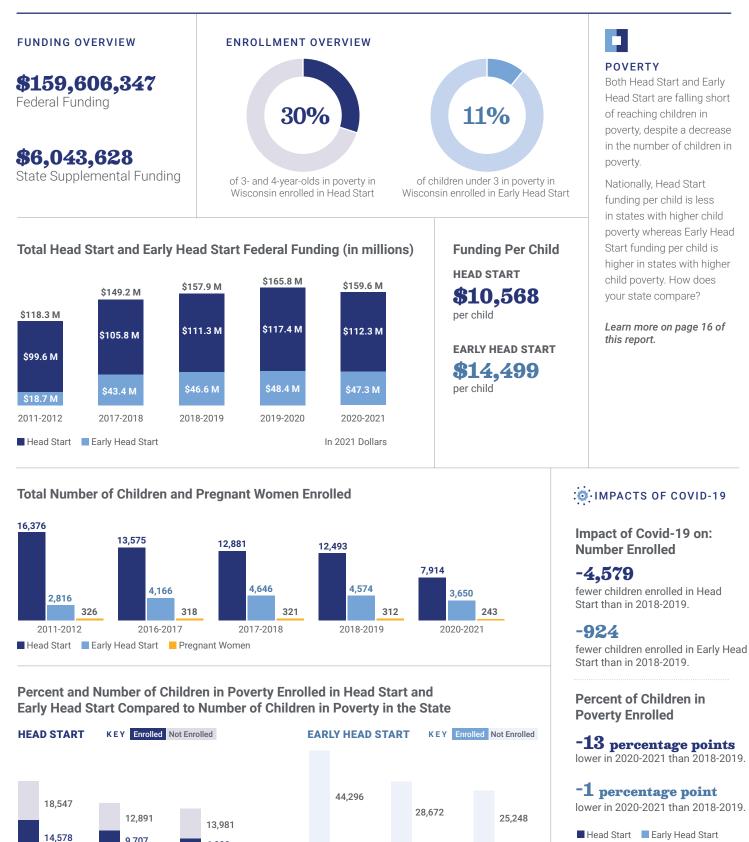


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

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# Wisconsin



Learn more about the impact of the

COVID-19 Pandemic on page 12.

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2,895

6%

2011-2012

4.068

12%

2018-2019

3,163

11%

2020-2021

9.707

43%

2018-2019

44%

2011-2012

6.008

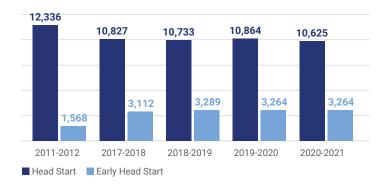
30%

2020-2021

# Head Start and Early Head Start Federal Funding Per Child



### Head Start and Early Head Start Funded Enrollment



# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



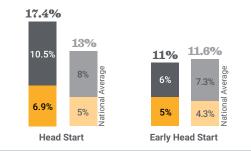
STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

# Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

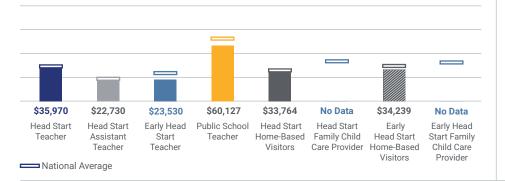


# IMPACTS OF COVID-19

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

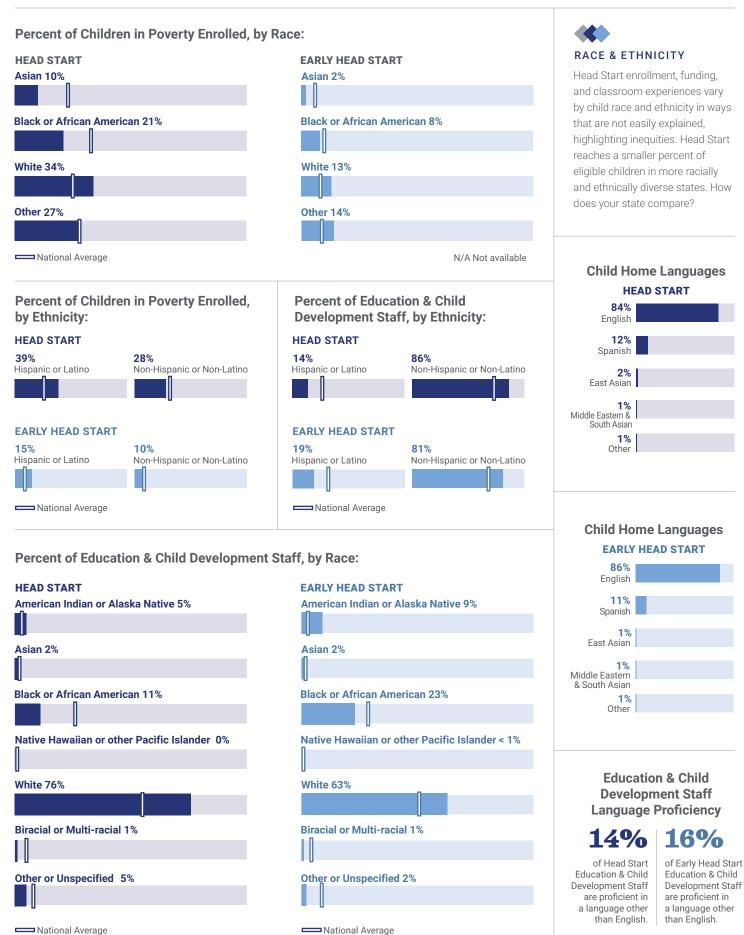
Salaries adjusted for state cost of living.



# Head Start and Early Head Start Staff Turnover

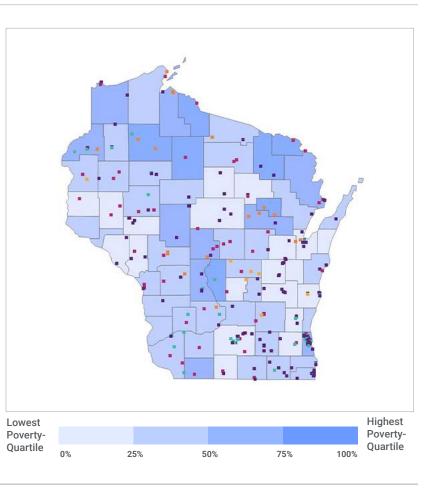
2018-2019 compared to 2020-2021





Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County

Total Centers	301
Head Start	159
Early Head Start	53
Head Start & Early Head Start	62
AIAN Head Start & Early Head Start	20
Migrant and Seasonal Head Start	7

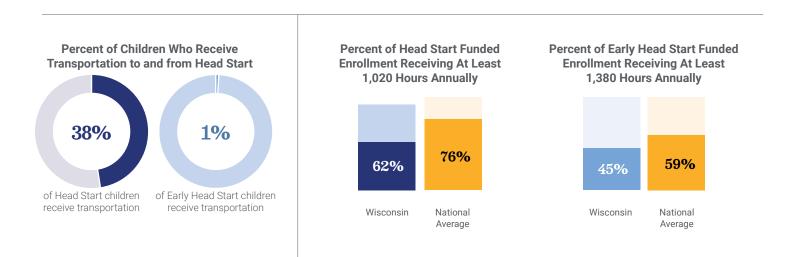


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

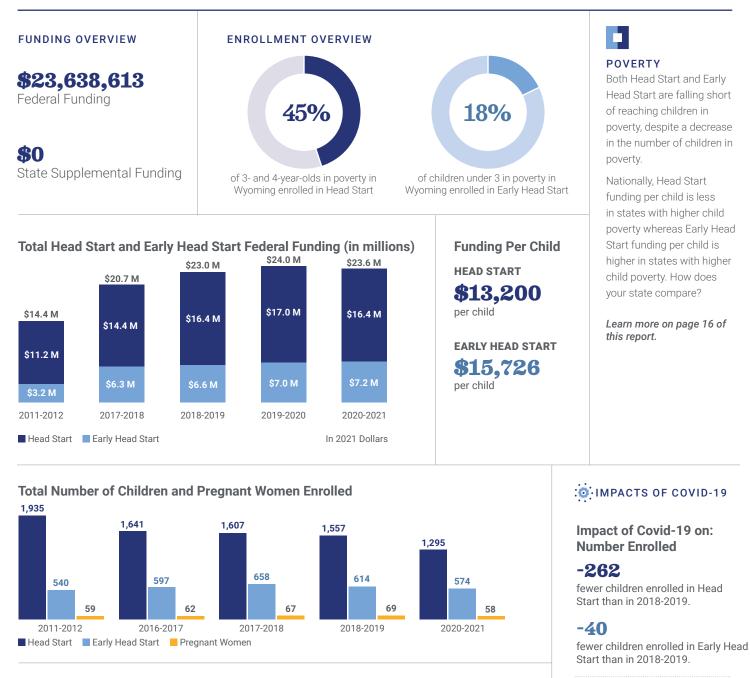


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

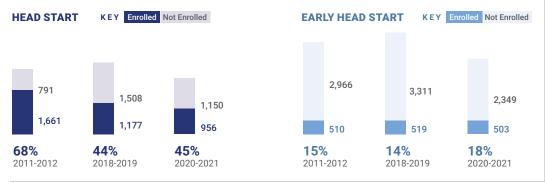
States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.







# Percent and Number of Children in Poverty Enrolled in Head Start and Early Head Start Compared to Number of Children in Poverty in the State



All funding and salary amounts have been adjusted for differences in cost of living between states. See the Methodology for more information.

Percent of Children in

+**1.6** percentage points higher in 2020-2021 than 2018-2019.

higher in 2020-2021 than 2018-2019.

+4 percentage points

Head Start Early Head Start

Learn more about the impact of the

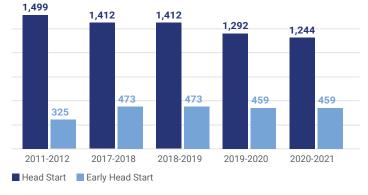
COVID-19 Pandemic on page 12.

**Poverty Enrolled** 

# Head Start and Early Head Start Federal Funding Per Child



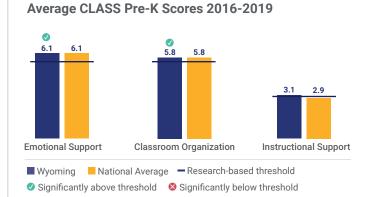
# Head Start and Early Head Start Funded Enrollment



# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

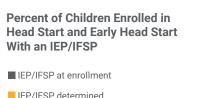
Learn more on page 18 of this report.

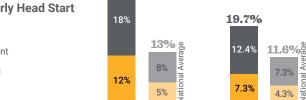


STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.





Head Start

30%

IMPACTS OF

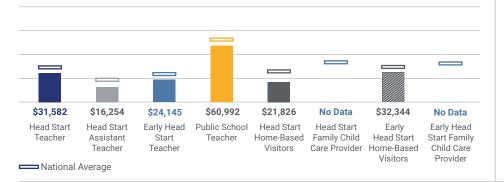
COVID-19

during program year

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries

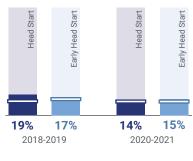
Salaries adjusted for state cost of living.

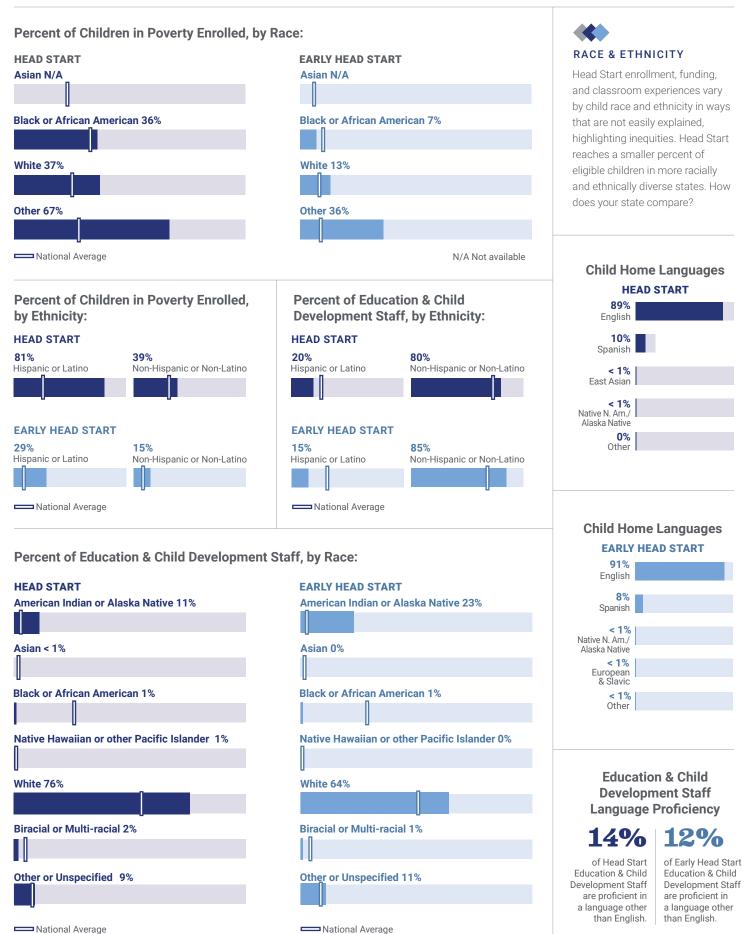


# Head Start and Early Head Start Staff Turnover

Early Head Start

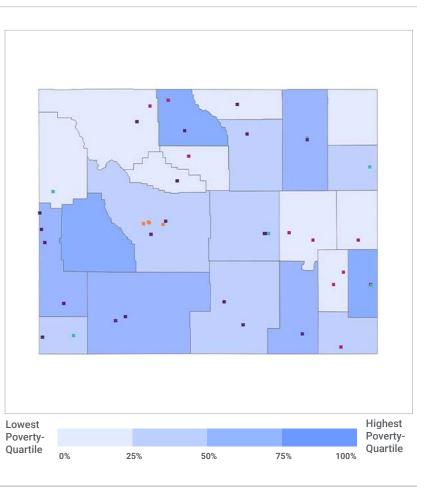
2018-2019 compared to 2020-2021





Location of Head Start Centers Compared to the Percent of Families with Children under age 5 in Poverty, by County

Total Centers	48
Head Start	24
Early Head Start	7
Head Start & Early Head Start	10
AIAN Head Start & Early Head Start	7
Migrant and Seasonal Head Start	0

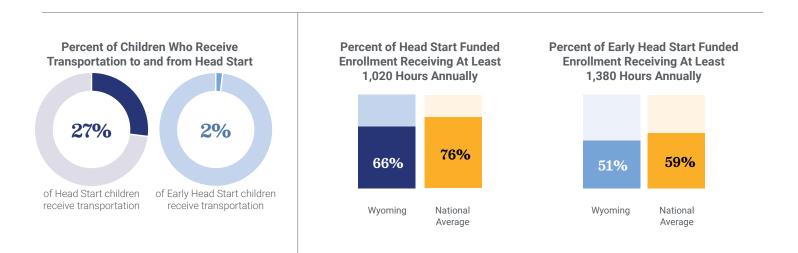


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

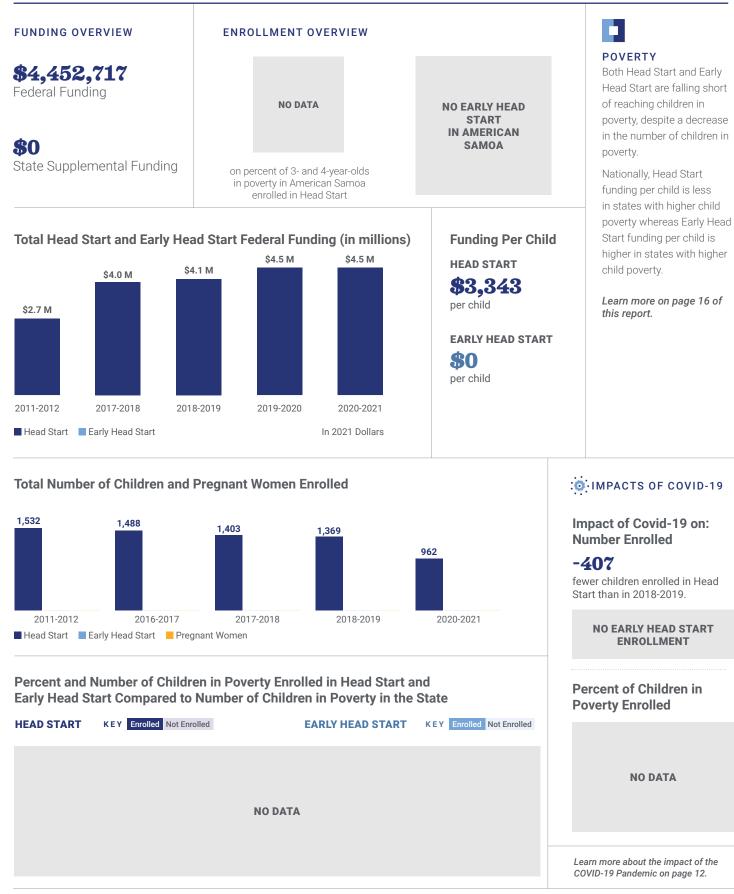


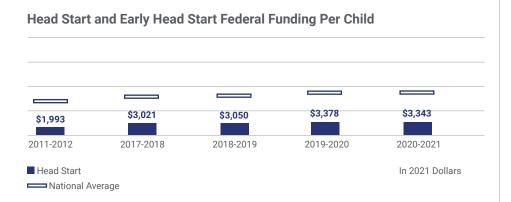
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# American Samoa

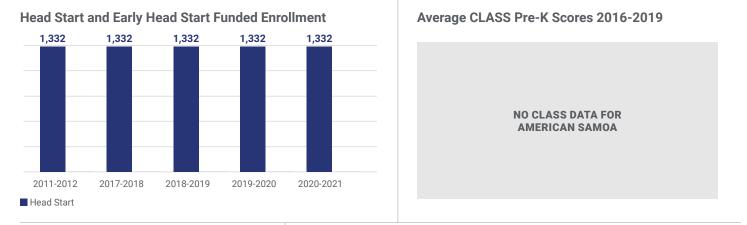




# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

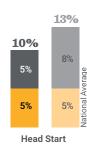
### Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- IEP/IFSP determined during program year

0

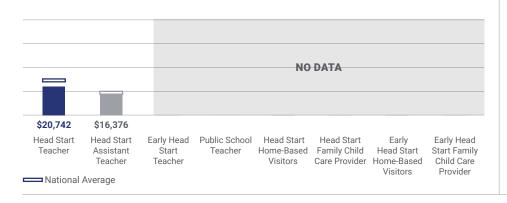
IMPACTS OF

COVID-19

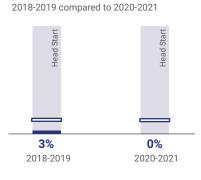


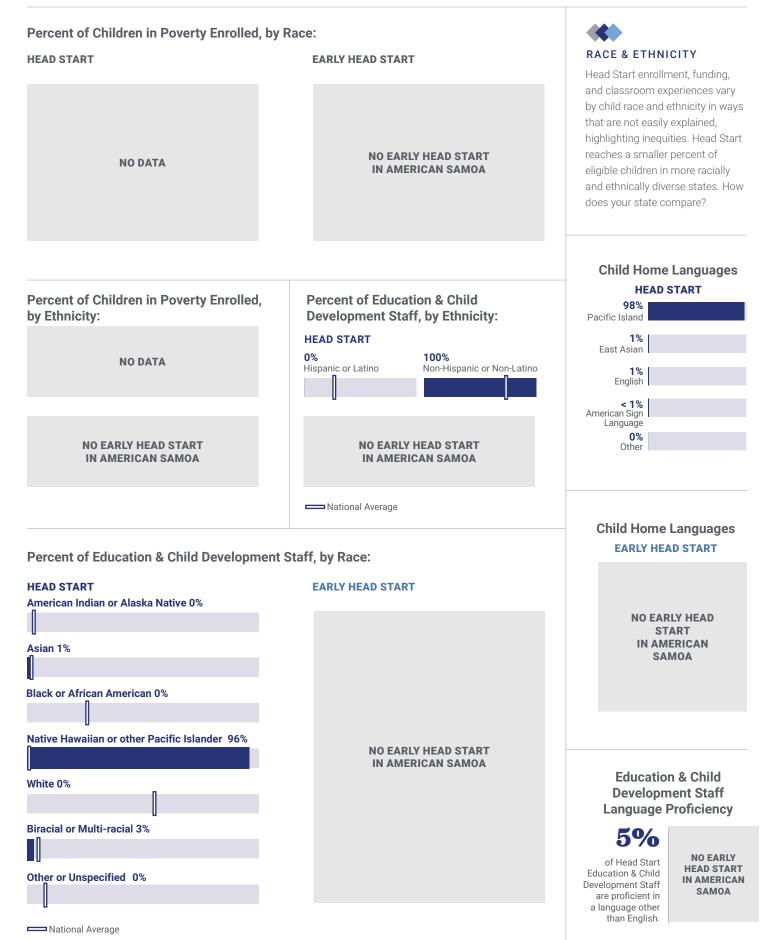
# Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



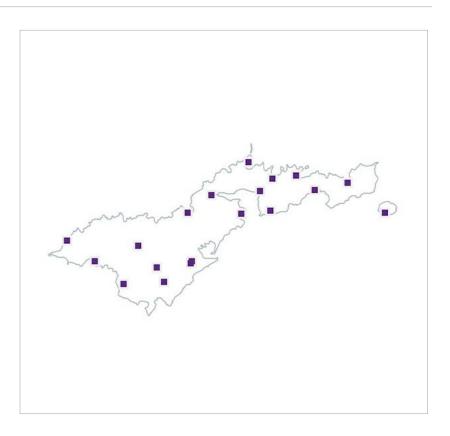
# Head Start and Early Head Start Staff Turnover





# **Location of Head Start Centers**

Total Centers	21
Head Start	21
Early Head Start	0
Head Start & Early Head Start	0
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

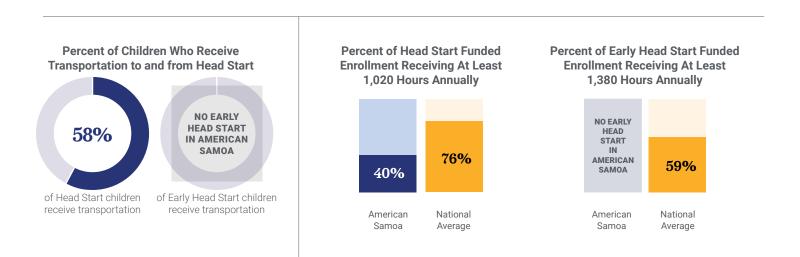


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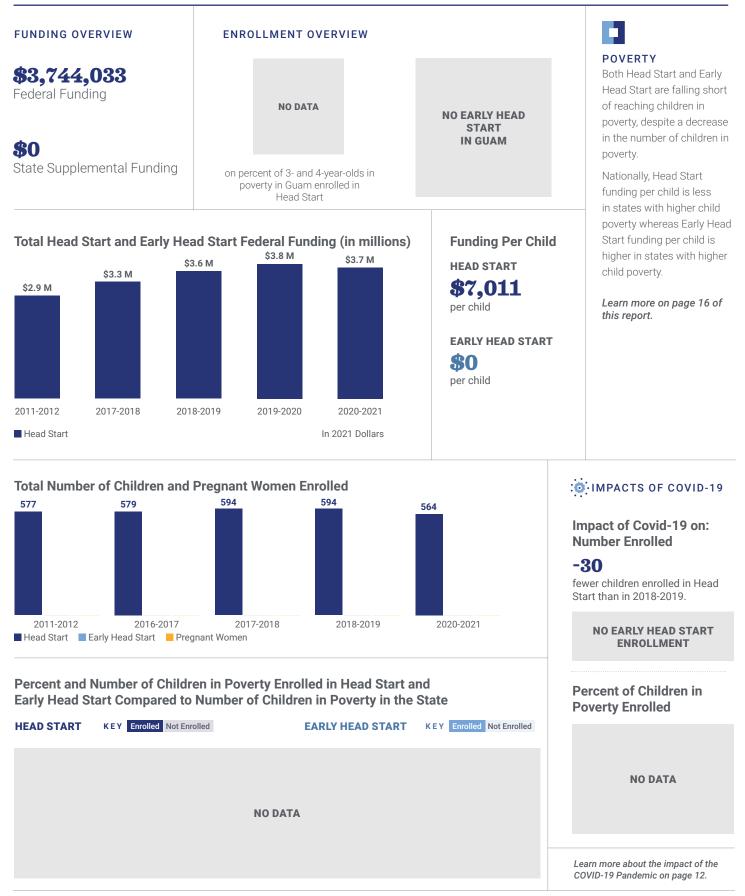


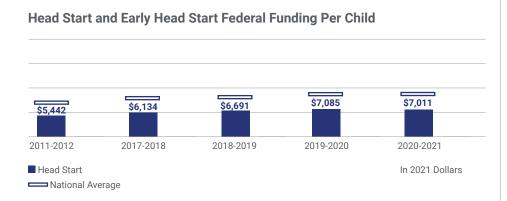
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# Guam

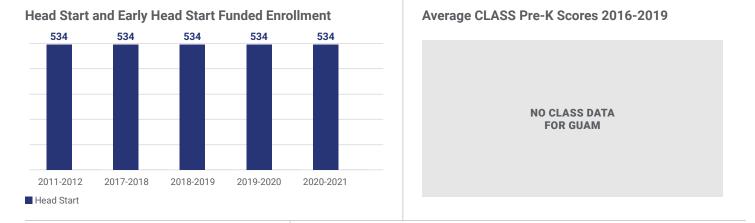




# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.





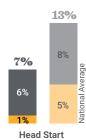
# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

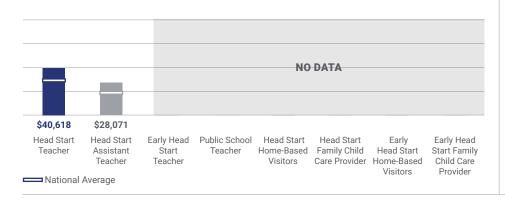
- IEP/IFSP at enrollment
- IEP/IFSP determined during program year



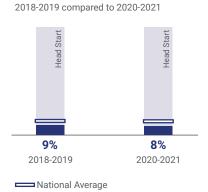
# IMPACTS OF COVID-19

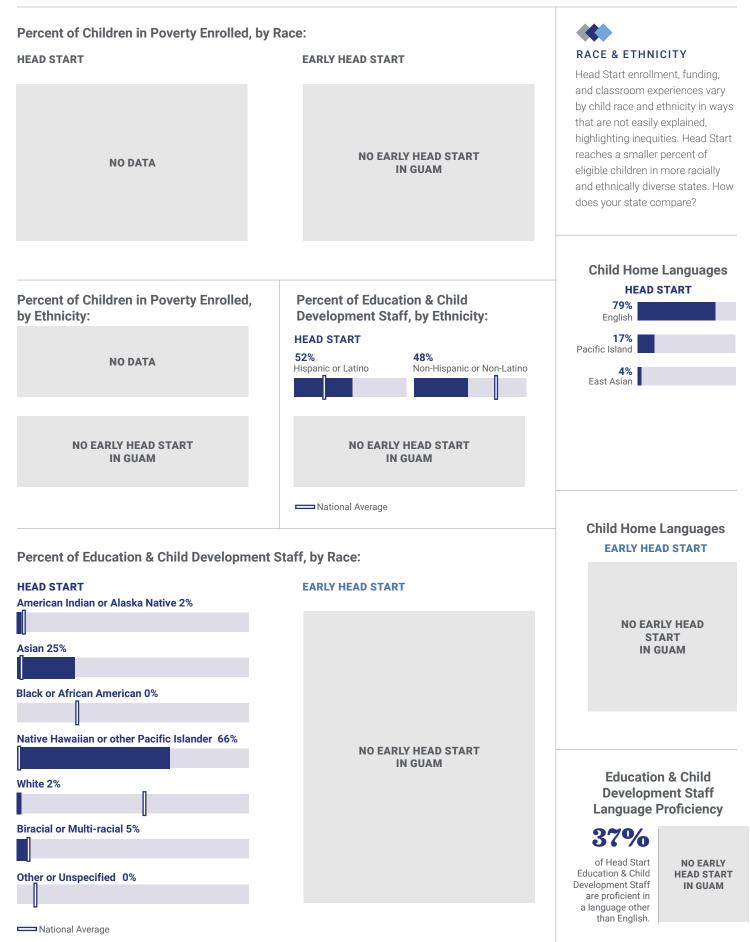
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# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



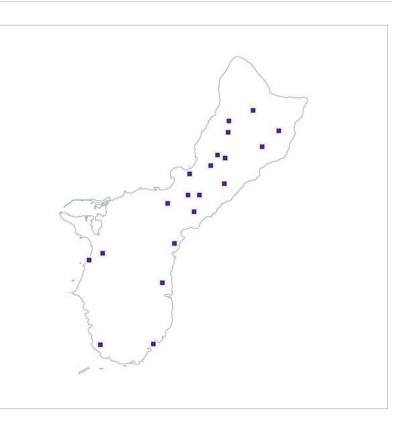
# Head Start and Early Head Start Staff Turnover





# **Location of Head Start Centers**

Total Centers	21
Head Start	21
Early Head Start	0
Head Start & Early Head Start	0
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

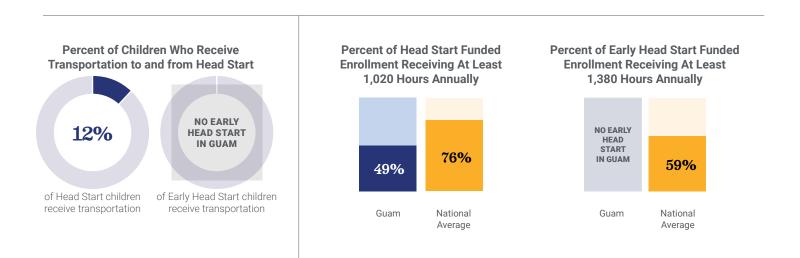


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

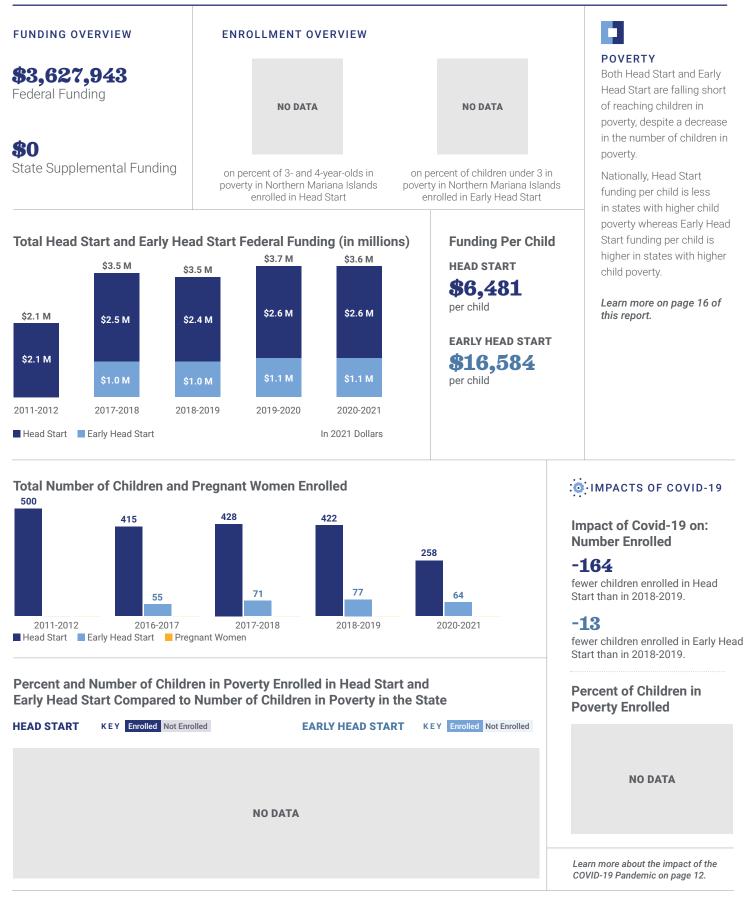


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Northern Mariana Islands



STATE VARIATION

There are large state-by-state

Head Start funding, enrollment,

components, and quality that are

not explained by differences in state

population eligibility and needs. How

Learn more on page 22 of this report.

teacher salaries, program

does your state compare?

differences in Head Start and Early

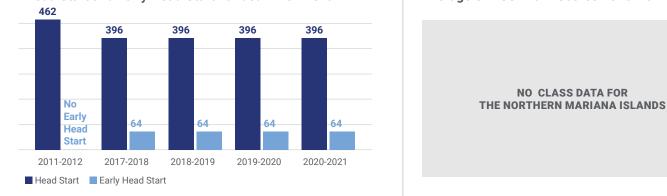
# Head Start and Early Head Start Federal Funding Per Child



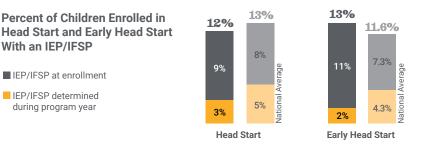
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Learn more on page 18 of this report.



### Head Start and Early Head Start Funded Enrollment Average CLASS Pre-K Scores 2016-2019



# 0 IMPACTS OF COVID-19

With an IEP/IFSP

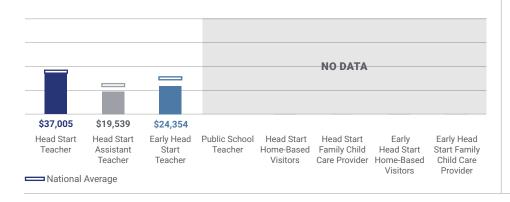
■ IEP/IFSP at enrollment

during program year

IFP/IESP determined

Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

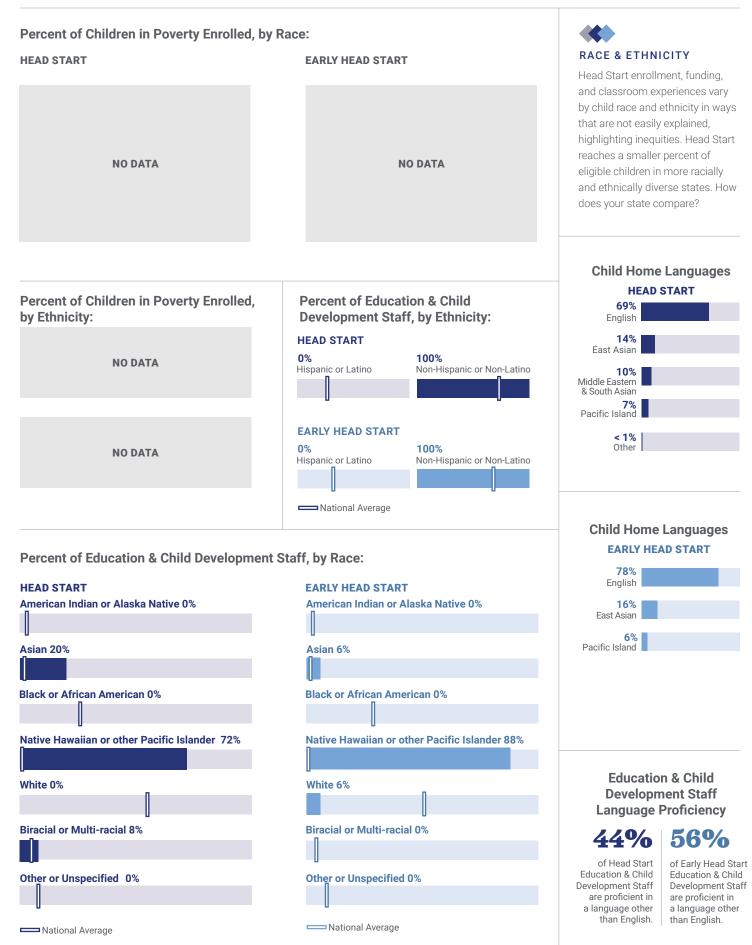
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



# Head Start and Early Head Start Staff Turnover 2018-2019 compared to 2020-2021

Star Star





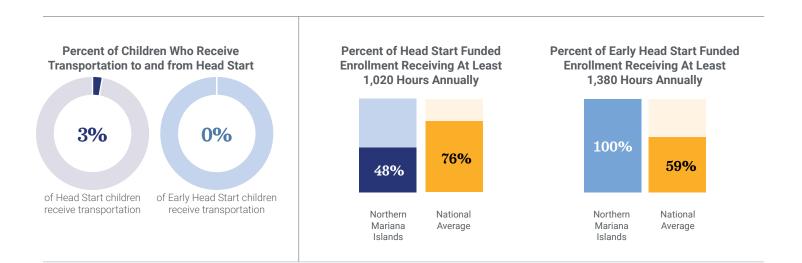


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

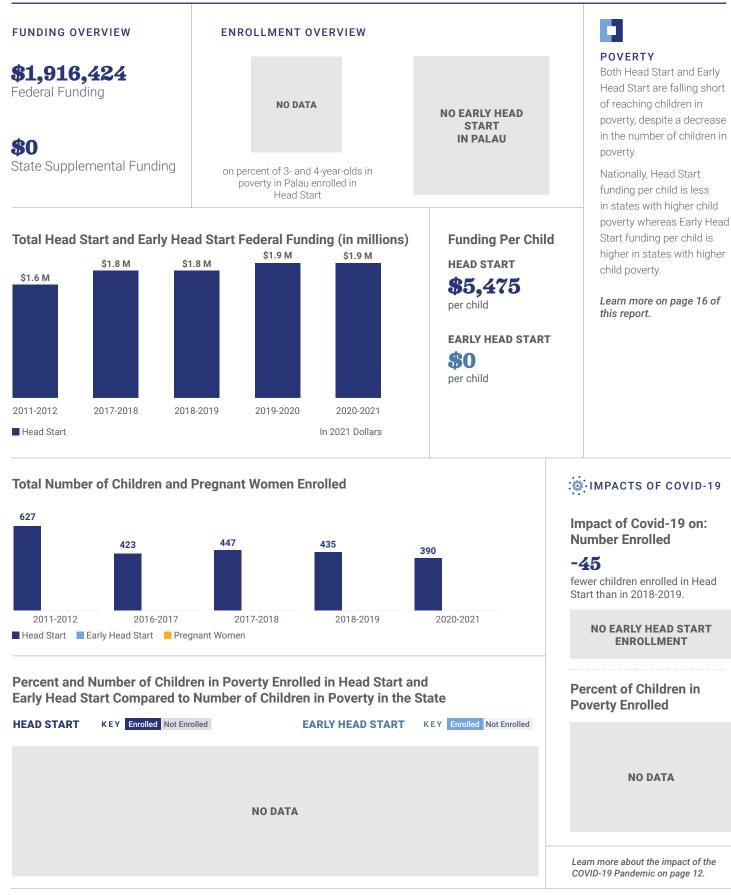


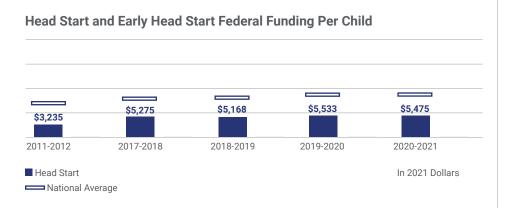
In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# Palau

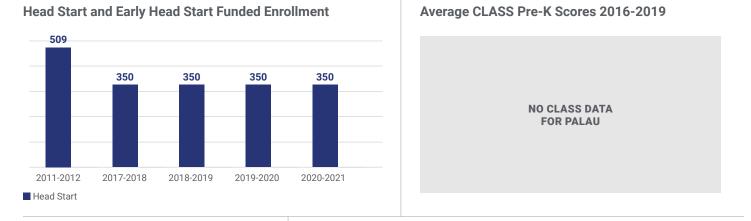




# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

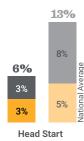
# Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

- IEP/IFSP at enrollment
- during program year

0

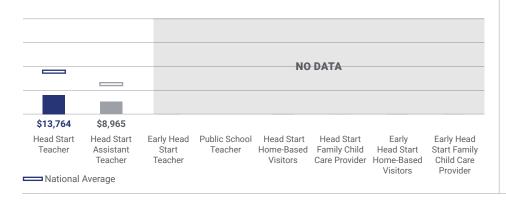
IMPACTS OF

COVID-19

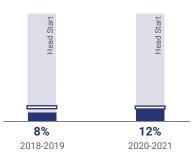


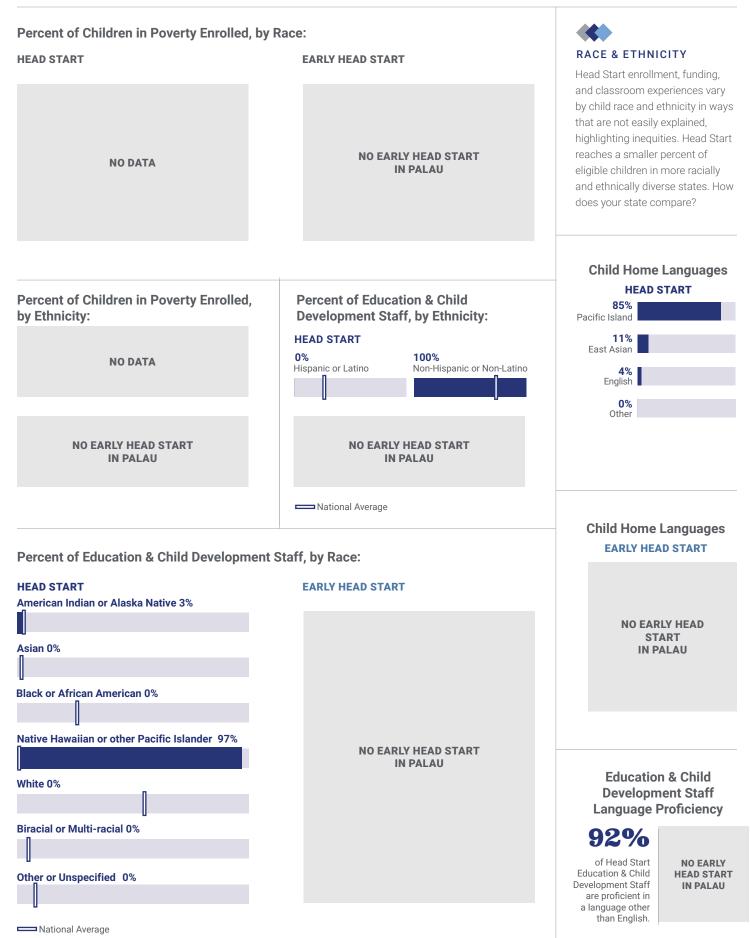
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# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



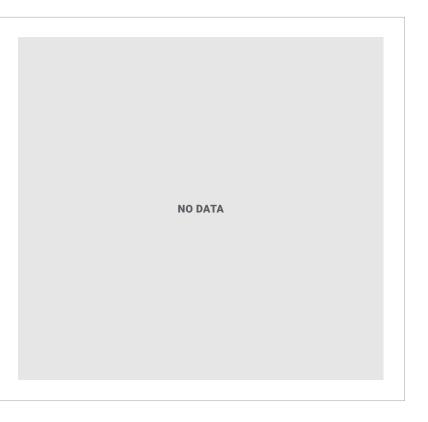
# Head Start and Early Head Start Staff Turnover 2018-2019 compared to 2020-2021





# **Location of Head Start Centers**

Total Centers	10
Head Start	10
Early Head Start	0
Head Start & Early Head Start	0
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

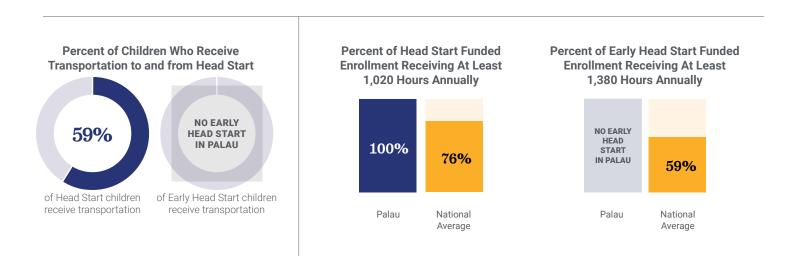


The location of Head Start programs in relation to where children in poverty live varies greatly by state.

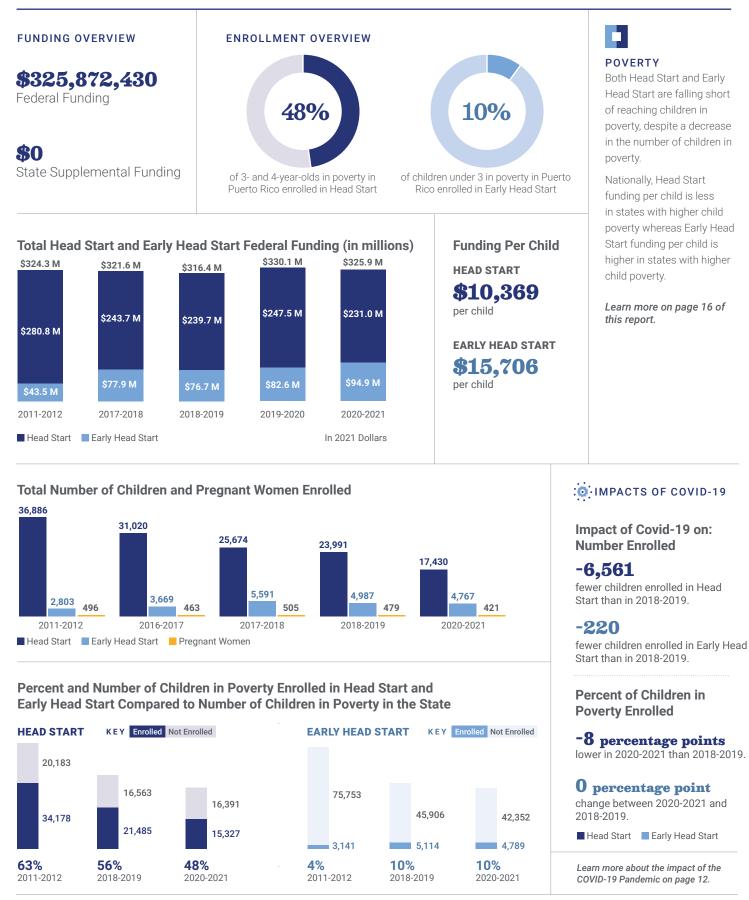


In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# **Puerto Rico**



# Head Start and Early Head Start Federal Funding Per Child



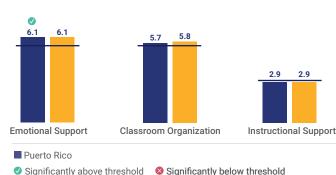
# Head Start and Early Head Start Funded Enrollment 33,933



# **RACE & ETHNICITY**

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality-specifically Emotional Support and Classroom Organization scores-was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



Average CLASS Pre-K Scores 2016-2019

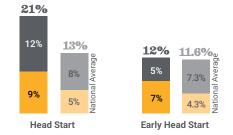
# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.



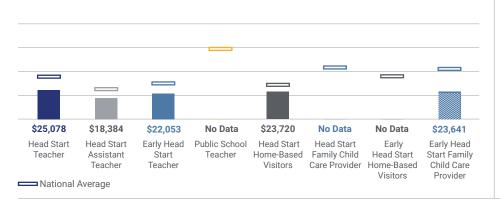
- IEP/IFSP at enrollment
- IFP/IFSP determined during program year



# 0 IMPACTS OF COVID-19

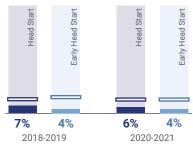
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# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



# Head Start and Early Head Start Staff Turnover

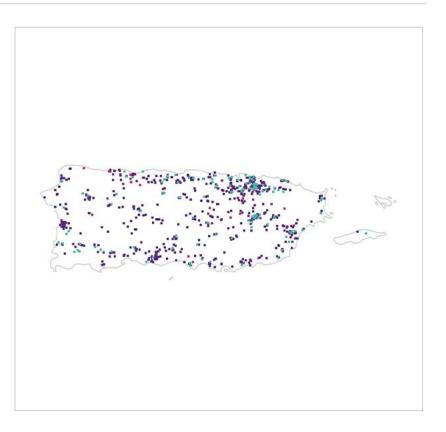
2018-2019 compared to 2020-2021



Percent of Children in Poverty Enrolled, by	Race:	**	
HEAD START	EARLY HEAD START	RACE & ETHNICITY Head Start enrollment, funding,	
NO DATA	NO DATA	and classroom experiences vary by child race and ethnicity in ways that are not easily explained, highlighting inequities. Head Start reaches a smaller percent of eligible children in more racially and ethnically diverse states. How does your state compare?	
National Average	N/A Not available	Child Home Languages	
Percent of Children in Poverty Enrolled, by Ethnicity:         HEAD START         49%         Hispanic or Latino         Hispanic or Latino	Percent of Education & Child Development Staff, by Ethnicity:         HEAD START         99%       1%         Hispanic or Latino       Non-Hispanic or Non-Latino         EARLY HEAD START         100%       0%         Hispanic or Latino       Non-Hispanic or Non-Latino	HEAD START 99% Spanish 1% English 0% Other	
National Average	National Average		
Percent of Education & Child Development	Staff, by Race: EARLY HEAD START American Indian or Alaska Native 0% Asian 0% Black or African American 0% Native Hawaiian or other Pacific Islander 0%	Child Home Languages EARLY HEAD START 99.6% Spanish 0.4% English 0% Other	
White < 1%	White 2%	Education & Child Development Staff	
Biracial or Multi-racial 77%	Biracial or Multi-racial 82%	Language Proficiency 100% 100%	
Other or Unspecified 19%	Other or Unspecified 16%	of Head Start of Early Head Star Education & Child Education & Child Development Staff Development Staff are proficient in are proficient in a language other a language other	
National Average	National Average	than English. than English.	

# **Location of Head Start Centers**

Total Centers	913
Head Start	682
Early Head Start	151
Head Start & Early Head Start	80
AIAN Head Start & Early Head Start	0
Migrant and Seasonal Head Start	0

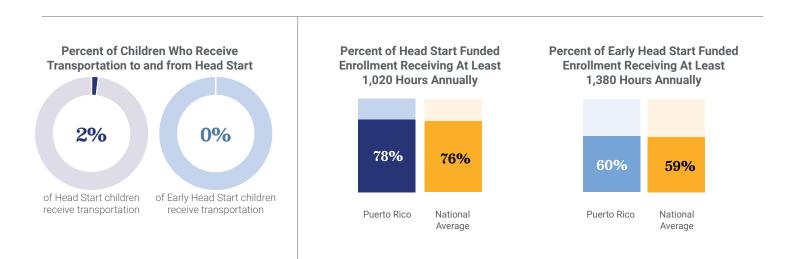


The location of Head Start programs in relation to where children in poverty live varies greatly by state.



In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.



# **Virgin Islands**



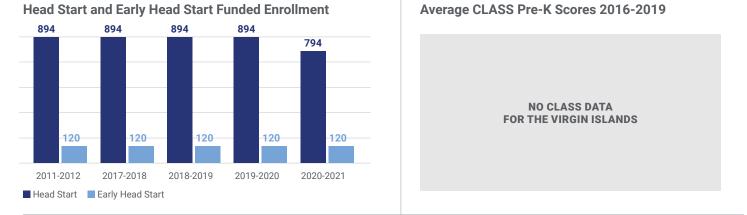
# Head Start and Early Head Start Federal Funding Per Child



# RACE & ETHNICITY

Nationally, Head Start funding per child is less in states with a higher percent of Black children in enrolled. Additionally, observed classroom quality—specifically Emotional Support and Classroom Organization scores—was significantly lower in states in which Black children were a larger percentage of Head Start enrollment.

Learn more on page 18 of this report.



# STA

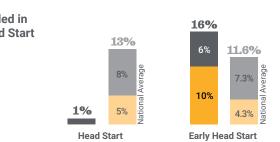
# STATE VARIATION

There are large state-by-state differences in Head Start and Early Head Start funding, enrollment, teacher salaries, program components, and quality that are not explained by differences in state population eligibility and needs. How does your state compare?

Learn more on page 22 of this report.

# Percent of Children Enrolled in Head Start and Early Head Start With an IEP/IFSP

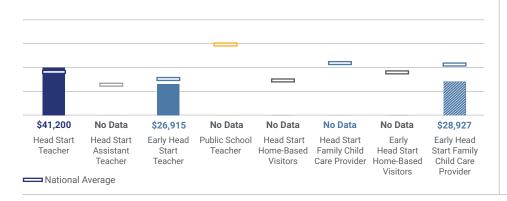
- EP/IFSP determined
- during program year



# IMPACTS OF COVID-19

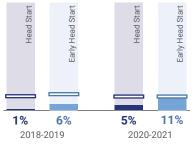
Nationally, the Covid-19 pandemic did not have a negative impact on staff turnover, though it is still concerning that 14% of Head Start and Early Head Start staff left during the program year. How did your state compare?

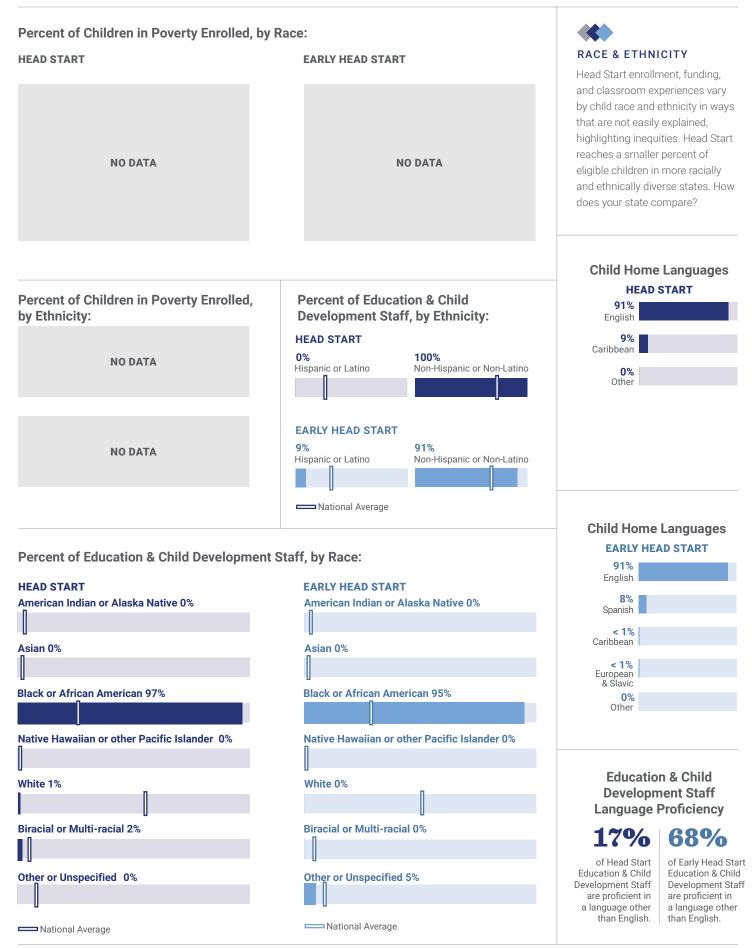
# Average Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



# Head Start and Early Head Start Staff Turnover

2018-2019 compared to 2020-2021





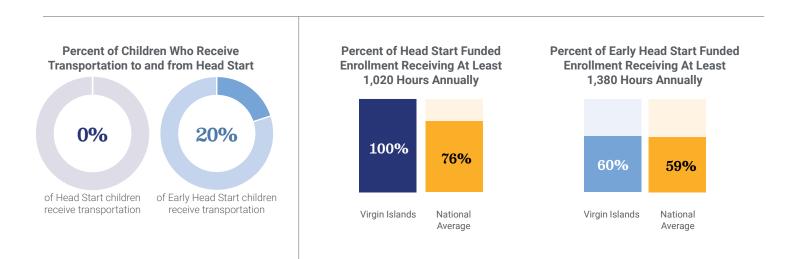
# Total Centers 12 Head Start 10 Early Head Start Head Start & Early Head Start AlAN Head Start & Early Head Start Migrant and Seasonal Head Start Migrant and Seasonal Head Start

STATE VARIATION

The location of Head Start programs in relation to where children in poverty live varies greatly by state.

In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population density.

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of children.

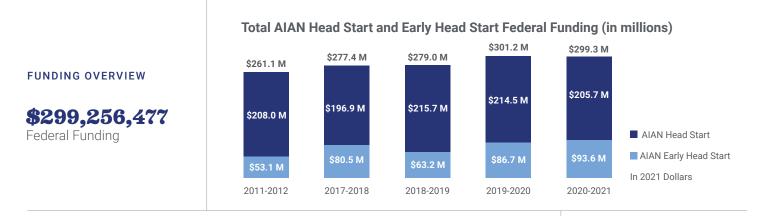




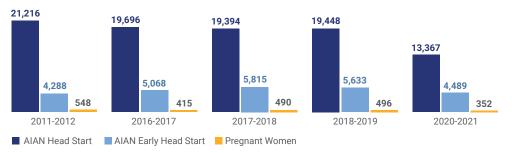
As this report highlights, although all Head Start programs are required to follow the same set of Head Start Program Performance Standards, there is substantial variation in how the programs operate that leads to inequalities in enrollment, funding, and quality that state-by-state comparisons illuminate.

# **08** American Indian & Alaska Native Head Start

# **American Indian & Alaska Native**



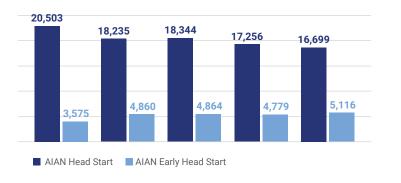
# Total Number of Children and Pregnant Women Enrolled



# AIAN Head Start and Early Head Start Federal Funding Per Child



# AIAN Head Start and Early Head Start Funded Enrollment



# Average CLASS Pre-K Scores 2016-2019



Significantly above threshold Significantly below threshold

# Funding Per Child

AIAN HEAD START

**\$12,318** per child

AIAN EARLY HEAD START \$18,288 per child

# IMPACTS OF COVID-19

Impact of Covid-19 on: Number Enrolled

-6,081 fewer children enrolled in AIAN Head Start than in 2018-2019.

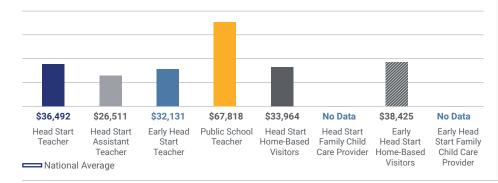
# -1,144

fewer children enrolled in AIAN Early Head Start than in 2018-2019.

Learn more about the impact of the COVID-19 Pandemic on page 12.



# Average AIAN Head Start and Early Head Start Education & Child Development Staff Salaries Compared to Public School Teacher Salaries



# Percent of Education & Child Development Staff, by Race:

### **AIAN HEAD START**

# American Indian or Alaska Native 71% Asian 1% Black or African American 2% Native Hawaiian or other Pacific Islander 2% White 19% Biracial or Multi-racial 2% Other or Unspecified 3%

### **AIAN EARLY HEAD START**

American Indian or Alaska Native 67%

Asian 1%

Black or African American 2%

Native Hawaiian or other Pacific Islander 1%

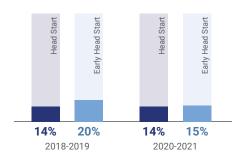
White 24%

Biracial or Multi-racial 3%

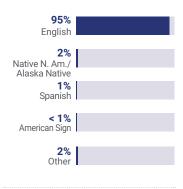
### Other or Unspecified 2%

# AIAN Head Start and Early Head Start Staff Turnover

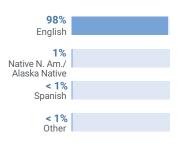
2018-2019 compared to 2020-2021



# Child Home Languages AIAN HEAD START

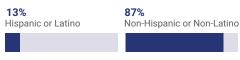


# Child Home Languages AIAN EARLY HEAD START



#### Percent of Education & Child Development Staff, by Ethnicity:

#### AIAN HEAD START



#### AIAN EARLY HEAD START

<b>12%</b>	<b>88%</b>
Hispanic or Latino	Non-Hispanic or Non-Latino

RACE & ETHNICITY

Head Start enrollment, funding, and classroom experiences vary by child race and ethnicity in ways that are not easily explained, highlighting inequities. Head Start reaches a smaller percent of eligible children in more racially and ethnically diverse states.

538

#### Education & Child Development Staff Language Proficiency

e10% of AIAN Head Start Education & Child Development Staff are proficient in a language other than English.

of AIAN Early Head Start Education & Child Development Staff are proficient in a language other than English.

STATE VARIATION

The location of Head Start programs in relation to where children in poverty live

In some states centers tend to be concentrated in higher poverty counties; but in other states, the location of Head Start centers is related to population

States should ensure programs are accessible to eligible families. This could include ensuring programs are located in neighborhoods near children living in poverty and/or providing transportation to a greater number of

Learn more on page 22 of this report.

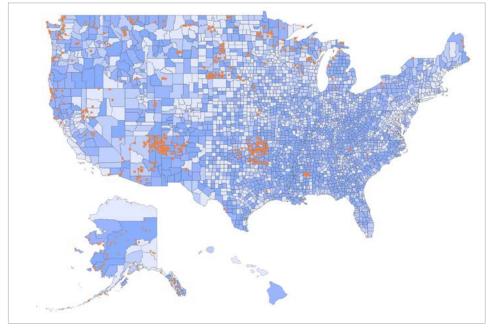
varies greatly by state.

density.

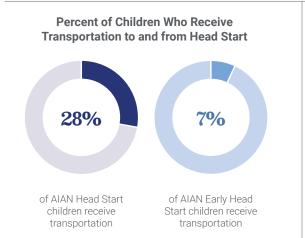
children.

#### **National AIAN Centers**

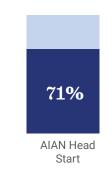
AIAN Head Start & Early Head Start



Lowest Poverty Quartile 0% 25% 50% 75% 100%



Percent of AIAN Head Start Funded Enrollment Receiving At Least 1,020 Hours Annually



Percent of AIAN Early Head Start Funded Enrollment Receiving At Least 1,380 Hours Annually



# **109** Migrant & Seasonal Head Start

# **Migrant & Seasonal Head Start**

#### FUNDING OVERVIEW

## **\$455,143,869** Federal Funding

Funding Per Child

## \$16,945

#### :0 IMPACTS OF COVID-19

Impact of Covid-19 on: Number Enrolled

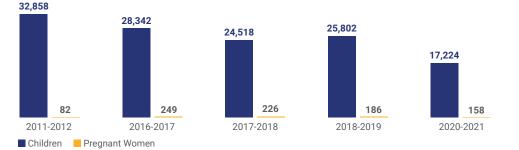
-8,578 fewer children enrolled in Migrant & Seasonal Head Start than in 2018-2019. Nationally, the Covid-19 pandemic had a large negative impact on the Migrant Seasonal Head Start program, with enrollment down by one-third.

Learn more about the impact of the COVID-19 Pandemic on page 12.

#### Total Federal Funding for Migrant & Seasonal Head Start (in millions)



## Total Number of Children and Pregnant Women Enrolled in Migrant & Seasonal Head Start



#### Migrant & Seasonal Head Start Federal Funding Per Child



Percent of Children Enrolled in Migrant & Seasonal Head Start With an IEP/IFSP

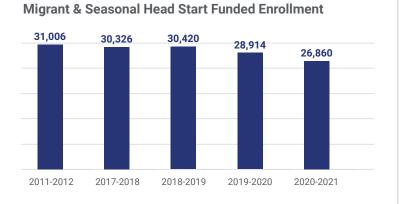
> IEP/IFSP at enrollment
>  IEP/IFSP determined during program year





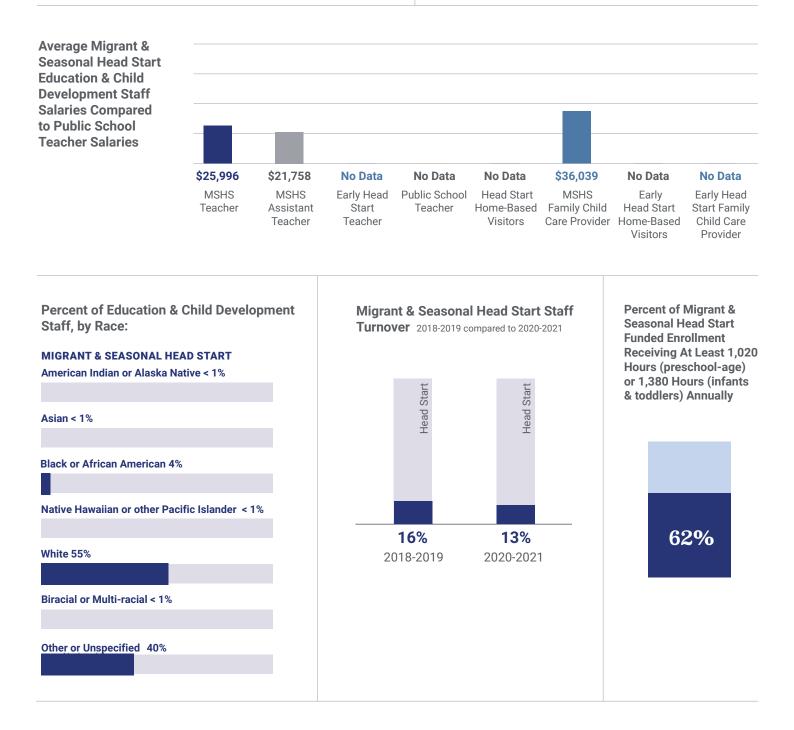
Despite lower enrollment during the Covid-19 pandemic, funding for MSHS increased slightly (adjusting for inflation).

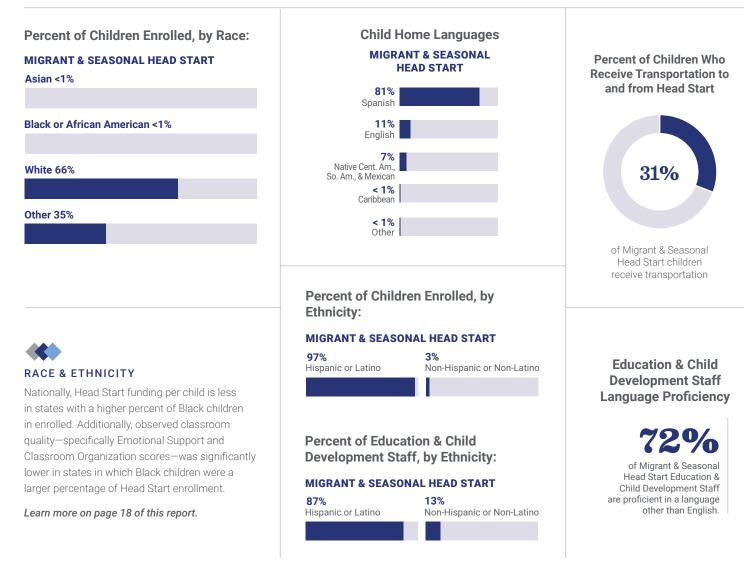
Learn more on page 12 of this report.





Significantly above threshold Significantly below threshold







# 10 Methodology

States and Territories: This report includes information about Head Start and Early Head Start programs in the 50 states, the District of Columbia<sup>19</sup>, and six U.S. territories (American Samoa, the Commonwealth of the Mariana Islands, Guam, Palau, Puerto Rico, and the Virgin Islands), as well as American Indian and Alaska Native (AIAN) Head Start and Early Head Start and Migrant and Seasonal Head Start (MSHS) programs. Head Start programs are in all 50 states, D.C., and all six territories. However, American Samoa, Guam, and Palau do not have an Early Head Start Program. AIAN Head Start programs operated in 26 states (AK, AZ, CA, CO, ID, KS, ME, MI, MN, MS, MT, NE, NV, NM, NY, NC, ND, OK, OR, SC, SD, TX, UT, WA, WI, WY) and AIAN Early Head Start programs operated in 20 states (AK, AZ, CA, ID, KS, MI, MN, MS, MT, NE, NM, NC, ND, OK, OR, SC, SD, WA, WI, WY) in the most recent 2020-2021 program year. Although AIAN programs may operate across multiple states, in the current report, AIAN data is included with the data for the state in which the grantee is based. Many MSHS programs also operate across multiple states, making it difficult to ascertain the precise number of children enrolled in MSHS in each state. Therefore, this report only presents data on MSHS at the national level. However, state maps do include the location of where MSHS centers are headquartered.

**Head Start Programs:** This report includes information on five types of Head Start programs:

- Head Start: Enrolls children 3 to 5 years old during the two years before kindergarten
- 2. Early Head Start: Enrolls children birth through age three, and pregnant women
- American Indian and Alaska Native Head Start: Enrolls 3- to 5-year-old children through grants to federally recognized American Indian and Alaska Native tribes
- American Indian and Alaska Native Early Head Start: Enrolls children birth to age three and pregnant women through grants to federally recognized American Indian and Alaska Native tribes
- Migrant and Seasonal Head Start: Enrolls children of migrant and seasonal workers, birth through age five, and pregnant women

Throughout this report Head Start and Head Start AIAN data are combined and reported together on the state profiles pages and in other figures, tables, and maps. The same holds true for Early Head Start and Early Head Start AIAN. National AIAN data are also reported separately on the AIAN profile pages. MSHS data are presented on the MSHS profile pages and are not included in the state-by-state information, with the exception of the state maps. U.S. totals include 50 states, all territories, AIAN programs, and MSHS programs where possible. Since MSHS data encompasses the full age range it is not reported in Head Start or Early Head Start specific totals or averages.

### **Data Sources**

Program Information Report: A main source of data for this report is the Office of Head Start Program Information Report (PIR). Each year, all federally-funded Head Start grantees and delegates are required to complete the PIR questionnaire. The annual survey collects data on Head Start children and families, program staff, and services provided and received. The report focuses on the PIR covering the 2020-2021 program year. Due to the Covid-19 pandemic the PIR was not required to be completed during the 2019-2020 program year. To estimate impacts of the Covid-19 pandemic, the 2018-2019 PIR data were used. PIR data dating back to 2011-2012 are also included in the report to illustrate changes over the last decade. The number of children enrolled during the 2021-2022 program year comes from the 2021-2022 PIR that was released as this report was being finalized. All PIR data were downloaded from the Head Start Enterprise System.

*Office of Head Start:* The Office of Head Start (OHS) in the Administration for Children and Families provided NIEER with additional data for this report. For each year, they provided the number of funded Head Start and Early Head Start slots and funding for each state and territory, as well as U.S. totals. They also provided AIAN enrollment slots and funding by state beginning in 2013-2014, as well as total AIAN funded enrollment and funding. They provided total MSHS funded slots and funding.

OHS also provided average scores in each state, Puerto Rico, other territories together, nationally, for AIAN, and for MSHS on the Classroom Assessment Scoring System (CLASS) Pre-K. CLASS Pre-K scores are from Head Start's on-site review of grantees as part of the grant renewal process. Within each state, CLASS Pre-K scores were averaged across all grantees who received a CLASS observation between 2016 and 2019. Not all grantees are represented in these scores. Means, standard deviations, and the number of observations in each state were provided for the three CLASS domains: Emotional Support, Classroom Organization, and Instructional Support.

#### Head Start Centers: The Head Start Center

Locator provided by the Early Childhood Learning & Knowledge Center (ECLKS) was used to get a list of all Head Start centers in each state and territory, including the geographic location/address of each center. All centers are identified as either Head Start, Early Head Start, Migrant and Seasonal Head Start, American Indian and Alaska Native, or combined Head Start and Early Head Start.

#### State of Preschool: Data on state

supplemental funding to Head Start and Early Head Start came from NIEER's 2021 State of Preschool survey. The survey was completed by state preschool administrators in each state. **Census:** U.S. Census data were used to determine the number of children by single year of age in each state and nationally, for each year included in this report. All estimates used are based on the 2010 Census. The same Census data were used to determine the number of children by race and by ethnicity who were under 1, 1-, 2-, 3-, or 4-years-old.

The Current Population Survey (CPS), Annual Social and Economic Supplement (March) was used to estimate the number of children living in poverty (below 100% of the federal poverty level) in each state. The CPS data was extracted using the Integrated Public Use Microdata Series (IPUMS)<sup>20</sup> and was used to estimate the percentage of all children under 5 years living in poverty, as well as the percentage of children under 5 living in poverty by race and by ethnicity, in each state and nationally. To estimate the number of children in poverty, those percentages were multiplied by the number of children in each state (and repeated for each racial and ethnic group). In some states, the number of children in poverty in a specific racial or ethnic group is too small to reliably estimate the number of children in poverty; in these cases, those numbers are not reported or included in the report.

The <u>international consensus</u> was used to determine the number of children by single year of age in each U.S. territory included in this report. Information on children's race and ethnicity and family income was not readily available for the territories. Information on children's ethnicity in Puerto Rico was estimated from the <u>Puerto Rico Quick Facts</u> based on the April 2020 Census data. Data on ethnicity are for individuals of all ages. Data on child poverty in Puerto Rico was obtained from the American Community Survey, 5-year estimates from 2020 through 2015 (the earliest year for which a 5-year estimate was available). Child poverty data was for children under five years old. No other poverty data or race and ethnicity data were readily available for the territories that was comparable to the 50-state data.

The 2019 American Community Survey 5-year estimates were used to identify the percentage of families with a child under 5 years old living below the federal poverty level in each county. We divided counties into four quartiles based on this percentage. The lowest poverty quartile includes counties with less than 10.3% of families with children under 5 in poverty; the second quartile has between 10.3% and 17.1% (median), the third quartile has between 17.1% and 26.2%, and the highest poverty quartile includes counties with more than 26.2% of families with children under 5 living in poverty.

**Public School Teacher Salary:** The National Education Association *Rankings of the States* 2020 and Estimates of School Statistics 2021 was used to determine the average salary of elementary school teachers in public schools in 2020-2021. This data was not available for the territories. **State Median Income:** Data on the state median income for a one earner household came from the <u>Census Bureau Median</u> <u>Income</u> data.

**Cost Adjustments:** The Bureau of Economic Analysis (BEA) Implicit Regional Price Deflators were used to adjust funding in each state each year to account for cost of education differences across states (cost of living) *and* to adjust funding amounts between 2012 to 2020 for inflation to 2021 dollars. The BEA's Implicit Price Deflators for Gross Domestic Product were used to adjust national funding for inflation, as well as for U.S. territories, AIAN, and MSHS.

## Calculations of State and National Data

Both funded enrollment and cumulative enrollment are presented in this report. Funded enrollment refers to the number of slots that each program is funded to provide. In other words, this is the number of children who could enroll at any one time. Cumulative enrollment refers to the total number of children and pregnant women who enrolled in Head Start or Early Head Start at some time during the program year. Cumulative enrollment typically exceeds funded enrollment as children enroll. leave, and are replaced by new enrollees during the year. In 2020-2021, due to the Covid-19 pandemic, Head Start funded enrollment was higher than Head Start cumulative enrollment nationally, and in most states because many programs enrolled less than the full number they were funded to serve.

The percentage of children living in poverty enrolled in Head Start and Early Head Start is calculated based on cumulative enrollment. First, we estimated the number of children enrolled who were living in poverty based on their primary eligibility for the programs. Children in families below 100% of the federal poverty level, children in families receiving public assistance, and homeless children were considered in this report to be living in poverty. The cumulative enrollment of children in poverty was divided by the number of children living in poverty in the state.

The PIR data includes the number of children, families, and teachers in each program who have various characteristics and gualifications and/or who received specific Head Start services. For the purposes of this report, the number of children or teachers were summed across all programs in a state to calculate the total for each state. Next, the percentage of children or teachers in each state meeting each criterion was calculated by dividing by the total number of children or teachers. AIAN Head Start and Early Head Start programs were included in each state's calculations. MSHS are not included in each state because MSHS programs often cross state lines. MSHS numbers are included in national totals that include both Head Start and Early Head Start since MSHS data encompass all ages of children.

Funding per child in each state was calculated by dividing the federal funding for that state by the federally-funded enrollment. Funding per child from 2011-2012 through 2019-2020 was adjusted for inflation. All funding numbers presented are in 2021 dollars and are adjusted for differences in cost of living in each state. (See the Appendix Tables 1b and 4b for funding data that has not been adjusted for cost of living.)

Research-based thresholds for each of the three CLASS Pre-K domains were determined by NIEER in consultation with the authors of the instrument and based on research findings regarding the level of quality in each domain needed to support learning and positive developmental outcomes. Average CLASS scores from evaluations of publiclyfunded preschool programs and Head Start FACES was also considered in determining thresholds. For this report, the researchbased thresholds are: Emotional Support: 5.5, Classroom Organization: 5.5, and Instructional Support: 3.

One sample t-tests were conducted in Stata version 17 to determine, in each state and nationally, if average scores on each CLASS score domain were (1) statistically significantly lower than the research-based threshold, (2) statistically significantly lower than the research-based threshold, or (3) statistically significantly indistinguishable from the research-based threshold. States were determined to have CLASS scores significantly higher or lower than the researchbased threshold if p<.05.

Tests of proportions using Stata version 17 were also used to test in each state for statistically significant differences in the percentage of children in poverty served by Head Start and Early Head Start by child race and by child ethnicity. Groups of children were determined to be differentially enrolled in Head Start if p<.05.

## Maps

Maps showing the location of all Head Start centers in the state and county-level poverty were produced using Tableau, a visual analytics platform. Using Tableau, we overlaid maps of the location of Head Start centers with the county-level poverty data. The resulting state maps show where in the state Head Start programs (of different types) are located in relation to county-level poverty rates.

### Determination of Additional Head Start Funding Needed to Improve Equity

We calculated the average percentage of children in poverty enrolled in Head Start and Early Head Start in 2018-2019 in the five states with the highest percentage of children served. We then calculated how many children and how many additional children each state would have to enroll 74% of all 3- and 4-yearolds in poverty in Head Start and 22% of all children under 3 in poverty in Early Head Start. We multiplied these numbers by the current Head Start and Early Head Start funding per child amounts to estimate the total and additional funding needed. Additional funding to increase teacher salaries was also included in this calculation.



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#### Appendix Table 1a. Head Start Funding (Adjusted for State-by-State Cost of Living Differences)

State	Total	Head Start	Early Head Start	Head Start AIAN	Early Head Start AIAN	State Supplemen Fundng
Alabama	\$157,979,137	\$105,820,126	\$52,159,011	\$0	\$0	\$3,848,364
Alaska	\$49,079,069	\$13,084,407	\$4,837,813	\$19,970,204	\$11,186,646	\$5,968,109
Arizona	\$191,513,504	\$108,601,641	\$50,405,885	\$27,095,403	\$5,410,575	\$0
Arkansas	\$107,240,557	\$50,350,542	\$56,890,015	\$0	\$0	\$0
California	\$1,087,088,356	\$700,259,691	\$375,338,169	\$7,660,472	\$3,830,024	\$0
Colorado	\$104,940,079	\$72,196,867	\$32,072,230	\$670,982	\$0	\$0
Connecticut	\$63,575,962	\$41,293,120	\$22,282,841	\$0	\$0	\$4,064,508
Delaware	\$19,781,079	\$12,944,587	\$6,836,492	\$0	\$0	\$0
strict of Columbia	\$29,569,052	\$4,747,816	\$24,821,237	\$0	\$0	\$1,723,598
Florida	\$394,991,907	\$249,906,366	\$145,085,541	\$0	\$0	\$0
Georgia	\$246,082,757	\$170,132,753	\$75,950,003	\$0	\$0	\$0
Hawaii	\$25,689,172	\$17,667,271	\$8,021,901	\$0	\$0	\$0
Idaho	\$43,096,671	\$28,765,473	\$9,569,055	\$2,884,979	\$1,877,163	\$0
Illinois	\$367,632,483	\$200,353,311	\$167,279,172	\$0	\$0	\$0
Indiana	\$156,406,148	\$116,585,402	\$39,820,746	\$0	\$0	\$0
lowa	\$79,657,900	\$54,219,681	\$25,438,219	\$0	\$0	\$567,318
Kansas	\$79,925,382	\$57,454,006	\$20,388,400	\$1,127,041	\$955,935	\$11,557,786
Kentucky	\$181,261,905	\$128,696,193	\$52,565,711	\$0	\$0	\$0
Louisiana	\$203,574,485	\$152,937,867	\$50,636,617	\$0	\$0	\$0
Maine	\$40,948,795	\$26,859,621	\$13,176,683	\$912,491	\$0	\$0
Maryland	\$102,324,182	\$65,876,085	\$36,448,097	\$0	\$0	\$2,533,270
Vassachusetts	\$135,771,822	\$100,644,629	\$35,127,193	\$0	\$0	\$12,552,091
Michigan	\$358,959,742	\$241,164,345	\$110,091,499	\$4,351,956	\$3,351,942	\$0
Minnesota	\$129,098,781	\$83,316,865	\$31,448,959	\$7,961,350	\$6,371,608	\$22,664,351
Mississippi	\$233,586,352	\$169,290,067	\$61,778,146	\$1,786,535	\$731,605	\$0
Missouri	\$181,390,324	\$123,148,686	\$58,241,638	\$0	\$0	\$0
Montana	\$52,985,864	\$25,408,582	\$10,835,421	\$11,592,692	\$5,149,168	\$0
Nebraska	\$65,020,764	\$32,392,971	\$27,106,296	\$2,515,089	\$3,006,407	\$0
Nevada	\$42,693,679	\$22,160,617	\$16,395,713	\$4,137,348	\$0	\$0
New Hampshire	\$18,240,263	\$13,565,489	\$4,674,774	\$0	\$0	\$0
New Jersey	\$156,827,113	\$105,096,859	\$51,730,254	\$0	\$0	\$38,944,540
New Mexico	\$103,316,687	\$44,576,831	\$31,936,963	\$22,070,325	\$4,732,568	\$0
New York	\$512,428,725	\$359,978,174	\$151,177,564	\$1,272,987	\$0	\$0
North Carolina	\$241,708,913	\$143,748,145	\$94,993,298	\$1,591,951	\$1,375,519	\$0
North Dakota	\$34,683,584	\$17,358,349	\$7,076,509	\$7,540,722	\$2,708,004	\$0
Ohio	\$376,130,635	\$281,081,243	\$95,049,393	\$0	\$0	\$0
Oklahoma	\$166,486,890	\$76,545,507	\$58,959,623	\$20,591,713	\$10,390,047	\$1,631,226
Oregon	\$96,427,485	\$60,702,557	\$31,586,754	\$3,044,727	\$1,093,447	\$117,733,552
Pennsylvania	\$327,950,233	\$235,688,944	\$92,261,289	\$0	\$0	\$59,137,057
Rhode Island	\$30,288,811	\$21,366,012	\$8,922,798	\$0	\$0	\$1,050,531
South Carolina	\$131,823,934	\$90,294,283	\$39,739,013	\$1,035,108	\$755,530	\$0
South Dakota	\$52,225,618	\$19,953,655	\$8,092,000	\$17,067,659	\$7,112,305	\$0
Tennessee	\$177,677,290	\$136,492,979	\$41,184,311	\$0	\$0	\$0
Texas	\$651,223,619	\$444,581,661	\$205,444,540	\$1,197,419	\$0	\$0
Utah	\$72,227,236	\$51,672,869	\$18,394,393	\$2,159,975	\$0	\$0
Vermont	\$22,056,614	\$12,549,186	\$9,507,428	\$0	\$0	\$0
Virginia	\$135,302,532	\$95,442,925	\$39,859,608	\$0	\$0	\$0
Washington	\$167,699,387	\$91,952,316	\$54,421,103	\$12,149,450	\$9,176,519	\$0
West Virginia	\$76,866,372	\$61,331,004	\$15,535,368	\$0	\$0	\$0
Wisconsin	\$159,606,347	\$104,932,965	\$41,139,277	\$7,348,074	\$6,186,031	\$6,043,628
Wyoming	\$23,638,613	\$14,753,656	\$5,873,920	\$1,666,788	\$1,344,249	\$0
National Total	\$10,344,077,007	\$6,477,070,810	\$3,112,605,851	\$205,693,512	\$93,562,965	\$0
AIAN	\$299,256,477			\$205,693,512	\$93,562,965	
MSHS	\$455,143,869	64 450 747	<u>Å</u>	<u>Å</u>	<u>Å</u>	<u>^</u>
merican Samoa	\$4,452,717	\$4,452,717	\$0	\$0	\$0	\$0
Guam	\$3,744,033	\$3,744,033	\$0	\$0	\$0	\$0
No. Marianas	\$3,627,943	\$2,566,594	\$1,061,349	\$0	\$0	\$0
Palau Duarta Diar	\$1,916,424	\$1,916,424	\$0	\$0	\$0	\$0
Puerto Rico	\$325,872,430	\$230,961,272	\$94,911,158	\$0	\$0	\$0

Note: Funding for Territories, AIAN, and MSHS totals have not been adjusted for state-by-state cost of living differences.

#### Appendix Table 1b. Head Start Funding

State	Total	Head Start	Early Head Start	Head Start AIAN	Early Head Start AIAN	State Supplemen Fundng
Alabama	\$156,825,889	\$105,047,639	\$51,778,250	\$0	\$0	\$3,820,271
Alaska	\$56,356,023	\$15,024,432	\$5,555,115	\$22,931,186	\$12,845,290	\$6,853,000
Arizona	\$211,032,560	\$119,670,320	\$55,543,253	\$29,856,966	\$5,962,021	\$0
Arkansas	\$106,372,981	\$49,943,206	\$56,429,775	\$0	\$0	\$0
California	\$1,334,607,504	\$859,701,820	\$460,798,917	\$9,404,685	\$4,702,082	\$0
Colorado	\$120,064,043	\$82,601,879	\$36,694,480	\$767,684	\$0	\$0
Connecticut	\$73,144,144	\$47,507,735	\$25,636,409	\$0	\$0	\$4,676,217
Delaware	\$21,533,287	\$14,091,219	\$7,442,068	\$0	\$0	\$0
strict of Columbia	\$36,656,754	\$5,885,867	\$30,770,887	\$0	\$0	\$2,136,745
Florida	\$442,454,135	\$279,935,115	\$162,519,020	\$0	\$0	\$0
Georgia	\$258,763,401	\$178,899,694	\$79,863,707	\$0	\$0	\$0
Hawaii	\$31,997,148	\$22,005,469	\$9,991,679	\$0	\$0	\$0
Idaho	\$43,714,246	\$29,177,682	\$9,706,180	\$2,926,321	\$1,904,063	\$0
Illinois	\$410,844,005	\$223,902,839	\$186,941,166	\$0	\$0	\$0
Indiana	\$160,915,337	\$119,946,559	\$40,968,778	\$0	\$0	\$0
lowa	\$80,666,369	\$54,906,102	\$25,760,267	\$0 \$0	\$0	\$574,500
Kansas	\$82,108,144	\$59,023,075	\$20,945,207	\$1,157,820	\$982,042	\$11,873,429
Kentucky	\$180,999,075	\$128,509,584	\$52,489,491	\$1,137,320 \$0	\$0	\$0
Louisiana	\$209,932,116	\$157,714,117	\$52,217,999	\$0 \$0	\$0	\$0
Maine	\$44,076,873	\$28,911,427	\$14,183,250	\$982,196	\$0	\$0
Maryland	\$121,176,389	\$78,013,095	\$43,163,294	\$0	\$0	\$3,000,000
Massachusetts	\$162,250,043	\$120,272,345	\$41,977,698	\$0 \$0	\$0	\$15,000,000
Michigan	\$375,475,480	\$252,260,317	\$115,156,809	\$4,552,189	\$3,506,165	\$0
Minnesota	\$141,616,199	\$91,395,268	\$34,498,250	\$8,733,282	\$6,989,399	\$0 \$24,861,887
Mississippi	\$228,045,684	\$165,274,507	\$60,312,768	\$1,744,158	\$714,251	\$24,001,007
Missouri	\$186,607,110	\$126,690,442	\$59,916,668	\$0	\$0	\$0 \$0
Montana	\$54,480,065	\$26,125,104	\$11,140,980	\$11,919,606	\$5,294,375	\$0
Nebraska	\$67,177,503	\$33,467,446	\$28,005,412	\$2,598,515	\$3,106,130	\$0 \$0
Nevada	\$46,088,253	\$23,922,608	\$17,699,336	\$4,466,309	\$0,100,100	\$0
New Hampshire	\$21,040,873	\$15,648,334	\$5,392,539	\$4,400,309 \$0	\$0	\$0
	\$193,901,043	\$129,941,757	\$63,959,286	\$0 \$0	\$0	\$48,151,029
New Jersey New Mexico	\$105,222,880	\$45,399,274	\$32,526,200	\$22,477,522	\$4,819,884	\$40,131,029
New York	\$628,150,504	\$441,272,045	\$185,317,993	\$1,560,466	\$4,019,004	\$0
North Carolina	\$246,903,238	\$146,837,293	\$185,317,993 \$97,034,704	\$1,626,162	\$0 \$1,405,079	\$0 \$0
North Dakota	\$35,506,279	\$17,770,089		\$7,719,588	\$2,772,238	\$0
Ohio			\$7,244,364	\$7,719,568	\$2,772,238	\$0
Oklahoma	\$383,581,783 \$169,104,064	\$286,649,462	\$96,932,321			\$0 \$1,656,869
		\$77,748,802	\$59,886,468	\$20,915,415	\$10,553,379	
Oregon	\$110,063,296	\$69,286,506	\$36,053,437	\$3,475,282	\$1,248,071	\$134,382,254
Pennsylvania	\$355,878,475	\$255,760,215	\$100,118,260	\$0	\$0 \$0	\$64,173,169 \$1,190,000
Rhode Island	\$34,309,953	\$24,202,564	\$10,107,389	\$0	\$0 \$770,142	
South Carolina	\$134,373,409	\$92,040,574	\$40,507,566	\$1,055,127		\$0
South Dakota	\$53,160,457	\$20,310,825 \$139,895,749	\$8,236,847	\$17,373,170 \$0	\$7,239,615	\$0 \$0
Tennessee	\$182,106,785		\$42,211,036	\$1,325,722	\$0 \$0	
Texas	\$721,002,230	\$492,218,586	\$227,457,922		\$0	\$0 \$0
Utah	\$76,576,038 \$24,372,338	\$54,784,092	\$19,501,919	\$2,290,027	\$0 \$0	\$0 \$0
Vermont		\$13,866,725	\$10,505,613	\$0 \$0	\$0 \$0	\$0 \$0
Virginia	\$151,962,333	\$107,194,812	\$44,767,521			
Washington	\$200,249,838	\$109,800,260	\$64,984,239	\$14,507,658	\$10,957,681	\$0
West Virginia	\$75,200,678	\$60,001,961	\$15,198,717	\$0	\$0 \$6 411 607	\$0 \$6 264 100
Wisconsin	\$165,428,787	\$108,760,920	\$42,640,038	\$7,616,132	\$6,411,697	\$6,264,100
Wyoming	\$24,256,054	\$15,139,022	\$6,027,347	\$1,710,324	\$1,379,361	\$0
National Total	\$455,143,869	\$6,477,070,810	\$3,112,605,851	\$205,693,512	\$93,562,965	\$0
AIAN	\$299,256,477			\$205,693,512	\$93,562,965	
MSHS	\$455,143,869	A	<u>Å -</u>	<u> </u>	<u>Å -</u>	**
merican Samoa	\$4,452,717	\$4,452,717	\$0	\$0	\$0	\$0
Guam	\$3,744,033	\$3,744,033	\$0	\$0	\$0 \$0	\$0
No. Marianas	\$3,627,943	\$2,566,594	\$1,061,349	\$0	\$0	\$0
Palau	\$1,916,424 \$325,872,430	\$1,916,424	\$0	\$0	\$0	\$0
Puerto Rico		\$230,961,272	\$94,911,158	\$0	\$0	\$0

#### Appendix Table 2. Head Start Funded Enrollment

State	Total	Head Start	Early Head Start	Head Start AIAN	Early Head Start AIAN
Alabama	13,438	10,444	2,994	0	0
Alaska	3,262	961	336	1,403	562
Arizona	15,780	9,810	3,244	2,367	359
Arkansas	9,191	5,798	3,393	0	0
California	88,644	62,372	25,447	597	228
Colorado	9,545	7,321	2,168	56	0
Connecticut	5,335	3,970	1,365	0	0
Delaware	1,816	1,333	483	0	0
District of Columbia	2,370	468	1,902	0	0
Florida	40,319	30,362	9,957	0	0
Georgia	23,259	18,524	4,735	0	0
Hawaii	23,239	2,220	721	0	0
Idaho	3,227	2,220	629	204	115
Illinois	29,117	18,012	11,105	0	0
Indiana	13,324	10,789	2,535	0	0
lowa	7,148	5,445	1,703	0	0
Kansas	6,918	4,755	2,054	62	47
Kentucky	14,921	4,755	2,054	02	47
Louisiana	20,165	16,983	3,119	0	0
Maine	20,165	2,133	3,182 824	60	0
Maryland	9,192	6,955	2,237	0	0
Massachusetts	11,473	9,169	2,237	0	0
Michigan	29,583	21,985	7,000	357	241
Minnesota	11,210	7,942	2,188	678	402
Mississippi	21,890	17,905	3,717	208	60
Missouri	13,916	10,031	3,885	0	0
Montana	4,352	2,359	557	1,095	341
Nebraska	5,234	3,142	1,743	219	130
Nevada	3,299	2,008	929	362	0
New Hampshire	1,521	1,146	375	0	0
New Jersey	15,267	11,257	4,010	0	0
New Mexico	8,600	4,530	1,972	1,765	333
New York	46,194	34,468	11,583	143	0
North Carolina	21,052	15,224	5,598	144	86
North Dakota	2,696	1,459	418	666	153
Ohio	33,303	26,805	6,498	0	0
Oklahoma	15,685	9,401	3,583	2,131	570
Oregon	6,424	3,945	2,083	318	78
Pennsylvania	29,282	22,218	7,064	0	0
Rhode Island	2,462	1,787	675	0	0
South Carolina	12,279	9,715	2,452	80	32
South Dakota	4,596	2,137	576	1,490	393
Tennessee	16,480	14,097	2,383	0	0
Texas	68,601	54,716	13,751	134	0
Utah	5,731	4,242	1,259	230	0
Vermont	1,419	861	558	0	0
Virginia	13,886	11,092	2,794	0	0
Washington	12,613	7,463	3,584	1,062	504
West Virginia	7,824	6,738	1,086	0	0
Wisconsin	13,889	9,922	2,878	703	386
Wyoming	1,703	1,079	363	165	96
National Total	26,860	587,260	188,226	16,699	5,116
AIAN	21,815	,		16,699	5,116
MSHS	26,860			.,	.,
American Samoa	1,332	1,332	0	0	0
Guam	534	534	0	0	0
No. Marianas	460	396	64	0	0
Palau	350	350	0	0	0
Puerto Rico	28,318	22,275	6,043	0	0
Virgin Islands	914	794	120	0	0

#### Appendix Table 3. Head Start Cumulative Enrollment

State	Total	Head Start	Early Head Start	Head Start AIAN	Early Head Start AIAN
Alabama	12,285	9,101	3,184	0	0
Alaska	2,724	897	352	1,108	367
Arizona	13,664	7,405	3,547	2,374	338
Arkansas	9,639	5,292	4,347	0	0
California	78,093	50,011	27,408	475	199
Colorado	10,056	6,215	3,785	56	0
Connecticut	5,040	3,296	1,744	0	0
Delaware	1,874	1,220	654	0	0
District of Columbia	1,890	183	1,707	0	0
Florida	41,455	28,882	12,573	0	0
Georgia	19,627	14,662	4,965	0	0
Hawaii	2,623	1,914	709	0	0
Idaho	3,209	1,948	942	190	129
Illinois	26,735	16,675	10,060	0	0
Indiana	12,338	8,997	3,341	0	0
lowa	7,017	4,679	2,338	0	0
Kansas	7,830	4,631	3,086	62	51
Kentucky	14,262	10,893	3,369	02	0
Louisiana	17,162	13,952	3,210	0	0
Maine	2,867	1,730	1,078	59	0
Maryland	7,952	5,661	2,291	0	0
Massachusetts	10,508	7,558	2,950	0	0
Michigan	26,507	17,746	8,237	325	199
Minnesota	11,429	7,173	3,378	523	355
Mississippi	16,270	12,761	3,219	198	92
Missouri	14,808	9,589	5,219	0	0
Montana	3,932	1,904	830	773	425
Nebraska	5,586	3,183	2,039	232	132
Nevada	2,939	1,536	1,189	214	0
New Hampshire	1,429	908	521	0	0
New Jersey	12,906	8,971	3,935	0	0
New Mexico	6,520	3,322	1,907	984	307
New York	44,321	31,776	12,494	51	0
North Carolina	18,422	13,051	5,130	146	95
North Dakota	2,741	1,376	598	573	194
Ohio	30,365	21,678	8,687	0	0
Oklahoma	13,802	7,303	4,079	1,781	639
Oregon	11,704	8,193	3,248	193	70
Pennsylvania	31,221	22,173	9,048	0	0
Rhode Island	2,394	1,546	848	0	0
South Carolina	8,615	6,026	2,460	83	46
South Dakota	4,435	2,177	769	1,185	304
Tennessee	15,848	12,949	2,899	0	0
Texas	64,965	49,227	15,641	97	0
Utah	6,759	4,713	2,004	42	0
Vermont	1,297	746	551	0	0
Virginia	12,106	8,723	3,383	0	0
Washington	12,230	6,830	4,109	932	359
West Virginia	7,411	5,757	1,654	0	0
Wisconsin	11,807	7,303	3,474	611	419
Wyoming	1,927	1,162	511	133	121
National Total	17,382	505,876	215,082	13,400	4,841
AIAN	18,241			13,400	4,841
MSHS	17,382				
American Samoa	962	962	0	0	0
Guam	564	564	0	0	0
No. Marianas	322	258	64	0	0
Palau	390	390	0	0	0
Puerto Rico	22,618	17,430	5,188	0	0
Virgin Islands	797	668	129	0	0

#### Appendix Table 4a. Funding Per Child (Adjusted for State-by-State Cost of Living Differences)

Аррения	s)	Cost of Living Difference	djusted for State-by-State
Sta	Early Head Start	Head Start	State
Alab	\$17,421	\$10,132	Alabama
Ala	\$17,845	\$13,982	Alaska
Ariz	\$15,492	\$11,144	Arizona
Arka	\$16,767	\$8,684	Arkansas
Calif	\$14,768	\$11,242	California
Colo	\$14,793	\$9,878	Colorado
Conne	\$16,324	\$10,401	Connecticut
Dela	\$14,154	\$9,711	Delaware
District of	\$13,050	\$10,145	District of Columbia
Flo	\$14,571	\$8,231	Florida
Geo	\$16,040	\$9,184	Georgia
Нач	\$11,126	\$7,958	Hawaii
Ida	\$15,385	\$12,747	Idaho
Illir	\$15,063	\$11,123	Illinois
Indi	\$15,708	\$10,806	Indiana
lo	\$14,937	\$9,958	Iowa
Kar	\$10,159	\$12,161	Kansas
Kent	\$16,853	\$10,905	Kentucky
Loui	\$15,913	\$9,005	Louisiana
Ma	\$15,991	\$12,664	Maine
Mary	\$16,293	\$9,472	Maryland
Massac	\$15,246	\$10,977	Massachusetts
Mich	\$15,667	\$10,989	Michigan
Minn	\$14,603	\$10,589	Minnesota
Missi	\$16,550	\$9,445	Mississippi
Miss	\$14,991	\$12,277	Missouri
Mon	\$17,800	\$10,713	Montana
Nebr	\$16,077	\$10,386	Nebraska
Nev	\$17,649	\$11,096	Nevada
New Ha	\$12,466	\$11,837	New Hampshire
New .	\$12,900	\$9,336	New Jersey
New N	\$15,909	\$10,587	New Mexico
New	\$13,052	\$10,437	New York
North (	\$16,954	\$9,457	North Carolina
North	\$17,136	\$11,717	North Dakota
0	\$14,627	\$10,486	Ohio
Oklal	\$16,699	\$8,423	Oklahoma
Ore	\$15,123	\$14,954	Oregon
Penns	\$13,061	\$10,608	Pennsylvania
Rhode	\$13,219	\$11,956	Rhode Island
South (	\$16,302	\$9,324	South Carolina
South	\$15,691	\$10,207	South Dakota
Tenn	\$17,283	\$9,682	Tennessee
Te	\$14,940	\$8,127	Texas
Ut	\$14,610	\$12,038	Utah Vermont
Verr	\$17,038	\$14,575	Virginia
Virg	\$14,266 \$15,557	\$8,605	Washington
Wash West \	\$14,305	\$12,211 \$9,102	West Virginia
		\$9,102	Wisconsin
Wisc Wyo	\$14,499 \$15,726	\$13,200	Wyoming
National	\$16,583	\$13,200	National Average
AL	\$18,288	\$12,318	AIAN
MS	910,200	\$16,945	MSHS
		\$3,343	American Samoa
Amorico			Guam
America		S7 011	
Gu	\$16 584	\$7,011 \$6.481	
Gu No. Ma	\$16,584	\$6,481	No. Marianas
Gu	\$16,584 \$15,706		

#### Appendix Table 4b. Funding Per Child

State	Head Start	Early Head Start
Alabama	\$10,058	\$17,294
Alaska	\$16,056	\$20,490
Arizona	\$12,279	\$17,071
Arkansas	\$8,614	\$16,631
California	\$13,802	\$18,131
Colorado	\$11,301	\$16,925
Connecticut	\$11,967	\$18,781
Delaware	\$10,571	\$15,408
District of Columbia	\$12,577	\$16,178
Florida	\$9,220	\$16,322
Georgia	\$9,658	\$16,867
Hawaii	\$9,912	\$13,858
Idaho	\$12,930	\$15,605
Illinois	\$12,431	\$16,834
Indiana	\$11,117	\$16,161
lowa	\$10,084	\$15,126
Kansas	\$12,493	\$10,437
Kentucky	\$10,889	\$16,829
Louisiana	\$9,287	\$16,410
Maine	\$13,631	\$17,213
Maryland	\$11,217	\$19,295
Massachusetts	\$13,117	\$18,219
Michigan	\$11,495	\$16,388
Minnesota	\$11,616	\$16,018
Mississippi	\$9,221	\$16,158
Missouri	\$12,630	\$15,423
Montana	\$11,015	\$18,302
Nebraska	\$10,731	\$16,611
Nevada	\$11,978	\$19,052
New Hampshire	\$13,655	\$14,380
New Jersey	\$11,543	\$15,950
New Mexico	\$10,783	\$16,202
New York	\$12,795	\$15,999
North Carolina	\$9,661	\$17,319
North Dakota	\$11,995	\$17,542
Ohio	\$10,694	\$14,917
Oklahoma	\$8,556	\$16,961
Oregon	\$17,068	\$17,261
Pennsylvania	\$11,511	\$14,173
Rhode Island	\$13,544	\$14,974
South Carolina	\$9,504	\$16,617
South Dakota	\$10,390	\$15,972
Tennessee	\$9,924	\$17,713
Texas	\$8,998	\$16,541
Utah	\$12,763	\$15,490
Vermont	\$16,105	\$18,827
Virginia	\$9,664	\$16,023
Washington	\$14,582	\$18,577
West Virginia	\$8,905	\$13,995
Wisconsin	\$10,953	\$15,028
Wyoming	\$13,544	\$16,137
National Average	\$11,065	\$16,583
AIAN	\$12,318	\$18,288
MSHS	\$16,945	
American Samoa	\$3,343	
Guam	\$7,011	
No. Marianas	\$6,481	\$16,584
Palau	\$5,475	
Puerto Rico	\$10,369	\$15,706

Notes: Funding for Territories, AIAN, and MSHS totals have not been adjusted for state-by-state cost of living differences. MSHS data include children 0 to 5.

#### Appendix Table 5. Percentage of Children in Poverty Enrolled

State	Head Start			Early Head Start			
	2011-2012	2018-2019	2020-2021	2011-2012	2018-2019	2020-2021	
Alabama	47%	42%	33%	3%	7%	8%	
Alaska	70%	52%	36%	12%	10%	9%	
Arizona	27%	38%	23%	3%	8%	7%	
Arkansas	38%	36%	23%	5%	14%	14%	
California	38%	36%	27%	5%	11%	11%	
Colorado	34%	44%	22%	5%	10%	9%	
Connecticut	53%	30%	20%	6%	9%	8%	
Delaware	22%	48%	29%	4%	13%	13%	
District of Columbia	90%	76%	6%	11%	33%	38%	
Florida	31%	33%	27%	4%	7%	9%	
Georgia	29%	31%	25%	3%	6%	6%	
Hawaii	39%	35%	23%	8%	10%	7%	
Idaho	23%	30%	25%	5%	8%	9%	
Illinois	51%	53%	36%	7%	14%	16%	
Indiana	26%	35%	20%	4%	7%	5%	
lowa	45%	37%	34%	10%	10%	13%	
Kansas	36%	40%	42%	11%	16%	20%	
Kentucky	48%	54%	43%	6%	10%	9%	
Louisiana	44%	48%	39%	3%	7%	7%	
Maine	44%	41%	31%	12%	15%	13%	
Maryland	48%	50%	26%	6%	12%	8%	
Massachusetts	54%	48%	39%	7%	11%	11%	
Michigan	55%	47%	41%	6%	12%	14%	
Minnesota	49%	44%	41%	7%	12%	15%	
Mississippi	87%	90%	54%	5%	11%	10%	
Missouri	39%	41%	37%	6%	12%	14%	
Montana	58%	83%	51%	9%	20%	19%	
Nebraska	43%	29%	37%	11%	13%	19%	
Nevada	22%	17%	9%	4%	5%	5%	
New Hampshire	49%	38%	30%	12%	13%	14%	
New Jersey	37%	42%	33%	4%	10%	11%	
New Mexico	36%	38%	27%	6%	10%	10%	
New York	42%	52%	37%	5%	10%	10%	
North Carolina	26%	31%	23%	4%	7%	6%	
North Dakota	81%	58%	56%	17%	14%	17%	
Ohio	51%	51%	29%	5%	10%	8%	
Oklahoma	52%	47%	39%	7%	12%	15%	
Oregon	60%	54%	44%	7%	11%	14%	
Pennsylvania	54%	45%	38%	7%	10%	11%	
Rhode Island	45%	42%	42%	11%	13%	16%	
South Carolina	36%	39%	20%	3%	6%	6%	
South Dakota	63%	64%	50%	11%	16%	11%	
Tennessee	41%	45%	36%	4%	6%	6%	
Texas	30%	34%	25%	3%	6%	6%	
Utah	32%	38%	36%	5%	10%	11%	
Vermont	45%	49%	36%	14%	26%	22%	
Virginia	38%	36%	26%	5%	8%	7%	
Washington	26%	29%	23%	6%	12%	10%	
West Virginia	73%	47%	49%	8%	8%	10%	
			30%	6%	12%	11%	
Wisconsin	44%	43%					
Wisconsin Wyoming	44% 68%	43% 44%					
Wisconsin Wyoming National Average	44% 68% <b>40%</b>	43% 44% <b>41%</b>	45% <b>30%</b>	15% <b>5%</b>	14% <b>9%</b>	18% <b>9%</b>	

State	Emotional Support	Classroom Organization	Instructional Support
Alabama	5.97	5.73	2.71
Alaska	6.15	5.79	2.80
Arizona	6.22	5.90	3.17
Arkansas	5.91	5.62	2.74
California	6.22	5.96	3.00
Colorado	6.17	5.96	3.10
Connecticut	6.03	5.78	2.93
Delaware	6.07	5.84	2.81
District of Columbia	5.74	5.50	2.67
Florida	5.94	5.63	2.91
Georgia	5.92	5.67	2.88
Hawaii	6.11	5.77	2.92
Idaho	6.02	5.68	2.96
Illinois	6.01	5.76	2.87
Indiana	5.98	5.63	2.96
lowa	6.07	5.84	2.95
Kansas	6.09	5.84	3.00
Kentucky	6.11	5.91	3.35
Louisiana	5.99	5.73	3.03
Maine	6.14	5.94	3.11
Maryland	6.04	5.74	3.16
Massachusetts	6.11	5.73	3.01
Michigan	6.09	5.78	2.99
Minnesota	6.12	5.94	2.99
		5.94	
Mississippi	5.95	5.59	2.82
Missouri	5.97		
Montana	6.20	6.00	2.99
Nebraska	6.13	5.90	3.06
Nevada	6.37	5.98	3.57
New Hampshire	6.32	6.09	3.53
New Jersey	6.05	5.83	2.86
New Mexico	6.03	5.75	2.63
New York	6.10	5.88	3.00
North Carolina	6.07	5.82	3.16
North Dakota	6.02	5.66	2.83
Ohio	6.06	5.83	2.99
Oklahoma	5.95	5.64	2.69
Oregon	6.08	5.76	2.84
Pennsylvania	6.08	5.82	2.94
Rhode Island	6.26	5.96	3.09
South Carolina	5.91	5.63	2.91
South Dakota	6.06	5.72	2.93
Tennessee	6.11	5.92	3.14
Texas	5.88	5.68	2.76
Utah	6.07	5.75	3.06
Vermont	6.05	5.54	2.86
Virginia	6.06	5.78	3.05
Washington	6.23	5.91	3.04
West Virginia	6.15	5.93	3.01
Wisconsin	6.17	5.95	3.03
Wyoming	6.09	5.85	3.05
National Average	6.05	5.79	2.93
AIAN	5.97	5.67	2.63
MSHS	6.22	5.96	2.84
Puerto Rico	6.07	5.71	2.94

Green indicates that the CLASS score is statistically significantly above the researchbased threshold. Red indicates that the CLASS scores is statistically significantly below the research-based threshold. Research-based thresholds are 5.5 for Emotional Support and Classroom Organization and 3 for Instructional Support.

Note: Average CLASS Pre-K Scores for the other territories combine are: Emotional Support: 5.99, Classroom Organization: 5.51, Instructional Support: 3.25.

#### Appendix Table 7. Percentage of Children Enrolled with an IEP/IFSP

Sidle	State Head Start			Early Head Start		
	Total	At enrollment	Determined during program year	Total	At enrollment	Determined durir program year
Alabama	8.0%	4.7%	3.3%	7.0%	4.3%	2.7%
Alaska	9.5%	6.0%	3.6%	4.5%	3.2%	1.3%
Arizona	10.6%	7.0%	3.6%	8.1%	5.4%	2.7%
Arkansas	17.1%	7.7%	9.4%	10.1%	4.3%	5.8%
California	13.9%	10.4%	3.6%	13.3%	8.5%	4.8%
Colorado	16.1%	10.3%	5.8%	8.6%	5.7%	2.9%
Connecticut	13.9%	8.5%	5.4%	11.4%	6.9%	4.4%
Delaware	5.8%	3.9%	1.9%	6.6%	3.6%	3.0%
District of Columbia	6.6%	4.4%	2.2%	9.5%	6.6%	3.0%
Florida	10.4%	5.5%	4.9%	10.3%	6.4%	3.9%
Georgia	10.7%	6.1%	4.6%	9.5%	6.3%	3.2%
Hawaii	11.0%	9.7%	1.3%	11.3%	7.9%	3.4%
Idaho	15.8%	8.7%	7.2%	12.8%	9.2%	3.7%
Illinois	11.4%	7.2%	4.2%	12.3%	6.8%	5.5%
Indiana	15.7%	9.4%	6.3%	16.3%	10.5%	5.8%
lowa	13.6%	8.2%	5.4%	10.9%	6.7%	4.2%
Kansas	19.0%	12.5%	6.5%	15.3%	10.6%	4.7%
Kentucky	15.7%	9.1%	6.6%	9.5%	5.9%	3.7%
Louisiana	10.3%	5.7%	4.6%	7.3%	4.9%	2.4%
Maine	25.9%	16.4%	9.5%	11.7%	7.4%	4.3%
Maryland	10.0%	7.7%	2.3%	13.1%	8.8%	4.3%
Massachusetts	9.6%	6.0%	3.7%	25.2%	18.6%	6.6%
Michigan	14.2%	9.1%	5.1%	14.5%	10.1%	4.5%
Minnesota				8.7%		3.1%
	18.1% 7.7%	11.5% 5.5%	6.6% 2.3%	4.3%	5.6% 2.4%	1.9%
Mississippi						
Missouri	10.5%	5.9%	4.5%	9.6%	6.3%	3.3%
Montana	13.9%	7.2%	6.7%	7.7%	5.1%	2.6%
Nebraska	18.4%	11.8%	6.6%	12.5%	7.7%	4.8%
Nevada	11.6%	8.7%	2.9%	15.2%	12.6%	2.7%
New Hampshire	14.6%	11.2%	3.4%	9.4%	5.0%	4.4%
New Jersey	6.8%	4.8%	2.0%	9.7%	5.2%	4.5%
New Mexico	12.5%	9.6%	3.0%	16.5%	12.0%	4.5%
New York	16.6%	10.2%	6.4%	11.0%	5.9%	5.1%
North Carolina	11.1%	6.7%	4.4%	8.6%	6.3%	2.3%
North Dakota	19.0%	11.5%	7.5%	16.8%	12.8%	4.1%
Ohio	10.2%	5.9%	4.3%	9.9%	6.5%	3.5%
Oklahoma	15.1%	7.0%	8.1%	6.9%	4.7%	2.2%
Oregon	19.2%	14.1%	5.1%	11.1%	7.5%	3.6%
Pennsylvania	19.6%	14.5%	5.1%	13.4%	8.6%	4.8%
Rhode Island	14.4%	10.0%	4.4%	17.7%	12.6%	5.1%
South Carolina	7.8%	3.8%	4.0%	9.9%	5.4%	4.5%
South Dakota	16.6%	10.0%	6.6%	9.1%	4.1%	5.0%
Tennessee	12.2%	6.6%	5.6%	9.5%	6.7%	2.8%
Texas	10.3%	6.4%	3.9%	11.0%	6.4%	4.6%
Utah	12.8%	7.6%	5.2%	19.5%	13.3%	6.2%
Vermont	27.5%	19.4%	8.0%	18.1%	11.7%	6.4%
Virginia	11.2%	6.9%	4.3%	12.2%	8.2%	4.0%
Washington	11.2%	7.5%	3.7%	14.7%	10.3%	4.4%
West Virginia	19.2%	10.8%	8.5%	20.4%	12.4%	8.0%
Wisconsin	17.4%	10.6%	6.9%	10.8%	6.1%	4.7%
Wyoming	30.0%	18.2%	11.8%	19.7%	12.4%	7.3%
National Average	13.2%	8.3%	4.9%	11.6%	7.3%	4.3%
AIAN	11.2%	6.2%	5.0%	6.8%	3.9%	2.9%
MSHS	9.9%	2.6%	7.3%			
American Samoa	10.2%	4.9%	5.3%	0.0%	0.0%	0.0%
Guam	6.6%	5.7%	0.9%	0.0%	0.0%	0.0%
No. Marianas	11.6%	8.9%	2.7%	12.5%	10.9%	1.6%
Palau	5.9%	2.6%	3.3%	0.0%	0.0%	0.0%
Palau Puerto Rico	21.5%	12.5%	9.0%	11.9%	4.5%	7.4%
Virgin Islands	1.5%	12.5%	0.3%	16.2%	4.5% 5.7%	10.5%

#### Appendix Table 8a. Average Head Start Child Development Staff Salaries (Adjusted for State-by-State Cost of Living Differences)

State	Teachers	Assistant Teachers	Home-Based Visitors	Family Child Care Providers
Alabama	\$31,396	\$21,271	None	\$42,545
Alaska	\$33,724	\$22,250	\$36,239	None
Arizona	\$34,092	\$22,983	\$33,592	None
Arkansas	\$29,679	\$23,369	None	\$25,103
California	\$35,956	\$24,687	\$29,731	\$29,466
Colorado	\$34,903	\$23,049	\$29,463	\$14,940
Connecticut	\$35,332	\$21,920	\$23,975	None
Delaware	\$29,122	\$17,351	None	None
District of Columbia	\$48,417	\$33,137	None	None
Florida	\$36,416	\$21,335	None	None
Georgia	\$30,172	\$20,065	None	None
Hawaii	\$33,905	\$21,158	\$34,873	None
Idaho	\$27,612	\$19,578	\$25,727	None
Illinois	\$34,084	\$24,653	\$27,879	\$42,780
Indiana	\$30,377	\$21,127	\$34,309	None
lowa	\$35,711	\$22,111	\$35,400	None
Kansas	\$39,182	\$19,642	\$35,627	\$39,916
Kentucky	\$32,267	\$17,993	\$29,891	None
Louisiana	\$33,729	\$20,263	None	None
Maine	\$31,106	\$22,932	\$34,946	None
Maryland	\$34,030	\$21,318	\$29,139	None
Massachusetts	\$31,165	\$24,882	\$33,398	\$51,090
Michigan	\$35,239	\$23,111	\$36,600	None
Minnesota	\$37,971	\$26,082	\$32,972	\$46,360
Mississippi	\$26,948	\$20,369	\$19,565	None
Missouri	\$30,228	\$21,166	\$33,830	None
Montana	\$25,610	\$19,421	\$24,649	None
Nebraska	\$39,451	\$19,240	\$30,986	None
Nevada	\$35,268	\$24,160	None	None
New Hampshire	\$26,714	\$23,034	\$26,301	None
New Jersey	\$41,385	\$22,418	None	None
New Mexico	\$32,152	\$21,139	\$24,045	None
New York	\$33,671	\$22,509	\$24,019	\$40,606
North Carolina	\$31,252	\$22,031	\$33,375	None
North Dakota	\$36,983	\$21,205	\$7,516	None
Ohio	\$33,672	\$24,235	\$31,513	None
Oklahoma	\$32,120	\$20,503	None	None
Oregon	\$36,319	\$25,105	\$33,077	None
Pennsylvania	\$42,714	\$21,173	\$28,418	None
Rhode Island	\$35,961	\$23,728	\$33,432	None
South Carolina	\$27,393	\$19,920	None	None
South Dakota	\$36,956	\$20,623	\$32,923	None
Tennessee	\$32,375	\$21,082	\$22,232	None
Texas	\$37,817	\$20,764	\$23,633	None
Utah	\$30,488	\$24,185	\$30,418	None
Vermont	\$33,856	\$25,988	\$34,805	\$28,055
Virginia	\$34,346	\$20,089	\$25,420	None
Washington	\$33,115	\$25,135	\$26,613	\$35,153
West Virginia	\$45,764	\$26,145	None	None
Wisconsin	\$35,970	\$22,730	\$33,764	None
Wyoming	\$31,582	\$16,254	\$21,826	None
National Average	\$37,685	\$24,209	\$33,159	\$42,902
AIAN	\$36,492	\$26,511	\$33,964	None
MSHS	\$25,996	\$21,758	None	\$36,039
American Samoa	\$20,742	\$16,376	None	None
Guam	\$40,618	\$28,071	None	None
No. Marianas	\$37,005	\$19,539	None	None
Palau	\$13,764	\$8,965	None	None
Puerto Rico	\$25,078	\$18,384	\$23,720	None
Virgin Islands	\$41,200	None	None	None

Notes: Salaries for Territories, AIAN, and MSHS totals have not been adjusted for state-by-state cost of living differences. MSHS data include children 0 to 5.

#### Appendix Table 8b. Average Head Start Child Development Staff Salaries

State	Teachers	Assistant Teachers	Home-Based Visitors	Family Child Care Provide
Alabama	\$31,167	\$21,116	None	\$42,234
Alaska	\$38,724	\$25,549	\$41,612	None
Arizona	\$37,567	\$25,325	\$37,016	None
Arkansas	\$29,439	\$23,180	None	\$24,900
California	\$44,143	\$30,308	\$36,500	\$36,175
Colorado	\$39,933	\$26,371	\$33,709	\$17,093
Connecticut	\$40,650	\$25,219	\$27,583	None
Delaware	\$31,702	\$18,888	None	None
District of Columbia	\$60,022	\$41,080	None	None
Florida	\$40,792	\$23,899	None	None
Georgia	\$31,727	\$21,099	None	None
Hawaii	\$42,230	\$26,353	\$43,436	None
Idaho	\$28,008	\$19,859	\$26,096	None
Illinois	\$38,090	\$27,551	\$31,156	\$47,808
Indiana	\$31,253	\$21,736	\$35,298	None
lowa	\$36,163	\$22,391	\$35,848	None
Kansas	\$40,252	\$20,178	\$36,600	\$41,006
Kentucky	\$32,220	\$17,967	\$29,848	None
Louisiana	\$34,782	\$20,896	None	None
Maine	\$33,482	\$24,684	\$37,616	None
Maryland	\$40,300	\$25,246	\$34,507	None
Massachusetts	\$37,243	\$29,734	\$39,911	\$61,053
Michigan	\$36,860	\$24,174	\$38,284	None
Minnesota	\$41,653	\$28,611	\$36,169	\$50,855
Mississippi	\$26,309	\$19,886	\$19,101	None
Missouri	\$31,097	\$21,775	\$34,803	None
Montana	\$26,332	\$19,969	\$25,344	None
Nebraska	\$40,760	\$19,878	\$32,014	None
Nevada	\$38,072	\$26,081	None	None
New Hampshire	\$30,816	\$26,571	\$30,339	None
New Jersey	\$51,168	\$27,717	None	None
New Mexico	\$32,745	\$21,529	\$24,489	None
New York	\$41,275	\$27,592	\$29,443	\$49,776
North Carolina	\$31,924	\$22,504	\$34,092	None
North Dakota	\$37,860	\$21,708	\$7,694	None
Ohio	\$34,339	\$24,715	\$32,137	None
Oklahoma	\$32,625	\$20,825	None	None
Oregon	\$41,455	\$28,655	\$37,754	None
Pennsylvania	\$46,352	\$22,976	\$30,838	None
Rhode Island	\$40,735	\$22,970	\$37,870	None
South Carolina	\$27,923	\$20,305	None	None
South Dakota	\$37,618	\$20,992	\$33,512	None
Tennessee	\$37,618 \$33,182	\$20,992 \$21,608	\$33,512 \$22,786	
				None
Texas Utah	\$41,869	\$22,989	\$26,165	None
	\$32,324	\$25,641	\$32,249	None
Vermont	\$37,411	\$28,716	\$38,459	\$31,000
Virginia	\$38,575	\$22,562	\$28,550	None
Washington	\$39,543	\$30,014	\$31,778	\$41,976
West Virginia	\$44,772	\$25,578	None	None
Wisconsin	\$37,282	\$23,559	\$34,996	None
Wyoming	\$32,407	\$16,679	\$22,396	None
National Average	\$37,685	\$24,209	\$33,159	\$42,902
AIAN	\$36,492	\$26,511	\$33,964	None
MSHS	\$25,996	\$21,758	None	\$36,039
American Samoa	\$20,742	\$16,376	None	None
Guam	\$40,618	\$28,071	None	None
No. Marianas	\$37,005	\$19,539	None	None
Palau	\$13,764	\$8,965	None	None
Puerto Rico	\$25,078	\$18,384	\$23,720	None
Virgin Islands	\$41,200	None	None	None

Note: Migrant & Seasonal Head Start data include children 0 to 5.

#### Appendix Table 9a. Average Early Head Start Child Development Staff Salaries (Adjusted for State-by-State Cost of Living Differences)

pment Staff Sa	Aujusted			Develo
State	Teachers	Home-Based Visitors	Family Child Care Providers	St
Alabama	\$37,385	\$39,012	None	Ala
Alaska	\$22,254	\$32,033	\$36,344	Ala
Arizona	\$23,688	\$28,002	\$31,677	Ari
Arkansas	\$35,545	\$39,806	\$32,261	Arka
California	\$34,265	\$36,486	\$39,800	Cali
Colorado	\$28,276	\$33,342	\$22,719	Cole
Connecticut	\$32,791	\$33,790	\$37,605	Conn
Delaware	\$31,893	\$39,595	None	Dela
listrict of Columbia	\$19,189	\$27,049	None	District o
Florida	\$24,265	\$30,522	\$27,502	Flo
Georgia	\$24,799	\$27,815	\$42,284	Ge
Hawaii	\$27,315	\$27,750	\$21,581	На
Idaho	\$29,756	\$37,711	None	Id
Illinois	\$23,466	\$31,482	None	Illi
Indiana	\$33,024	\$34,448	\$44,038	Inc
lowa	\$30,103	\$33,165	\$27,339	lo
Kansas	\$28,383	\$34,675	\$30,466	Ка
Kentucky	\$25,516	\$32,626	None	Ken
Louisiana	\$27,713	\$32,681	None	Lou
Maine	\$34,817	\$36,777	\$54,423	M
Maryland	\$27,306	\$30,647	None	Mar
Massachusetts	\$29,376	\$30,785	None	Massa
Michigan	\$32,491	\$36,940	\$39,232	Mic
Minnesota	\$35,743	\$39,804	\$49,826	Minr
Mississippi	\$30,039	\$33,505	\$32,127	Miss
Missouri	\$25,716	\$18,567	None	Mis
Montana	\$25,176	\$31,870	\$33,743	Mor
Nebraska	\$27,967	\$35,700	\$25,167	Neb
Nevada	\$26,178	\$29,067	None	Ne
New Hampshire	\$29,648	\$26,258	None	New Ha
New Jersey	\$28,480	\$30,011	None	New
New Mexico	\$26,142	\$33,980	\$30,023	New
New York	\$25,129	\$29,042	None	New
North Carolina	\$30,682	\$33,201	None	North
North Dakota	\$30,525	\$31,893	\$42,876	North
Ohio	\$28,075	\$33,501	\$32,535	0
Oklahoma	\$26,039	\$34,940	None	Okla
Oregon	\$33,690	\$37,183	\$30,712	Ore
Pennsylvania Phodo Island	\$26,298	\$32,907	\$21,802	Penns
Rhode Island	\$31,678	\$34,800	None	Rhode
South Carolina South Dakota	\$26,043	\$31,372	None None	South South
	\$31,015	\$35,151		
Tennessee Texas	\$26,744 \$24,275	\$30,106 \$29,284	None \$25,006	Tenr Te
Utah	\$27,224	\$30,706	None	U
Vermont	\$28,851	\$29,995	\$37,588	Ver
Virginia	\$24,672	\$34,047	\$25,856	Vir
Washington	\$34,699	\$36,697	\$56,478	Wash
West Virginia	\$30,412	\$39,066	\$41,617	West
Wisconsin	\$23,530	\$34,239	None	Wise
Wyoming	\$24,145	\$32,344	None	Wyo
National Average	\$30,352	\$37,786	\$41,757	Nationa
AIAN	\$32,131	\$38,425	None	A
MSHS	\$25,996	None	\$36,039	M
American Samoa	None	None	None	America
Guam	None	None	None	Gu
No. Marianas	\$24,354	None	None	No. M
Palau	None	None	None	Pa
i uluu	HONE	NUTIC	1 tone	10
Puerto Rico	\$22,053	None	\$23,641	Puer

#### Appendix Table 9b. Average Early Head Start Child Development Staff Salaries

State	Teachers	Home-Based Visitors	Family Child Care Providers		
Alabama	\$37,112	\$38,727	None		
Alaska	\$25,554	\$36,782	\$41,733		
Arizona	\$26,102	\$30,856	\$34,906		
Arkansas	\$35,257	\$39,484	\$32,000		
California	\$42,067	\$44,794	\$48,862		
Colorado	\$32,351	\$38,147	\$25,993		
Connecticut	\$37,726	\$38,875	\$43,264		
Delaware	\$34,718	\$43,102	None		
District of Columbia	\$23,789	\$33,533	None		
Florida	\$27,181	\$34,189	\$30,807		
Georgia	\$26,077	\$29,248	\$44,463		
Hawaii	\$34,022	\$34,564	\$26,880		
Idaho	\$30,182	\$38,251	None		
Illinois	\$26,224	\$35,182	None		
Indiana	\$33,976	\$35,441	\$45,308		
lowa	\$30,484	\$33,585	\$27,685		
Kansas	\$29,158	\$35,622	\$31,298		
Kentucky	\$25,479	\$32,579	None		
Louisiana	\$28,578	\$33,702	None		
Maine	\$20,370	\$39,586	\$58,580		
Maryland	\$32,337	\$36,293	None		
Massachusetts	\$35,105	\$36,789	None		
Michigan	\$33,986	\$38,640	\$41,037		
Minnesota	\$39,209	\$43,663	\$54,657		
Mississippi	\$29,326	\$32,710	\$31,365		
Missouri	\$26,456	\$19,101	None		
Montana	\$25,886	\$32,769	\$34,695		
Nebraska	\$28,895	\$36,884	\$26,002		
Nevada	\$28,259	\$31,378	None		
New Hampshire	\$34,200	\$30,290	None		
New Jersey	\$35,213	\$37,106	None		
New Mexico	\$26,624	\$34,607	\$30,577		
New York	\$30,804	\$35,600	None		
North Carolina	\$31,341	\$33,915	None		
North Dakota	\$31,249	\$32,650	\$43,893		
Ohio	\$28,631	\$34,165	\$33,180		
Oklahoma	\$26,448	\$35,489	None		
Oregon	\$38,454	\$42,441	\$35,055		
Pennsylvania	\$28,538	\$35,709	\$23,659		
Rhode Island	\$35,884	\$39,420	None		
South Carolina	\$26,547	\$31,979	None		
South Dakota	\$31,570	\$35,780	None		
Tennessee	\$27,411	\$30,857	None		
Texas	\$26,876	\$32,422	\$27,685		
Utah	\$28,863	\$32,555	None		
Vermont	\$31,880	\$33,144	\$41,534		
Virginia	\$27,710	\$38,239	\$29,040		
Washington	\$41,434	\$43,820	\$67,440		
West Virginia	\$29,753	\$38,219	\$40,715		
Wisconsin	\$24,388	\$35,488	None		
Wyoming	\$24,776	\$33,189	None		
National Average	\$30,352	\$37,786	\$41,757		
AIAN	\$32,131	\$38,425	None		
MSHS	\$25,996	None	\$36,039		
American Samoa	None	None	None		
Guam	None	None	None		
No. Marianas	\$24,354	None	None		
Palau	None	None	None		
Puerto Rico	\$22,053	None			
Virgin Islands	\$22,053 \$26,915	None	\$23,641 \$28,927		

Notes: Salaries for Territories, AIAN, and MSHS totals have not been adjusted for state-by-state cost of living differences. MSHS data include children 0 to 5.

# Appendix Table 10. Staff Turnover: Percentage of Staff who Left During the Program Year

State	Head	l Start	Early Head Start			
	2018-2019	2020-2021	2018-2019	2020-2021		
Alabama	9%	11%	17%	15%		
Alaska	17%	19%	21%	19%		
Arizona	14%	14%	16%	14%		
Arkansas	16%	20%	21%	26%		
California	11%	9%	13%	8%		
Colorado	19%	17%	20%	13%		
Connecticut	10%	18%	13%	15%		
Delaware	18%	11%	23%	26%		
District of Columbia	1%	24%	13%	10%		
Florida	13%	14%	17%	19%		
Georgia	11%	18%	8%	20%		
Hawaii	16%	14%	15%	13%		
Idaho	16%	17%	14%	18%		
Illinois	15%	14%	18%	11%		
Indiana	18%	21%	14%	10%		
lowa	18%	20%	17%	18%		
Kansas	15%	20%	17%	21%		
Kentucky	17%	15%	21%	17%		
Louisiana	10%	11%	12%	24%		
Maine	22%	23%	16%	17%		
Maryland	13%	14%	13%	14%		
Massachusetts	14%	16%	14%	15%		
Michigan	16%	14%	12%	11%		
Minnesota	16%	15%	12%	14%		
Mississippi	10%	12%	9%	11%		
Missouri	19%	17%	18%	17%		
Montana	18%	21%	20%	24%		
Nebraska	19%	21%	20%	24%		
Nevada	18%	22%	18%	33%		
New Hampshire	18%	12%	23%	15%		
New Jersey	11%	12%	14%	13%		
New Mexico	9%	12%	14%	13%		
New York	13%	12%	19%	10%		
North Carolina	11%	12%	12%	10%		
North Dakota	19%	18%	27%	24%		
Ohio	13%	10%	11%	14%		
Oklahoma	13%	14%	19%	14%		
	14%	14%	19%	14%		
Oregon Pennsylvania	14%	15%	14%	13%		
,			1			
Rhode Island South Carolina	16% 9%	17%	11%	11%		
		10%	13%	14%		
South Dakota	16%	19%	23%	23%		
Tennessee	17%	13%	18%	14%		
Texas	12%	13%	14%	12%		
Utah	21%	19%	18%	27%		
Vermont	14%	11%	12%	16%		
Virginia	11%	10%	18%	15%		
Washington	15%	14%	14%	11%		
West Virginia	7%	13%	16%	26%		
Wisconsin	16%	13%	15%	16%		
Wyoming	19%	14%	17%	15%		
National Average	13%	13%	15%	14%		
AIAN	14%	14%	20%	15%		
MSHS	16%	13%				
American Samoa	3%	0%				
Guam	9%	8%				
No. Marianas	6%	2%	13%	10%		
Palau	8%	12%				
Puerto Rico	7%	6%	4%	4%		
Virgin Islands	1%	5%	6%	11%		

#### Appendix Table 11. Percentage of Head Start Education & Child Development Staff by Race

State	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Biracial or Multi-ra- cial	Other of Unspeci fied
Alabama	1%	0%	75%	0%	23%	0%	1%
Alaska	50%	6%	3%	5%	27%	5%	4%
Arizona	24%	1%	4%	0%	50%	1%	20%
Arkansas	0%	1%	53%	0%	42%	1%	3%
California	4%	9%	8%	1%	55%	3%	19%
Colorado	2%	2%	8%	1%	72%	2%	15%
Connecticut	0%	3%	24%	0%	60%	3%	9%
Delaware	1%	2%	55%	0%	27%	2%	14%
District of Columbia Florida	0% 0%	0% 1%	78% 41%	0% 1%	19% 48%	0% 2%	3% 7%
Georgia	0%	1%	70%	0%	48% 28%	2%	1%
Hawaii	0%	34%	1%	36%	23%	5%	1%
Idaho	8%	0%	1%	1%	69%	2%	20%
Illinois	1%	2%	36%	1%	51%	1%	8%
Indiana	1%	1%	19%	0%	75%	2%	3%
lowa	0%	0%	5%	0%	89%	1%	4%
Kansas	2%	0%	8%	0%	76%	2%	12%
Kentucky	0%	0%	10%	0%	87%	1%	2%
Louisiana	0%	0%	75%	0%	23%	0%	1%
Maine	1%	1%	0%	0%	96%	1%	1%
Maryland	0%	1%	62%	0%	30%	3%	4%
Massachusetts	0%	4%	12%	0%	60%	4%	20%
Michigan	2%	1%	22%	0%	72%	1%	2%
Minnesota	6%	6%	10%	0%	74%	2%	2%
Mississippi	1%	0%	85%	0%	14%	0%	0%
Missouri	0%	1%	26%	0%	68%	1%	4%
Montana	30%	0%	0%	0%	68%	1%	1%
Nebraska	4%	0%	5%	1%	74%	1%	14%
Nevada	10%	7%	25%	1%	30%	3%	24%
New Hampshire	0%	1%	0%	0%	93%	1%	4%
New Jersey	0% 27%	3% 0%	32%	0% 0%	37% 59%	4% 2%	24% 11%
New Mexico New York	1%	5%	1% 25%	0%	59% 48%	2% 7%	13%
North Carolina	3%	1%	23% 56%	0%	40 % 37%	1%	3%
North Dakota	26%	0%	1%	0%	70%	2%	1%
Ohio	0%	1%	28%	0%	66%	2%	2%
Oklahoma	19%	1%	13%	1%	58%	3%	6%
Oregon	4%	4%	5%	1%	73%	3%	11%
Pennsylvania	0%	2%	20%	0%	73%	2%	3%
Rhode Island	0%	2%	11%	0%	62%	1%	24%
South Carolina	1%	0%	84%	0%	13%	1%	1%
South Dakota	44%	1%	0%	0%	52%	1%	2%
Tennessee	0%	1%	39%	0%	58%	1%	1%
Texas	1%	1%	18%	0%	74%	1%	6%
Utah	5%	3%	1%	2%	77%	1%	10%
Vermont	0%	0%	1%	0%	80%	1%	19%
Virginia	1%	2%	44%	0%	48%	2%	2%
Washington	8%	5%	4%	2%	53%	4%	24%
West Virginia	0%	0%	3%	2%	95%	0%	0%
Wisconsin	5%	2%	11%	0%	76%	1%	4%
Wyoming National Average	11% <b>3%</b>	0% <b>2%</b>	1% <b>26%</b>	1% <b>1%</b>	76% <b>55%</b>	2% <b>5%</b>	9% <b>8%</b>
AIAN	<b>3%</b> 72%	<b>∠%</b> 1%	2%	2%	20%	<b>5%</b> 2%	<b>8%</b> 3%
MSHS	0%	0%	2% 4%	2%	55%	2%	3% 40%
American Samoa	0%	1%	4%	96%	0%	3%	40%
Guam	2%	25%	0%	90% 67%	2%	5%	0%
No. Marianas	0%	19%	0%	72%	0%	8%	0%
Palau	3%	0%	0%	97%	0%	0%	0%
Puerto Rico	0%	0%	0%	3%	0%	77%	19%
Virgin Islands	0%	0%	97%	0%	1%	2%	0%

# Appendix Table 12. Percentage of Early Head Start Education & Child Development Staff by Race

State	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Biracial or Multi- racial	Other or Unspeci fied
Alabama	0%	0%	69%	0%	26%	1%	3%
Alaska	50%	7%	3%	1%	31%	7%	0%
Arizona	12%	1%	8%	0%	71%	2%	5%
Arkansas	1%	1%	44%	0%	46%	3%	6%
California	3%	8%	8%	1%	57%	2%	20%
Colorado	1%	2%	11%	0%	72%	2%	12%
Connecticut	0%	2%	27%	0%	59%	4%	8%
Delaware	0%	0%	35%	0%	42%	6%	17%
istrict of Columbia	0%	1%	77%	0%	6%	4%	11%
Florida	0%	1%	43%	1%	47%	2%	7%
Georgia	0%	1%	75%	0%	20%	1%	3%
Hawaii	1%	27%	1%	39%	11%	19%	2%
Idaho	11%	0%	2%	0%	47%	2%	38%
Illinois	0%	2%	48%	0%	35%	1%	13%
Indiana	0%	0%	22%	0%	74%	1%	2%
lowa	1%	0%	6%	1%	80%	7%	5%
Kansas	3%	2%	9%	1%	74%	1%	10%
Kentucky	0%	0%	20%	0%	76%	1%	3%
Louisiana	0%	1%	88%	0%	9%	1%	1%
Maine	1%	1%	2%	1%	95%	1%	1%
Maryland	0%	1%	45%	0%	43%	6%	5%
Massachusetts	0%	4% 1%	21%	2%	54%	3%	16% 3%
Michigan Minnosoto	2% 8%	4%	38% 13%	0% 0%	56% 67%	1% 2%	3% 6%
Minnesota	8% 2%					2%	0% 1%
Mississippi Missouri	2%	0% 1%	91% 31%	0% 0%	6% 62%	1%	4%
Montana	35%	1%	0%	3%	62% 59%	1%	4% 1%
Nebraska	7%	2%	12%	0%	70%	4%	6%
Nevada	1%	6%	22%	3%	57%	3%	9%
New Hampshire	0%	0%	0%	0%	83%	0%	17%
New Jersey	1%	3%	35%	0%	37%	4%	21%
New Mexico	22%	0%	2%	0%	67%	0%	8%
New York	1%	4%	21%	1%	51%	10%	13%
North Carolina	2%	1%	57%	0%	34%	1%	5%
North Dakota	13%	1%	1%	0%	77%	7%	1%
Ohio	0%	0%	28%	0%	70%	1%	1%
Oklahoma	15%	1%	20%	0%	54%	2%	7%
Oregon	4%	2%	9%	1%	69%	4%	11%
Pennsylvania	1%	1%	31%	0%	60%	2%	5%
Rhode Island	0%	3%	10%	1%	58%	3%	25%
South Carolina	1%	1%	80%	0%	14%	2%	2%
South Dakota	37%	0%	2%	0%	60%	1%	0%
Tennessee	0%	0%	47%	0%	50%	1%	1%
Texas	0%	1%	21%	1%	70%	1%	5%
Utah	4%	3%	2%	3%	75%	4%	9%
Vermont	0%	0%	0%	0%	60%	2%	39%
Virginia	0%	4%	33%	0%	51%	8%	3%
Washington	7%	6%	13%	1%	51%	3%	19%
West Virginia	0%	1%	4%	0%	93%	1%	0%
Wisconsin	9%	3%	23%	0%	63%	1%	2%
Wyoming	23%	0%	1%	0%	64%	1%	11%
National Average	3%	2%	30%	1%	51%	5%	9%
AIAN	67%	1%	2%	0%	24%	3%	2%
MSHS American Samoa Guam	0%	0%	4%	0%	55%	0%	40%
No. Marianas Palau	0%	6%	0%	88%	6%	0%	0%
Puerto Rico	0%	0%	0%	0%	2%	82%	16%
Virgin Islands	0%	0%	95%	0%	0%	0%	5%

# Appendix Table 13. Percentage of Education & Child Development Staff by Ethnicity

State	Head	Start	Early He	ead Start
	Hispanic/ Latino			Non- Hispanic/ Non-Latine
Alabama	3%	97%	9%	91%
Alaska	5%	95%	5%	95%
Arizona	52%	48%	59%	41%
Arkansas	8%	92%	15%	85%
California	63%	37%	66%	34%
Colorado	43%	57%	33%	67%
Connecticut	28%	72%	44%	56%
Delaware	17%	83%	29%	71%
District of Columbia	19%	81%	22%	78%
Florida	33%	67%	43%	57%
Georgia	4%	96%	5%	95%
Hawaii	10%	90%	3%	97%
Idaho	21%	79%	24%	76%
Illinois	20%	80%	31%	69%
Indiana	9%	91%	10%	90%
lowa	7%	93%	14%	86%
Kansas	19%	81%	18%	82%
Kentucky	2%	98%	4%	96%
Louisiana	1%	99%	4%	96%
Maine	2%	98%	1%	99%
Maryland	7%	93%	17%	83%
Massachusetts	28%	72%	41%	59%
Michigan	7%	93%	8%	92%
Minnesota	9%	93% 91%		
			12%	88%
Mississippi	6%	94%	3%	97%
Missouri	6%	94%	6%	94%
Montana	5%	95%	6%	94%
Nebraska	17%	83%	27%	73%
Nevada	29%	71%	34%	66%
New Hampshire	6%	94%	9%	91%
New Jersey	34%	66%	48%	52%
New Mexico	56%	44%	58%	42%
New York	29%	71%	30%	70%
North Carolina	7%	93%	8%	92%
North Dakota	3%	97%	10%	90%
Ohio	5%	95%	8%	92%
Oklahoma	13%	87%	16%	84%
Oregon	23%	77%	33%	67%
Pennsylvania	15%	85%	13%	87%
Rhode Island	32%	68%	38%	62%
South Carolina	5%	95%	5%	95%
South Dakota	1%	99%	4%	96%
Tennessee	17%	83%	20%	80%
Texas	61%	39%	61%	39%
Utah	26%	74%	35%	65%
Vermont	1%	99%	1%	99%
Virginia	8%	99%	24%	76%
Washington	31%	92% 69%	30%	70%
5				
West Virginia	2%	98%	23%	77%
Wisconsin	14%	86%	19%	81%
Wyoming	20%	80%	15%	85%
National Average	27%	73%	32%	68%
AIAN	13%	87%	12%	88%
MSHS	87%	13%		
American Samoa	0%	100%		
Guam	52%	48%		
No. Marianas	0%	100%	0%	100%
Palau	0%	100%		
Puerto Rico	99%	1%	100%	0%
Virgin Islands	0%	100%	9%	91%

Appendix Table 14. Percentage of Education & Child Devel-
opment Staff Proficient in a Language other than English

State	Head	d Start	Early Head Start			
	Hispanic/ Latino	Non-Hispanic/ Non-Latino	Hispanic/ Latino	Non-Hispanic/ Non-Latino		
Alabama	3%	97%	9%	91%		
Alaska	5%	95%	5%	95%		
Arizona	52%	48%	59%	41%		
Arkansas	8%	92%	15%	85%		
California	63%	37%	66%	34%		
Colorado	43%	57%	33%	67%		
Connecticut	28%	72%	44%	56%		
Delaware	17%	83%	29%	71%		
District of Columbia	19%	81%	22%	78%		
Florida	33%	67%	43%	57%		
Georgia	4%	96%	5%	95%		
Hawaii	10%	90%	3%	97%		
Idaho	21%	79%	24%	76%		
Illinois	20%	80%	31%	69%		
Indiana	9%	91%	10%	90%		
lowa	7%	93%	14%	86%		
Kansas	19%	81%	18%	82%		
Kentucky	2%	98%	4%	96%		
Louisiana	1%	99%	4%	96%		
Maine	2%	98%	1%	99%		
Maryland	7%	93%	17%	83%		
Massachusetts	28%	72%	41%	59%		
Michigan	7%	93%	8%	92%		
Minnesota	9%	91%	12%	88%		
Mississippi	6%	94%	3%	97%		
Missouri	6%	94%	6%	94%		
Montana	5%	95%	6%	94%		
Nebraska	17%	83%	27%	73%		
Nevada	29%	71%	34%	66%		
New Hampshire	6%	94%	9%	91%		
New Jersey	34%	66%	48%	52%		
New Mexico	56%	44%	58%	42%		
New York	29%	71%	30%	70%		
North Carolina	7%	93%	8%	92%		
North Dakota	3%	97%	10%	90%		
Ohio	5%	95%	8%	92%		
Oklahoma	13%	87%	16%	84%		
Oregon	23%	77%	33%	67%		
Pennsylvania	15%	85%	13%	87%		
Rhode Island	32%	68%	38%	62%		
South Carolina	5%	95%	5%	95%		
South Dakota	1%	99%	4%	96%		
Tennessee	17%	83%	20%	80%		
Texas	61%	39%	61%	39%		
Utah	26%	74%	35%	65%		
Vermont	1%	99%	1%	99%		
Virginia	8%	92%	24%	76%		
Washington	31%	69%	30%	70%		
West Virginia	2%	98%	23%	77%		
Wisconsin	14%	86%	19%	81%		
Wyoming	20%	80%	15%	85%		
National Average	20% 27%	73%	32%	68%		
AIAN	13%	87%	32% 12%	88%		
MSHS	87%	13%	1 2 /0	00 %		
American Samoa	0%	13%				
Guam	0% 52%	48%				
			0.0/	100%		
No. Marianas	0%	100%	0%	100%		
Palau Duorto Dioo	0%	100%	1000	00/		
Puerto Rico	99%	1%	100%	0%		
Virgin Islands	0%	100%	9%	91%		

Appendix Table 15. Percentage of Children Enrolled in Head Start by Race

Race							
State	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Biracial or Multi- racial	Other or Unspeci- fied
Alabama	0%	0%	72%	0%	19%	6%	3%
Alaska	69%	3%	2%	3%	14%	10%	0%
Arizona	26%	1%	7%	0%	61%	4%	2%
Arkansas	0%	1%	42%	0%	44%	8%	5%
California	3%	6%	9%	0%	60%	6%	15%
Colorado	2%	1%	14%	1%	66%	8%	7%
Connecticut	1%	2%	25%	0%	50%	13%	8%
Delaware	0%	2%	49%	0%	30%	9%	11%
District of Columbia	1%	2%	86%	0%	0%	1%	11%
Florida	0%	1%	50%	0%	36%	6%	7%
Georgia	0%	1%	67%	0%	24%	4%	3%
Hawaii	0%	19%	3%	37%	12%	27%	1%
Idaho	9%	1%	3%	0%	74%	7%	5%
Illinois	1%	3%	43%	0%	40%	8%	5%
Indiana	2%	1%	22%	0%	62%	12%	1%
lowa	1%	3%	18%	1%	65%	10%	2%
Kansas	2%	1%	13%	0%	61%	11%	11%
Kentucky	0%	1%	11%	0%	75%	10%	3%
Louisiana	0%	3%	73%	0%	17%	4%	2%
Maine	4%	1%	10%	0%	78%	8%	1%
Maryland	4%	2%	62%	0%	17%	10%	5%
Massachusetts	4% 0%	6%	21%	0%	38%	10%	25%
Michigan	2%	1%	34%	0%	50%	10%	2%
Minnesota	9%	5%	29%	0%	44%	10%	1%
Mississippi	1%	0%	80%	0%	12%	4%	3%
Missouri	0%	1%	29%	0%	56%	9%	4%
Montana	36%	0%	1%	1%	54%	8%	1%
Nebraska	9%	2%	13%	0%	60%	8%	7%
Nevada	10%	2%	30%	1%	41%	7%	9%
New Hampshire	0%	3%	6%	0%	74%	11%	5% 6%
New Jersey	0%	3%	35%	0%	37%	6%	19%
New Mexico	29%	1%	1%	0%	59%	5%	4%
New York	2%	6%	24%	0%	36%	12%	20%
North Carolina	3%	1%	52%	1%	28%	9%	6%
North Dakota	36%	1%	11%	0%	38%	11%	2%
Ohio	1%	2%	33%	0%	50%	11%	3%
Oklahoma	28%	1%	15%	0%	41%	8%	6%
Oregon	4%	3%	7%	1%	68%	8%	10%
Pennsylvania	0%	4%	27%	0%	49%	13%	8%
Rhode Island	1%	2%	17%	0%	50%	12%	18%
South Carolina	1%	0%	80%	0%	11%	5%	3%
South Dakota	51%	1%	5%	0%	32%	5% 9%	3% 2%
Tennessee	0%	0%	37%	0%	53%	9% 8%	2%
Texas	0%	1%	20%	0%	69%	0 % 4%	6%
Utah	5%	3%	20% 6%	3%	70%	4%	9%
Vermont	1%	3 % 4%	7%	3 % 0%	70%	4% 9%	9% 1%
Virginia	0%	2%	46%	0%	39%	9% 9%	3%
Washington	11%	2 % 5%	40%	1%	39% 47%	9% 11%	12%
West Virginia	0%	0%	6%	0%	47 % 85%	8%	0%
Wisconsin	8%	4%	24%	0%	49%	0% 11%	5%
Wyoming	14%	4%	24%	0%	49% 69%	6%	5% 9%
National Average	<b>4%</b>	1% 2%	2% 29%	0 % <b>1%</b>	09% 46%	0% 10%	9% 8%
AIAN	<b>4%</b> 86%	<b>∠%</b> 1%	<b>29%</b> 1%	1%	<b>40%</b> 8%	3%	<b>8%</b> 1%
MSHS	2%	0%	0%	0%	8% 67%	3% 2%	29%
American Samoa	2%	0%	0%	99%	07%	2% 1%	29%
Guam	0%	10%	0%	99% 72%	0%	1%	0%
No. Marianas	0%	44%	0%	52%	0%	4%	0%
	0%		0%		0%	4% 4%	0%
Palau Puerto Rico	0%	12% 0%	0%	85% 0%	0% 1%	4% 79%	19%
Virgin Islands	0%	0%	95%	0%	0%	4%	0%
VII YIII ISIdHUS	U /0	0 /0	20 /0	U /0	U /0	4 /0	0 /0

#### Appendix Table 16. Percentage of Children Enrolled in Early Head Start by Race

State	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Biracial or Multi-ra- cial	Other or Unspeci- fied
Alabama	1%	1%	74%	0%	16%	7%	2%
Alaska	67%	1%	1%	1%	19%	10%	0%
Arizona	12%	1%	9%	0%	69%	6%	3%
Arkansas	1%	0%	39%	0%	41%	13%	5%
California	3%	5%	8%	0%	58%	6%	20%
Colorado	3%	1%	15%	0%	66%	10%	4%
Connecticut	1%	1%	27%	1%	40%	14%	16%
Delaware	0%	0%	37%	0%	34%	12%	16%
istrict of Columbia	0%	0%	70%	0%	0%	8%	21%
Florida	0%	1%	54%	0%	31%	8%	6%
Georgia	0%	0%	70%	0%	19%	6%	5%
Hawaii	0%	10%	2%	54%	7%	20%	6%
Idaho	12%	1%	2%	0%	70%	10%	4%
Illinois	0%	2%	41%	0%	41%	7%	8%
Indiana	1%	1%	27%	2%	53%	13%	3%
lowa	2%	2%	22%	1%	59%	13%	2%
Kansas	2%	1%	13%	0%	64%	11%	8%
Kentucky	0%	0%	17%	0%	66%	12%	4%
Louisiana	0%	0%	89%	0%	5%	4%	2%
Maine	1%	0%	10%	0%	79%	9%	0%
Maryland	0%	2%	49%	0%	26%	12%	11%
Massachusetts	0%	4%	23%	0%	36%	13%	23%
Michigan	3%	1%	37%	0%	47%	10%	2%
Minnesota	11%	7%	23%	0%	44%	13%	2%
Mississippi	3%	0%	87%	0%	6%	3%	1%
Missouri	0%	2%	29%	0%	52%	12%	5%
Montana	39%	0%	1%	0%	51%	7%	1%
Nebraska	8%	4%	17%	0%	54%	7%	8%
Nevada	2%	1%	24%	1%	46%	14%	12%
New Hampshire	0%	6%	13%	0%	66%	9%	5%
New Jersey	0%	1%	38%	0%	30%	13%	18%
New Mexico	23%	1%	2%	0%	63%	8%	3%
New York	1%	3%	23%	0%	42%	14%	17%
North Carolina	2%	1%	52%	0%	26%	11%	8%
North Dakota	32%	1%	13%	0%	39%	13%	2%
Ohio	0%	1%	30%	0%	54%	13%	2%
Oklahoma	18%	1%	19%	0%	41%	14%	8%
Oregon	4%	1%	12%	1%	60%	8%	14%
Pennsylvania	0%	3%	28%	1%	49%	14%	6%
Rhode Island	1%	2%	15%	0%	37%	18%	27%
South Carolina	1%	0%	79%	0%	11%	6%	2%
South Dakota	47%	2%	5%	0%	36%	10%	1%
Tennessee	0%	0%	47%	0%	39%	11%	3%
Texas	0%	1%	23%	0%	62%	6%	8%
Utah	4%	4%	6%	2%	67%	8%	9%
Vermont	0%	1%	5%	0%	73%	11%	10%
Virginia	1%	2%	38%	0%	41%	17%	2%
Washington	8%	4%	16%	1%	46%	11%	14%
West Virginia	0%	0%	7%	0%	83%	10%	0%
Wisconsin	12%	2%	22%	0%	49%	12%	3%
Wyoming	21%	0%	1%	0%	61%	6%	10%
National Average	3%	2%	29%	0%	45%	11%	<b>9</b> %
AIAN	87%	0%	1%	0%	8%	4%	1%
MSHS	2%	0%	0%	0%	67%	2%	29%
American Samoa Guam							
No. Marianas Palau	0%	33%	0%	59%	0%	8%	0%
Puerto Rico	0%	0%	0%	0%	2%	78%	19%
	0.0	0.5	0.0	0.0	2.5	, 0.0	

#### Note: Migrant & Seasonal Head Start data include children 0 to 5.

#### Appendix Table 17. Percentage of Children Enrolled by Ethnicity

State	Head	Start		Early Head Start			
	Hispanic/ Latino	Non- Hispanic/ Non-Latino		Hispanic/ Latino	Non- Hispanic/ Non-Latine		
Alabama	7%	93%	1	8%	92%		
Alaska	6%	94%		5%	95%		
Arizona	57%	43%		66%	34%		
Arkansas	12%	88%		20%	80%		
California	73%	27%		73%	27%		
Colorado	56%	44%	-	44%	56%		
Connecticut	58%	42%		54%	46%		
Delaware	36%	64%	-	37%	63%		
District of Columbia	12%	88%		29%	71%		
Florida	36%	64%	-	34%	66%		
Georgia	11%	89%	-	12%	88%		
Hawaii	15%	85%	-	19%	81%		
Idaho	31%	69%	÷	31%	69%		
Illinois	27%	73%		35%	65%		
Indiana	17%	83%		15%	85%		
lowa	21%	79%		22%	78%		
Kansas	34%	66%	÷	36%	64%		
	7%	93%		9%	91%		
Kentucky Louisiana		93% 94%	÷	9% 3%	91%		
	6%						
Maine	5%	95%		4%	96%		
Maryland	18%	82%		26%	74%		
Massachusetts	49%	51%	-	51%	49%		
Michigan	12%	88%	-	10%	90%		
Minnesota	18%	82%		16%	84%		
Mississippi	4%	96%	4	9%	91%		
Missouri	10%	90%		13%	87%		
Montana	9%	91%		10%	90%		
Nebraska	33%	67%	-	37%	63%		
Nevada	43%	57%		49%	51%		
New Hampshire	13%	87%	-	12%	88%		
New Jersey	52%	48%		50%	50%		
New Mexico	59%	41%		65%	35%		
New York	39%	61%		35%	65%		
North Carolina	19%	81%	÷	19%	81%		
North Dakota	10%	90%	÷	11%	89%		
Ohio	11%	89%		9%	91%		
Oklahoma	20%	80%		25%	75%		
Oregon	36%	64%		42%	58%		
Pennsylvania	24%	76%	÷	19%	81%		
Rhode Island	48%	52%	÷	39%	61%		
South Carolina	40 % 6%	94%		39% 7%			
					93%		
South Dakota	10%	90%	÷	12%	88%		
Tennessee	11%	89%		12%	88%		
Texas	68%	32%	÷	66%	34%		
Utah	46%	54%	-	48%	52%		
Vermont	6%	94%		3%	97%		
Virginia	18%	82%	-	25%	75%		
Washington	35%	65%	1	37%	63%		
West Virginia	3%	97%		8%	92%		
Wisconsin	22%	78%	1	22%	78%		
Wyoming	29%	71%	1	25%	75%		
National Average	35%	65%	-	36%	64%		
AIAN	9%	91%		8%	92%		
MSHS	97%	3%	-				
American Samoa	0%	100%					
Guam	66%	34%					
No. Marianas	0%	100%		2%	98%		
Palau	0%	100%		2.0	2070		
Puerto Rico	100%	0%		100%	0%		
	100%	0 /0	1.1	10070	0./0		

#### Appendix Table 18. Percentage of Children Living in Poverty Enrolled in Head Start by Race

State	Asian	Black or African American	White	Other Race
Alabama	6%	56%	14%	16%
Alaska	10%	29%	15%	51%
Arizona	Not available	11%	20%	36%
Arkansas	Not available	34%	17%	22%
California	21%	25%	22%	23%
Colorado	9%	18%	23%	16%
Connecticut	14%	29%	14%	27%
Delaware	21%	29%	20%	17%
District of Columbia	Not available	5%	0%	2%
Florida	22%	36%	18%	24%
Georgia	4%	33%	17%	10%
Hawaii	35%	23%	25%	20%
Idaho	5%	18%	22%	33%
Illinois	51%	39%	34%	23%
Indiana	5%	18%	22%	35%
lowa	15%	85%	32%	17%
Kansas	14%	42%	33%	49%
Kentucky	13%	25%	44%	34%
Louisiana	86%	47%	20%	26%
Maine	Not available	25%	29%	30%
Maryland	Not available	25%	16%	34%
Massachusetts	85%	35%	27%	29%
Michigan	49%	34%	44%	52%
Minnesota	13%	44%	52%	25%
Mississippi	2%	66%	25%	37%
Missouri	Not available	31%	34%	50%
Montana	7%	12%	46%	46%
Nebraska	52%	12%	33%	40 % 53%
Nevada	3%	11%	6%	9%
New Hampshire	Not available	50%	30%	25%
	11%	34%	21%	20%
New Jersey				
New Mexico	Not available	10%	23%	33%
New York	26%	38%	25%	34%
North Carolina	11%	26%	16%	21%
North Dakota	Not available	33%	44%	61%
Ohio	100%	24%	35%	28%
Oklahoma	Not available	48%	31%	37%
Oregon	23%	100%	45%	21%
Pennsylvania	100%	32%	32%	43%
Rhode Island	Not available	37%	40%	17%
South Carolina	Not available	34%	5%	12%
South Dakota	16%	87%	32%	66%
Tennessee	Not available	36%	36%	28%
Texas	13%	28%	23%	19%
Utah	Not available	Not available	25%	31%
Vermont	Not available	Not available	33%	21%
Virginia	26%	36%	17%	24%
Washington	15%	23%	20%	18%
West Virginia	Not available	70%	45%	88%
Wisconsin	10%	21%	34%	27%
Wyoming	Not available	36%	37%	67%
National Average	23%	33%	25%	28%

#### Appendix Table 19. Percentage of Children Living in Poverty Enrolled in Early Head Start by Race

State	Asian	Black or African American	White	Other Race
Alabama	4%	14%	3%	5%
Alaska	2%	5%	5%	13%
Arizona	Not available	4%	6%	7%
Arkansas	Not available	19%	10%	22%
California	7%	9%	9%	8%
Colorado	3%	8%	10%	7%
Connecticut	3%	11%	5%	12%
Delaware	2%	10%	10%	10%
District of Columbia	Not available	32%	2%	50%
Florida	7%	12%	5%	9%
Georgia	1%	8%	3%	4%
Hawaii	5%	5%	4%	7%
Idaho	2%	4%	8%	15%
Illinois	17%	16%	15%	8%
Indiana	1%	6%	5%	10%
Iowa	4%	38%	11%	8%
Kansas	6%	17%	17%	21%
Kentucky	1%	8%	9%	9%
Louisiana	0%	10%	1%	4%
Maine	Not available	13%	13%	10%
Maryland	Not available	6%	7%	9%
Massachusetts	20%	11%	8%	10%
Michigan	12%	12%	14%	16%
Minnesota	7%	14%	19%	11%
Mississippi	0%	12%	2%	6%
Missouri	Not available	12%	12%	25%
Montana	1%	5%	16%	19%
Nebraska	46%	12%	15%	23%
Nevada	1%	5%	4%	5%
New Hampshire	Not available	44%	12%	8%
New Jersey	2%	11%	6%	13%
New Mexico	Not available	6%	10%	12%
New York	4%	9%	8%	9%
North Carolina	3%	7%	4%	6%
North Dakota	Not available	11%	13%	18%
Ohio	30%	6%	11%	8%
Oklahoma	Not available	23%	12%	12%
Oregon	4%	65%	13%	6%
Pennsylvania	44%	10%	9%	14%
Rhode Island	Not available	12%	11%	10%
South Carolina	Not available	10%	2%	4%
South Dakota	4%	19%	8%	15%
Tennessee	Not available	8%	4%	6%
Texas	2%	8%	5%	5%
Utah	Not available	Not available	8%	10%
Vermont	Not available	Not available	18%	13%
Virginia	5%	8%	5%	11%
Washington	5%	12%	9%	7%
West Virginia	Not available	16%	9%	22%
Wisconsin	2%	8%	13%	14%
Wyoming	Not available	7%	13%	36%
National Average	6%	10%	8%	9%

#### Appendix Table 20. Percentage of Children Living in Poverty Enrolled by Ethnicity

State	Head	Start	Early Head Start		
	Hispanic/Latino	Non-Hispanic/ Non-Latino	Hispanic/Latino	Non-Hispanic/ Non-Latino	
Alabama	16%	37%	4%	9%	
Alaska	45%	36%	11%	9%	
Arizona	23%	26%	7%	6%	
Arkansas	16%	25%	17%	15%	
California	29%	22%	12%	9%	
Colorado	25%	22%	8%	12%	
Connecticut	18%	25%	6%	10%	
Delaware	40%	26%	16%	12%	
District of Columbia	5%	6%	88%	31%	
Florida	28%	26%	8%	9%	
Georgia	13%	28%	3%	7%	
Hawaii	8%	31%	4%	8%	
Idaho	44%	21%	17%	7%	
Illinois	33%	37%	19%	14%	
Indiana	21%	20%	5%	6%	
lowa	23%	39%	9%	14%	
Kansas	51%	39%	25%	19%	
Kentucky	23%	46%	6%	10%	
Louisiana	18%	43%	2%	7%	
Maine	Not available	29%	Not available	12%	
Maryland	26%	26%	10%	7%	
Massachusetts	42%	38%	12%	11%	
Michigan	49%	40%	14%	13%	
Minnesota	62%	38%	20%	14%	
Mississippi	47%	55%	19%	9%	
Missouri	20%	43%	10%	15%	
Montana	60%	50%	29%	18%	
Nebraska	29%	43%	17%	19%	
Nevada	8%	9%	5%	4%	
New Hampshire	39%	29%	14%	13%	
New Jersey	32%	28%	10%	9%	
New Mexico	22%	37%	9%	10%	
New York	41%	36%	10%	10%	
North Carolina	22%	23%	6%	6%	
North Dakota	23%	66%	8%	17%	
			8%	9%	
Ohio	31%	30%			
Oklahoma	29%	43%	14%	15%	
Oregon	30%	62%	11%	16%	
Pennsylvania	32%	39%	7%	12%	
Rhode Island	44%	37%	13%	16%	
South Carolina	6%	24%	2%	7%	
South Dakota	18%	59%	6%	13%	
Tennessee	27%	38%	5%	7%	
Texas	25%	24%	6%	6%	
Utah	45%	31%	14%	10%	
Vermont	58%	35%	22%	21%	
Virginia	20%	28%	7%	7%	
Washington	26%	20%	12%	8%	
West Virginia	100%	45%	73%	9%	
Wisconsin	39%	28%	15%	10%	
			1		
Wyoming	81%	39%	29%	15%	
Wyoming National Average	81% <b>27%</b>	39% 32%	29% <b>9%</b>	9%	

#### Appendix Table 21. Percentage of Children Enrolled who are Dual Language Learners

State	Head Start	Early Head Start
Alabama	7%	8%
Alaska	24%	19%
Arizona	43%	50%
Arkansas	9%	16%
California	50%	55%
Colorado	33%	40%
Connecticut	48%	40%
Delaware	36%	38%
District of Columbia	19%	33%
Florida	36%	32%
Georgia	13%	11%
Hawaii	19%	36%
Idaho	15%	17%
Illinois	21%	28%
Indiana	12%	10%
lowa	23%	23%
Kansas	24%	27%
Kentucky	5%	7%
Louisiana	7%	3%
Maine	11%	11%
Maryland	20%	34%
Massachusetts	53%	55%
Michigan	11%	9%
Minnesota	39%	35%
Mississippi	4%	3%
Missouri	9%	15%
Montana	2%	2%
Nebraska	30%	40%
Nevada	23%	24%
New Hampshire	14%	20%
New Jersey	55%	49%
New Mexico	29%	37%
New York	51%	50%
North Carolina	18%	18%
North Dakota	11%	10%
Ohio	12%	8%
Oklahoma	15%	16%
Oregon	28%	39%
Pennsylvania	19%	18%
Rhode Island	46%	38%
South Carolina	6%	6%
South Dakota	15%	14%
Tennessee	11%	11%
Texas	40%	38%
Utah	32%	37%
Vermont	12%	17%
Virginia	21%	34%
Washington	41%	44%
West Virginia	3%	5%
Wisconsin	21%	20%
Wyoming	13%	12%
National Average	30%	31%
AIAN	18%	15%
MSHS	93%	
American Samoa	99%	0%
Guam	22%	0%
No. Marianas	42%	36%
Palau	96%	0%
Puerto Rico	100%	100%

Note: Migrant & Seasonal Head Start data include children 0 to 5.

## Appendix Table 22. Percentage of Children Who Received Transportation

State Head Start			Early Head Start			
	2011-2012	2018-2019	2020-2021	2011-2012	2018-2019	2020-2021
Alabama	17%	14%	12%	1%	0%	0%
Alaska	39%	22%	15%	0%	0%	0%
Arizona	24%	16%	5%	4%	2%	0%
Arkansas	6%	7%	5%	1%	1%	0%
California	3%	2%	1%	1%	0%	0%
Colorado	30%	12%	10%	5%	0%	0%
Connecticut	11%	9%	10%	1%	0%	0%
Delaware	41%	29%	0%	0%	0%	0%
istrict of Columbia	0%	0%	0%	0%	0%	0%
Florida	13%	12%	4%	3%	2%	1%
Georgia	35%	22%	9%	1%	1%	0%
Hawaii	75%	18%	0%	22%	0%	0%
Idaho	46%	25%	19%	6%	5%	11%
Illinois	36%	28%	22%	5%	2%	0%
Indiana	46%	29%	22%	7%	1%	1%
lowa	15%	11%	14%	1%	1%	1%
Kansas	34%	28%	20%	1%	1%	0%
Kentucky	71%	56%	38%	18%	12%	4%
Louisiana	55%	45%	38%	0%	0%	0%
Maine	17%	16%	13%	2%	3%	2%
Maryland	28%	31%	18%	36%	20%	6%
Massachusetts	33%	26%	17%	17%	13%	10%
Michigan	38%	36%	28%	7%	2%	2%
Minnesota	60%	55%	40%	24%	18%	16%
Mississippi	58%	47%	25%	8%	0%	0%
Missouri	37%	33%	29%	1%	0%	0%
Montana	44%	43%	17%	0%	3%	1%
Nebraska	36%	19%	12%	0%	0%	0%
Nevada	4%	1%	2%	0%	0%	0%
New Hampshire	4%	0%	0%	2%	0%	0%
New Jersey	20%	11%	5%	12%	4%	1%
New Mexico	34%	26%	11%	0%	4%	0%
New York	22%	20% 16%	11%	0% 9%	7%	4%
North Carolina	48%	34%	21%	9% 5%	0%	4%
North Dakota	40% 64%	36%	30%	0%	0%	0%
				1		
Ohio	36%	29%	22%	5%	3%	2%
Oklahoma	23%	14%	10%	1%	0%	0%
Oregon	54%	27%	13%	24%	12%	2%
Pennsylvania	31%	25%	19%	15%	16%	2%
Rhode Island	4%	1%	0%	7%	7%	1%
South Carolina	62%	47%	5%	14%	2%	0%
South Dakota	42%	51%	34%	9%	20%	10%
Tennessee	27%	15%	9%	7%	1%	0%
Texas	16%	10%	6%	9%	3%	0%
Utah	14%	5%	3%	0%	0%	1%
Vermont	7%	4%	3%	1%	1%	0%
Virginia	69%	54%	35%	9%	5%	4%
Washington	35%	31%	22%	13%	4%	3%
West Virginia	72%	58%	60%	54%	24%	9%
Wisconsin	46%	44%	38%	2%	2%	1%
Wyoming	42%	39%	27%	6%	5%	2%
National Average	29%	22%	15%	7%	4%	2%
AIAN	66%	58%	28%	10%	11%	7%
MSHS	67%	56%	31%			
American Samoa	54%	33%	58%			
Guam	43%	39%	12%			
No. Marianas	4%	2%	3%	0%	0%	0%
Palau	67%	60%	59%			
Puerto Rico	3%	3%	2%	6%	1%	0%
Virgin Islands	17%	37%	0%	27%	26%	20%

#### Appendix Table 23. Percentage of Children Enrolled Receiving 1,020 (Head Start) or 1,380 (Early Head Start) Hours

Early Head Start	) 110013	
State	Head Start	Early Head Start
Alabama	88%	78%
Alaska	36%	37%
Arizona	41%	46%
Arkansas	100%	91%
California	54%	42%
Colorado	67%	67%
Connecticut	85%	57%
Delaware	79%	53%
District of Columbia	100%	82%
Florida	93%	81%
Georgia	100%	92%
Hawaii	89%	36%
Idaho	37%	38%
Illinois	73%	50%
Indiana	70%	53%
lowa	66%	43%
Kansas	59%	32%
Kentucky	56%	70%
	95%	85%
Louisiana Maine	63%	56%
Maryland	86%	70%
Massachusetts	46%	55%
Michigan	67%	42%
Minnesota	46%	33% 90%
Mississippi Missouri	96% 77%	64%
Montana	53%	65%
Nebraska Nevada	62%	52%
	56% 52%	75%
New Hampshire	53%	37%
New Jersey	96%	73%
New Mexico	82%	69%
New York North Carolina	86%	51%
	97%	70%
North Dakota	56%	57%
Ohio	59%	46%
Oklahoma	96%	92%
Oregon	63%	41%
Pennsylvania	77%	36%
Rhode Island	57%	42%
South Carolina	100%	86%
South Dakota	48%	45%
Tennessee	83%	74%
Texas	94%	82%
Utah	51%	45%
Vermont	48%	45%
Virginia	84%	63%
Washington	50%	32%
West Virginia	79%	33%
Wisconsin	62%	45%
Wyoming	66%	51%
National Average	76%	59%
AIAN	71%	72%
MSHS	62%	
American Samoa	40%	
Guam	49%	
No. Marianas	48%	100%
Palau	100%	
Puerto Rico	78%	60%
Virgin Islands	100%	60%



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