



Variation in Head Start Teacher Qualifications, Compensation, and Turnover

Evidence from the *State(s) of Head Start* Report

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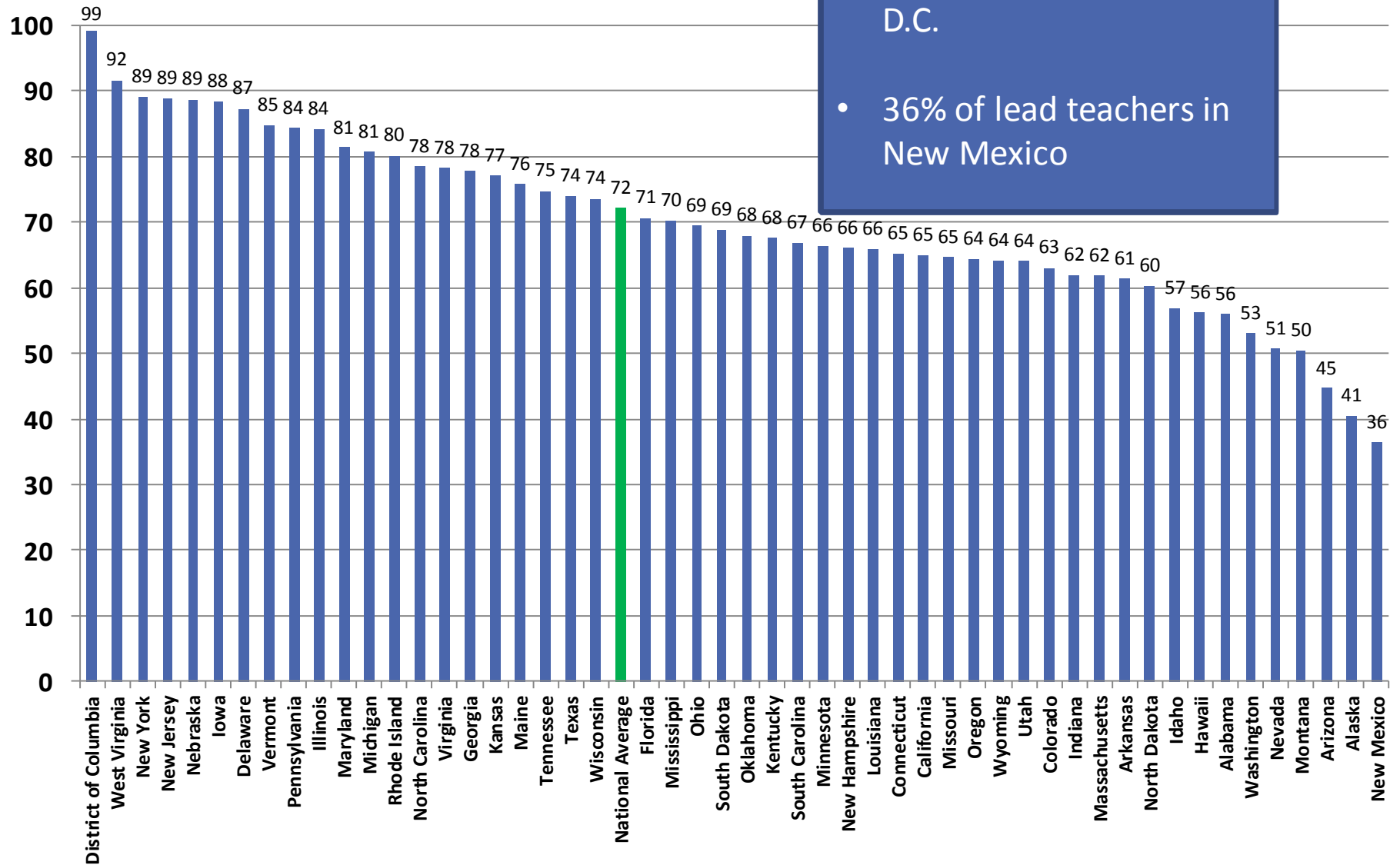
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State(s) of Head Start



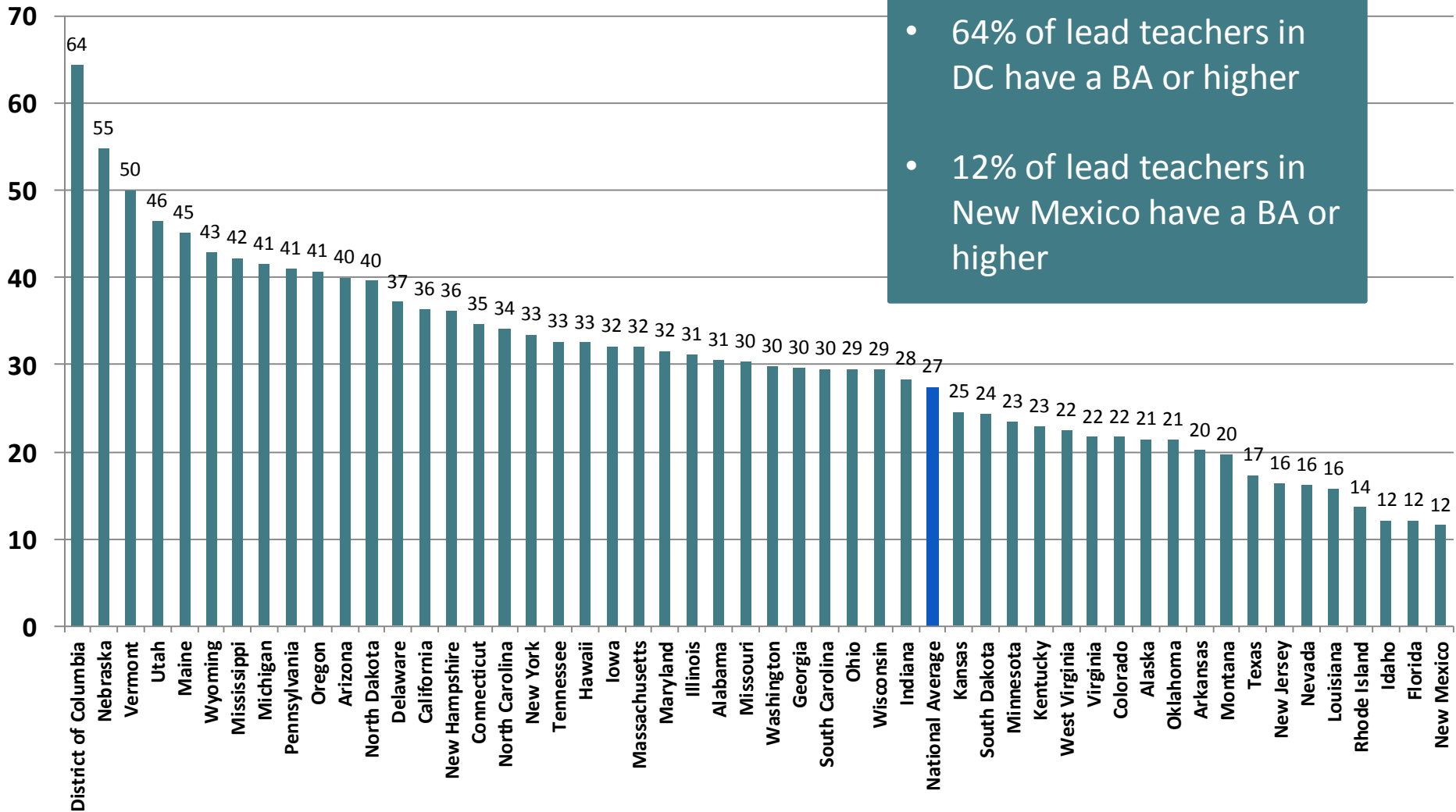
- First state-by-state look at Head Start
- Head Start Program Information Report (PIR)
- 2014-2015 program year
- Reveals wide spread variation in enrollment, spending, quality
 - Including teacher qualifications, compensation, and turnover

Percent of Head Start Teachers with a Bachelor's Degree or Higher



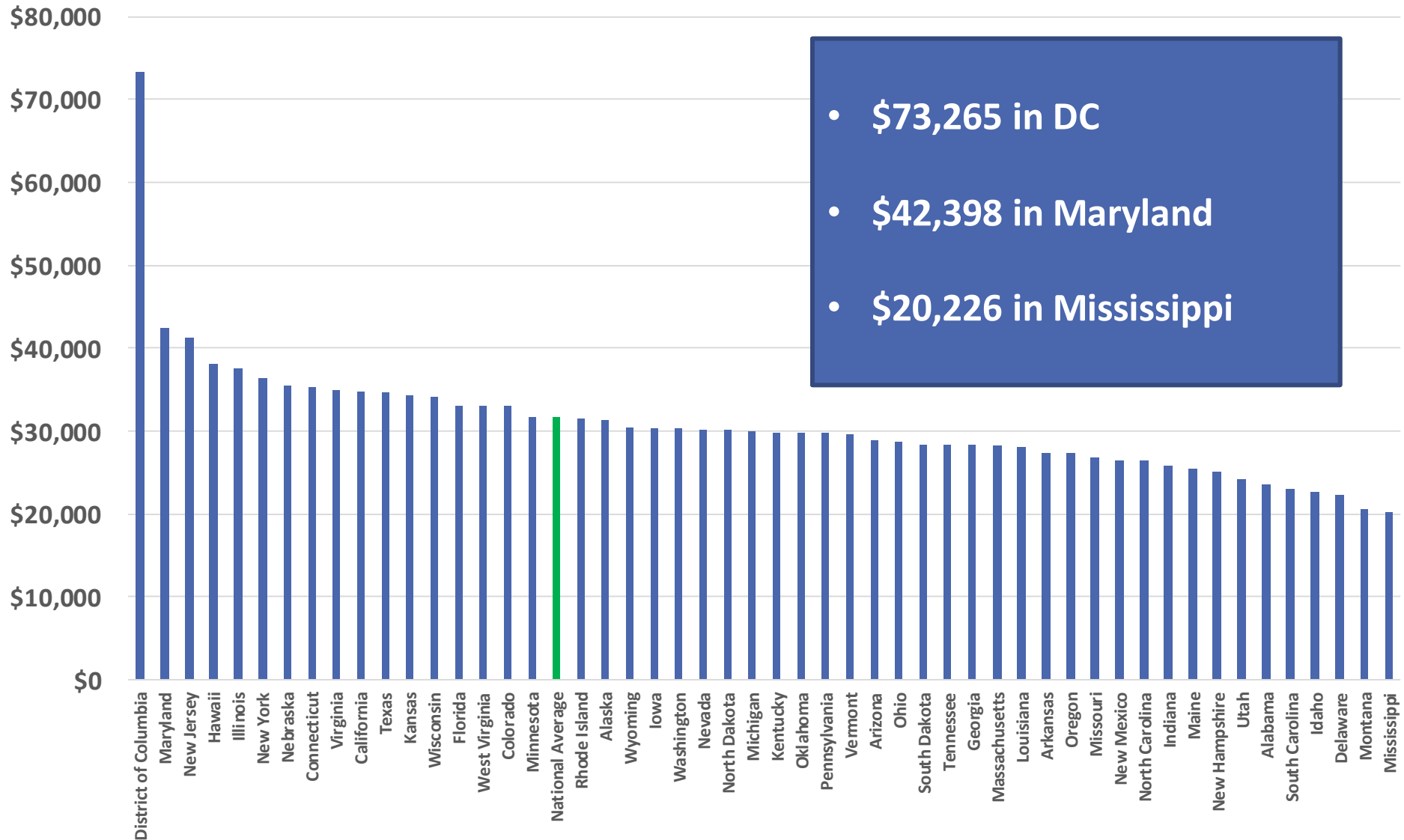
- 99% of lead teachers in D.C.
- 36% of lead teachers in New Mexico

Percent of Early Head Start Teachers with a Bachelor's Degree or Higher

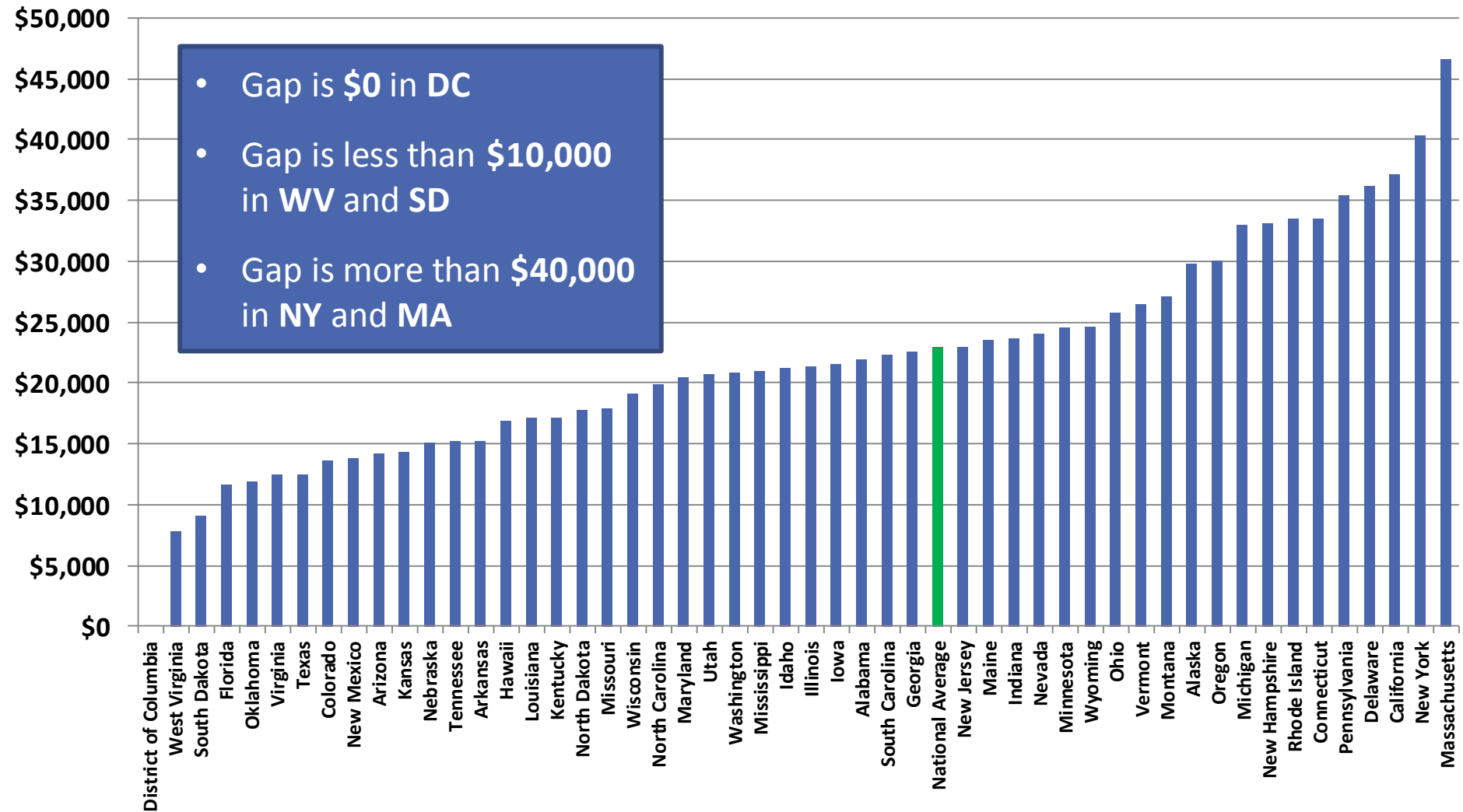


- 64% of lead teachers in DC have a BA or higher
- 12% of lead teachers in New Mexico have a BA or higher

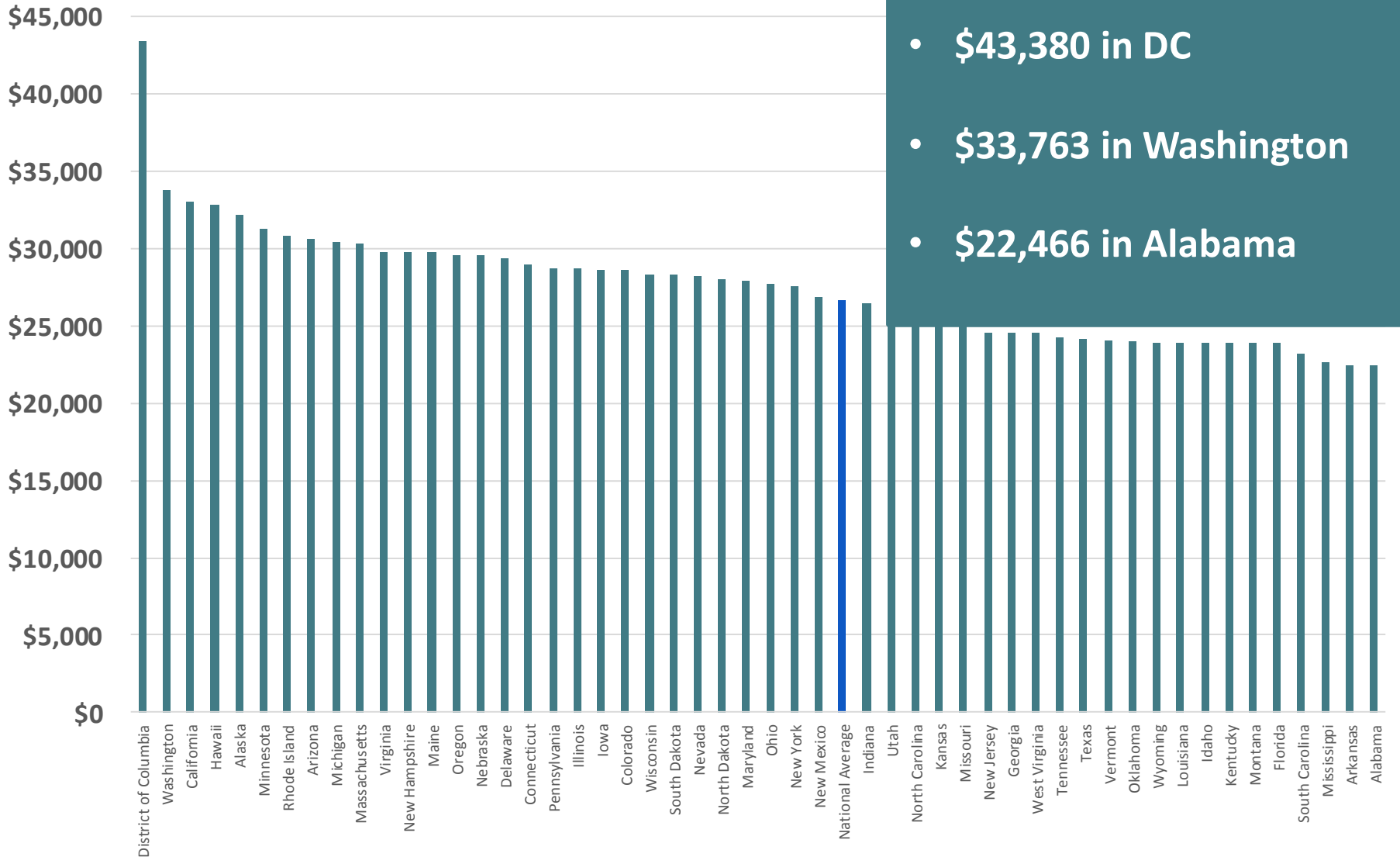
Head Start Lead Teacher Salary



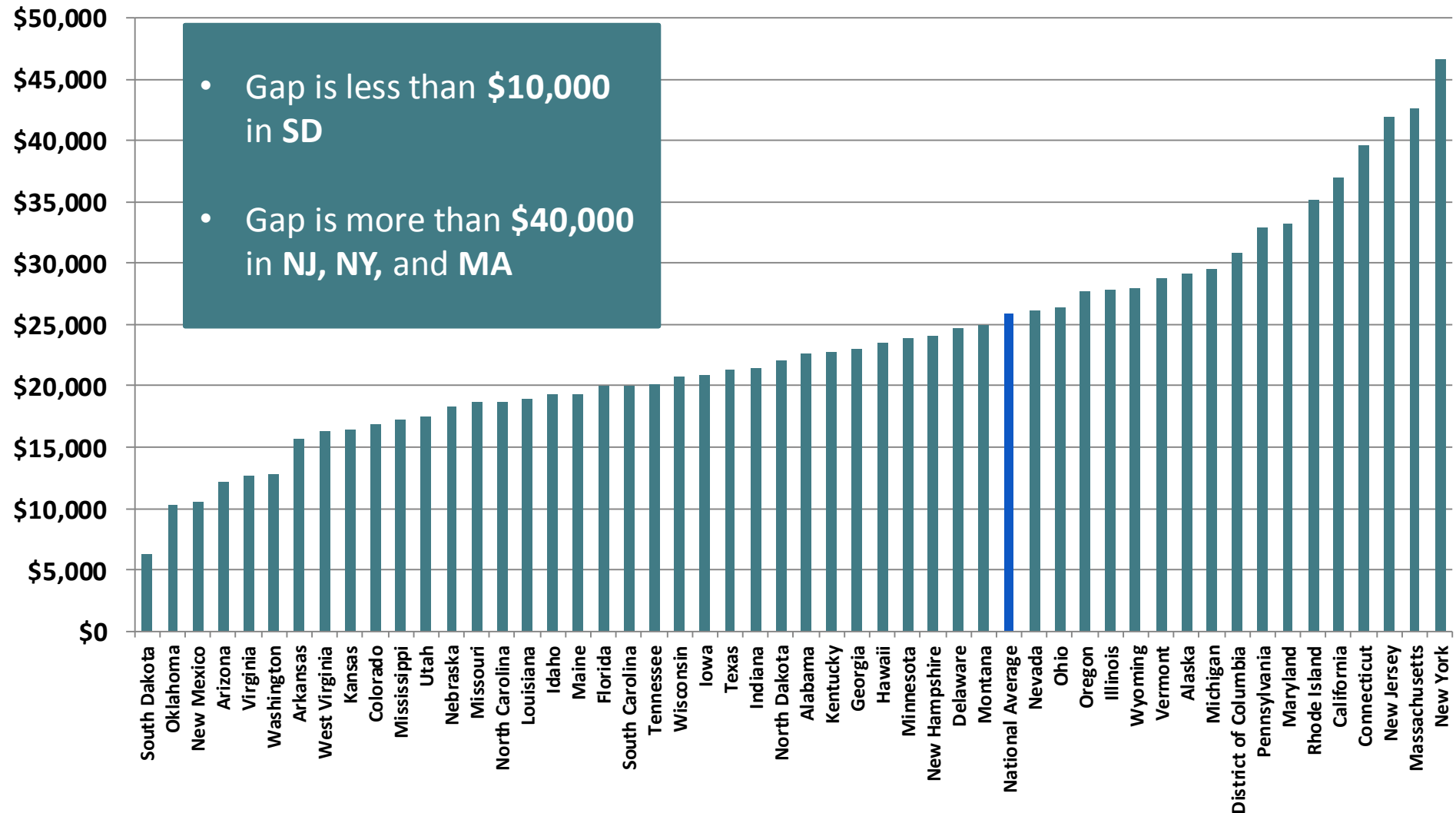
Salary Difference: Head Start Lead Teacher with a BA or higher vs. Public Elementary School Teachers



Early Head Start Lead Teacher Salary

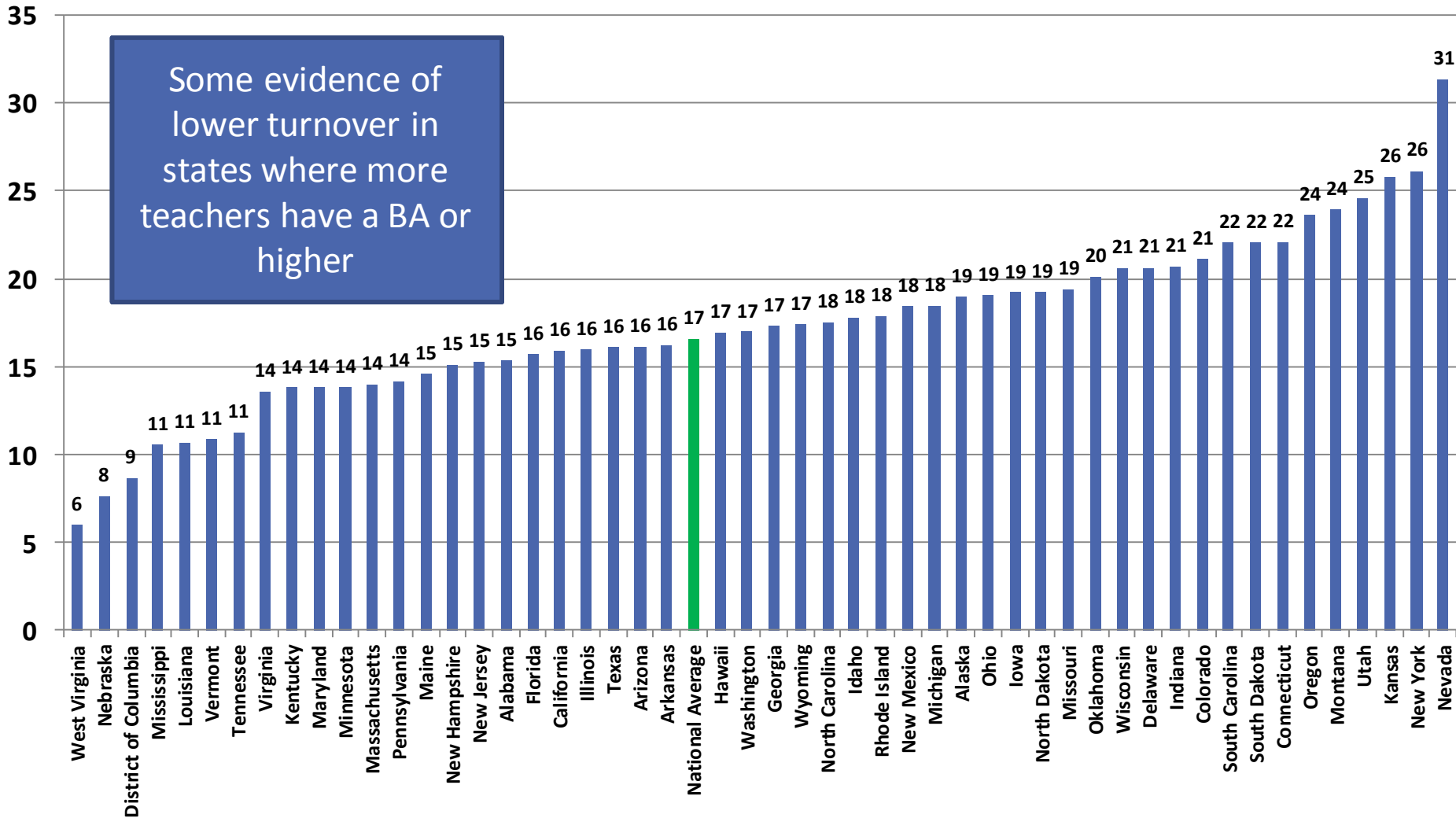


Salary Difference: Early Head Start Lead Teacher with a BA or higher vs. Public Elementary School Teachers

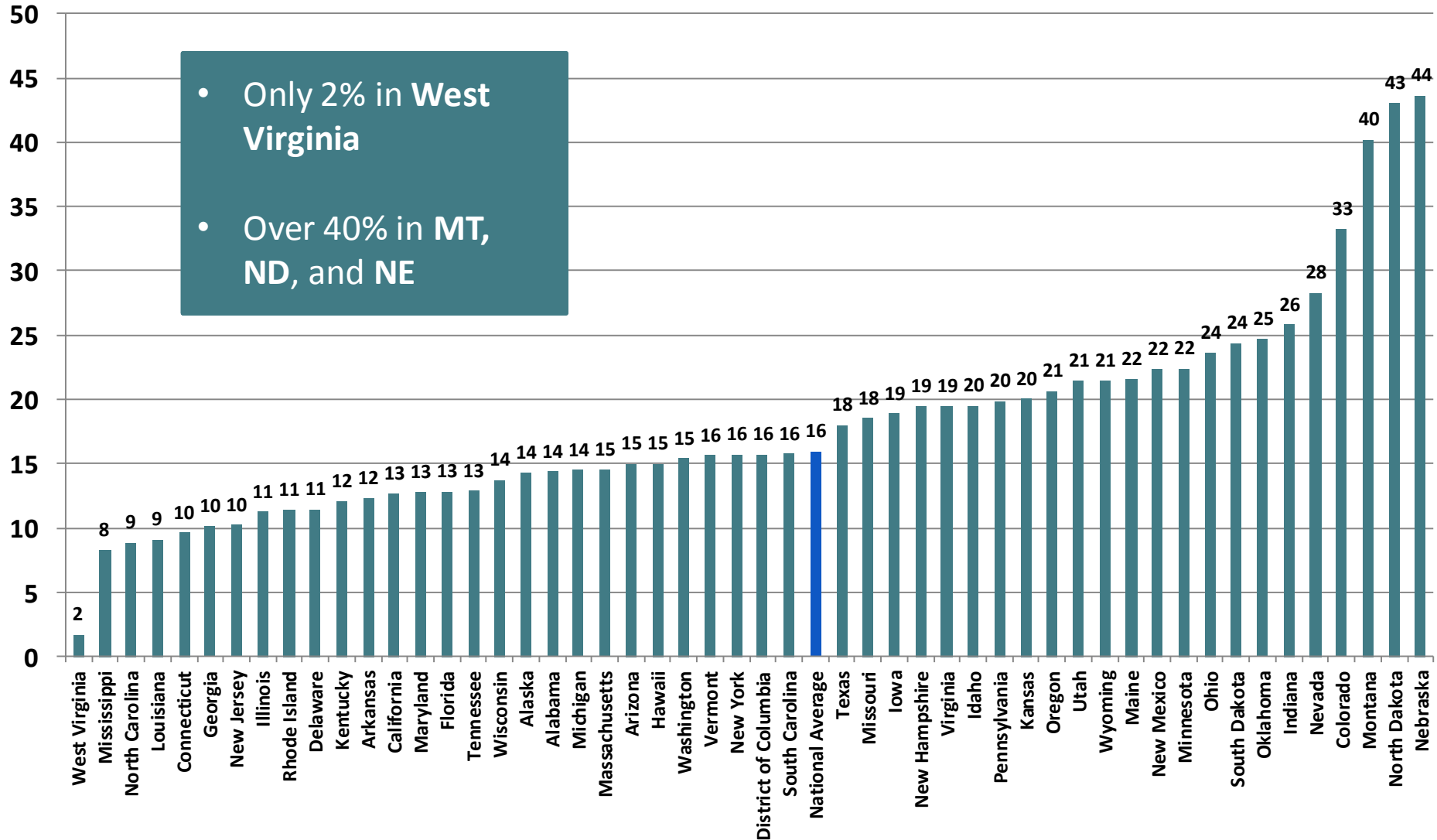


Teacher Turnover: Percent of Head Start Teacher who Left

Some evidence of lower turnover in states where more teachers have a BA or higher



Teacher Turnover: Percent of Early Head Start Teacher who Left



Conclusions

- Progress has been made since the 2007 Head Start Reauthorization
- National Academy of Sciences recommends teachers of ALL children have at least a 4-year college degree
- Some evidence that teacher qualifications are related to classroom practices
- Lack of salary parity in most states
- And high turnover
- Need for improved teacher salary and benefits to recruit and retain strong teachers, and reduce their stress

Thank you!



State(s) of **Head Start**

The opinions expressed in this report are solely those of the authors. The report was supported with funding provided by the Bill and Melinda Gates Foundation. The findings, interpretations, and conclusions in this report are solely those of the authors.

The authors wish to acknowledge the Office of Head Start in the Administration for Children and Families for their partnership, cooperation, and assistance.

Questions?

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To access the full report, visit:

<http://www.nieer.org/headstart>

