

# HOW TO BECOME AN EARLY CHILDHOOD EDUCATOR IN DETROIT

From Interest to Job Search

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## CANDIDATES ARE INTERESTED\*



Always cared about children and wanted to make career of it



Heard about opportunity from friend



Found jobs available



Referred to job by placement office at school or career center



Had temporary work at early learning center

\*Source: Interviews with Detroit current students and early educators, conducted by EarlyWorks, Inc. in January and February 2016.

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## CANDIDATES PREPARE & GET CERTIFIED

### Child Development Associate (CDA) Certificate

- Nationally recognized certification
- Requires 480 hours of experience working with children
- Requires 120 clock hours of training, which can be obtained at community colleges or through other training organizations
- T.E.A.C.H. scholarships available



▶ Attainable through online coursework, too!

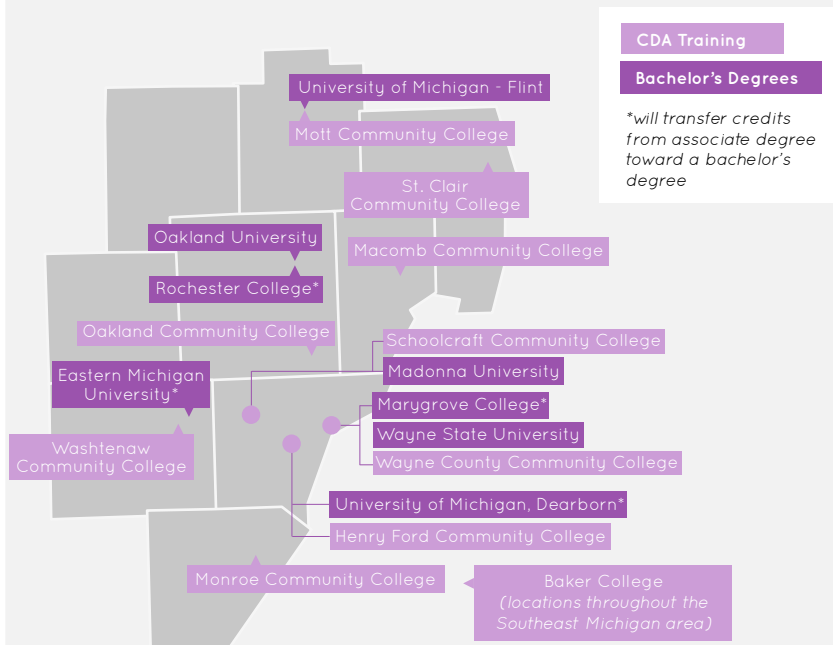
### Child Care & Development Associate Degree

- Ranges from 60 to 72 credit hours depending upon the program
- Most community colleges or universities offer CDA training classes that meet the requirements of the Council for Professional Recognition as well as the associate degree

### Bachelor's Degree in Early Childhood Education

- Usually earned at a four-year institution
- 25 educational institutions in Michigan offer this degree: <http://bit.ly/1ogaCLU>
- Articulation agreements with 11 four-year colleges and universities in Michigan allow providers working in the field of early childhood to transfer credits earned from a community college and apply them toward a bachelor's degree

### Southeast Michigan Institutions That Offer Early Childhood Education Training



# HEAD START SEEKS CANDIDATES\*

This process map is a generalized compilation from EarlyWorks, Inc.'s interviews with many of the Detroit Head Start programs. Each program's process varies. Information shared is an aggregated view and does not contain individual agency-level details.

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## JOB ANNOUNCEMENT SHARED



Online job boards



With local colleges/universities



Onsite at Head Start Agency



On Head Start websites



Word-of-mouth referrals



Share with parents



Recruit from intern pool

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## SUBMITTED RESUMES SCREENED

- Candidates must have requisite education + experience
- Teachers must have bachelor's degree in early childhood + 2 years experience
- Assistant teachers must have associate degree + 1 year experience

► Education + experience varies somewhat among the grantees (based on internal performance standards).

**ONLY A LOW PERCENTAGE OF APPLICANTS MEET EDUCATION AND EXPERIENCE REQUIREMENTS.**

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## INTERVIEWS SCHEDULED

- A team of staff (and sometimes parents) participate in interviews
- Team uses a rating system with each interviewed candidate
- The candidate who scores highest is chosen to fill the position



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## CANDIDATE APPROVED

Policy Council must approve (be made aware of) the chosen candidate before an offer is made

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## OFFER EXTENDED

A provisional offer is made to the selected individual

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## PRE-EMPLOYMENT REQUIREMENTS

The following requirements must be completed before a new hire can start:

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Background checks                             | <input checked="" type="checkbox"/> Transcripts              |
| <input checked="" type="checkbox"/> Internet Criminal History Access Tool (ICHAT) | <input checked="" type="checkbox"/> Letter of recommendation |

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## CANDIDATE IS OFFICIALLY HIRED

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## ORIENTATION & TRAINING

- On the start date, the new hire receives an agency orientation
- The new hire also receives a training orientation from the education or center manager

## ► PROFESSIONAL DEVELOPMENT

Professional development plans vary among the Head Start grantees and are based on Michigan child care licensing rules, Office of Head Start regulations and internal policies.

Some but not all of the Head Start programs offer tuition reimbursement to their employees to pursue additional/advanced degrees.

\*Source: Interviews by EarlyWorks, Inc., with hiring personnel at Detroit Head Start Birth-to Five agencies in January and February 2016.

# EARLY CHILDHOOD EDUCATOR COMPENSATION\*

## Head Start Program

### ASSISTANT TEACHER (HIGH SCHOOL)

- Provides education and care for the enrolled children in the Head Start classroom
- **Requirements:** High School Diploma - Child Development Certificate (CDA) or enrolled in CDA Program

**Hourly Rate:** \$12.04 (med)  
\$13.07 (avg)

### ASSISTANT TEACHER (ASSOCIATE)

- Provides education and care for the enrolled children in the Head Start classroom
- **Requirements:** Associate degree in early childhood

**Hourly Rate:** \$12.57 (med)  
\$13.04 (avg)

### TEACHER (ASSOCIATE)

- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Associate degree in early childhood

**Hourly Rate:** \$19.00 (med)  
\$18.39 (avg)

### TEACHER (BACHELOR'S)

- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Bachelor's degree in early childhood

**Hourly Rate:** \$19.90 (med)  
\$20.88 (avg)

### HOME BASED TEACHER

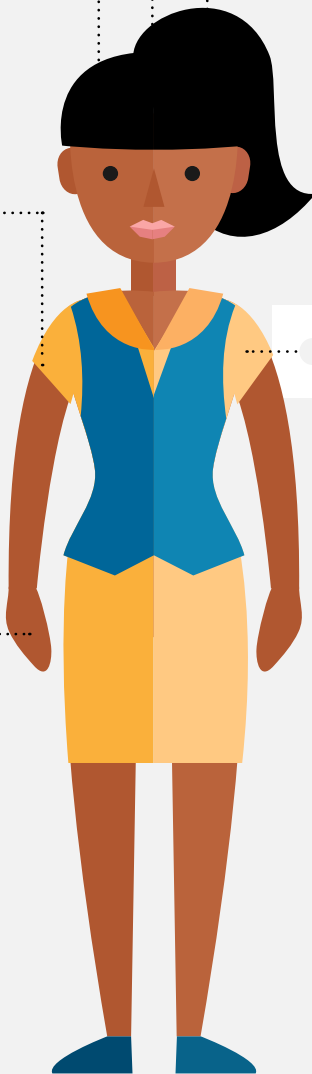
- Acts as the lead teacher during home visit sessions and center-based socializations for all Home Based option Head Start children.
- **Requirements:** Bachelor's degree in early childhood education

**Hourly Rate:** \$16.92 (med)  
\$17.29 (avg)

### SITE LEADER (NON-TEACHING)

- Provides administrative oversight of all site/center operations including but not limited to: staff training and observations, staff performance evaluations, community collaboration building, supply inventory and ordering, staff performance monitoring, oversight of vendors for all site services, child day care licensing compliance, parent relations.
- **Requirements:** Bachelor's degree in early childhood education, child development, preschool education, family and consumer education, special education, social work, psychology, counseling, family support, family life, or elementary education with a ZA endorsement. 3 years' experience.

**Hourly Rate:** \$25.19 (med)  
\$25.24 (avg)



\*All data from "Head Start/ Early Head Start Compensation and Benefits Survey", a report from Rahmberg Stover and Associates, June, 2015. Data includes responses from Development Centers, Southwest Counseling Solutions, Starfish Family Services, and United Children and Family Head Start.

# Early Head Start Program

## HOME BASED TEACHER

- Acts as the lead teacher during home visit sessions and center-based socializations for all Home Based option Head Start children
- **Requirements:** Bachelor's degree in early childhood education

Hourly Rate: \$19.87 (med)  
\$19.44 (avg)

## TEACHER (ASSOCIATE)

- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Associate degree in early childhood

Hourly Rate: median n/a  
\$15.36 (avg)

## TEACHER (BACHELOR'S)

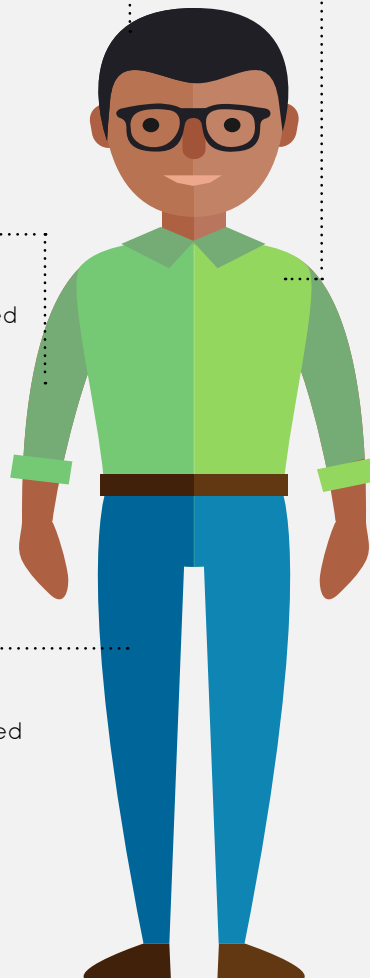
- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Bachelor's degree in early childhood

Hourly Rate: \$18.75 (med)  
\$19.25 (avg)

## SITE LEADER (NON-TEACHING)

- Provides administrative oversight of all site/center operations including but not limited to: staff training and observations, staff performance evaluations, community collaboration building, supply inventory and ordering, staff performance monitoring, oversight of vendors for all site services, child day care licensing compliance, parent relations.
- **Requirements:** Bachelor's degree in early childhood education, child development, preschool education, family and consumer education, special education, social work, psychology, counseling, family life, or elementary education with a ZA endorsement. 3 years' experience.

Hourly Rate: \$24.38 (med)  
\$24.02 (avg)



# Great Start Readiness Program

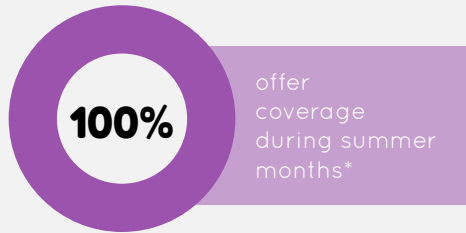
## GREAT START READINESS PROGRAM EARLY CHILDHOOD SPECIALIST

- Catalyst for continuous quality improvement for each Great Start Readiness Program
- Observes and evaluates the program
- Supports classroom staff to meet the goals set for the program and the children
- **Requirements:** Master's degree in early childhood education plus 3 years' experience

Hourly Rate: \$25.83 (med)  
\$30.13 (avg)

# EARLY CHILDHOOD EDUCATOR BENEFITS

## MEDICAL INSURANCE COVERAGE



\*for school-year employees

## MONTHLY COST TO EMPLOYEE

MEDIAN	AVERAGE
Employee Only	
\$134.83 22.4%	\$132.69 24.9%
Employee + One	
\$328.90 25.1%	\$402.93 26.3%
Employee + Family	
\$387.22 27.9%	\$397.71 27.7%

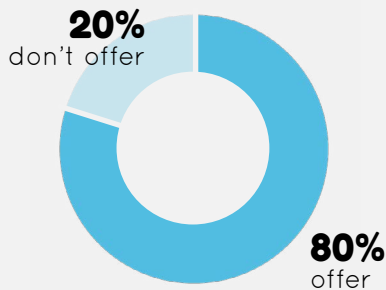
## DENTAL INSURANCE COVERAGE



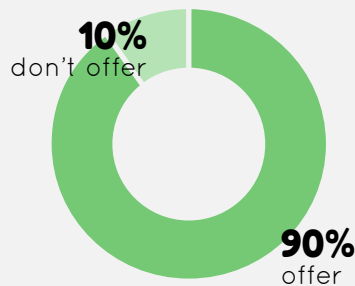
## MONTHLY COST TO EMPLOYEE

MEDIAN	AVERAGE
Employee Only	
\$5.89 18.7%	\$17.99 18.7%
Employee + One	
\$15.25 24.0%	\$31.39 24.0%
Employee + Family	
\$35.97 29.0%	\$61.84 29.0%

## SHORT-TERM DISABILITY



## LONG-TERM DISABILITY



## LIFE INSURANCE



## PAID TIME OFF

Amount of paid time off varies greatly based on position and years of service:

Total paid leave days per year	<b>3</b>	→	<b>29</b>
Number of paid holidays per year	<b>5</b>	→	<b>13</b>
Number of days paid for "recess" time	<b>0</b>	→	<b>20</b>

## EMPLOYER CONTRIBUTION TO DEFINED CONTRIBUTION PLAN

