



# Thrive by 5 Quality Improvement System Workforce Study 2019

# Thrive by 5 Supports Early Childhood Programs and Educators

Children's early learning experiences are critical in preparing them for success in school and life.<sup>1</sup> Competent, engaged, and responsive early childhood educators play a pivotal role in the impact of those early learning experiences.<sup>2</sup>

The Thrive by 5 Early Learning Quality Improvement System (QIS) promotes children's school readiness through a continuum of supports for early learning programs, educators, and the children they serve. The full complement of Thrive by 5 services are available to programs participating in the QIS with a focus on programs located in low-income neighborhoods.

Thrive by 5 professional development supports and salary incentives, designed to enhance educator skills and compensation, are unique in that educators employed at all early learning programs in Miami-Dade may use them regardless of their program's participation in the QIS.<sup>3</sup> The following supports are available to over 1,500 programs:

- Career Advising
- Educator Scholarships
- Early Childhood Educator INCENTIVE\$ Florida (tied to education levels)

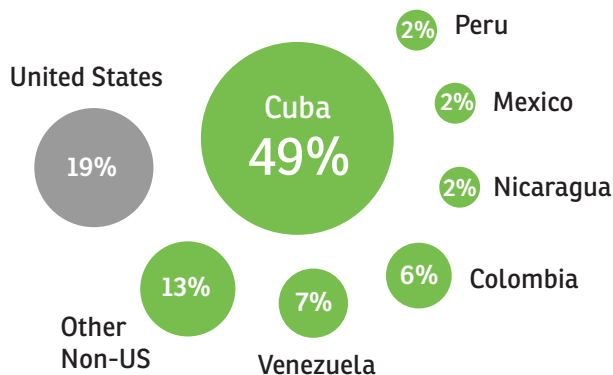
In 2019, 3,486 educators participated in Thrive by 5 through employment at a program participating in the QIS and/or receiving professional development supports.<sup>4</sup> This workforce is referred to as "Thrive by 5 educators" throughout this report. Thrive by 5 supports a culturally and linguistically diverse workforce of early childhood educators which mirrors the communities served.



## Diverse Workforce

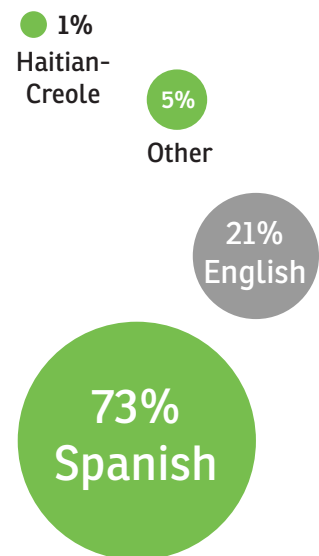
**81%**

are born outside of the United States.



**79%**

speak a primary language other than English.



The average Thrive by 5 educator is a 47-year-old Hispanic female holding an early childhood credential with 6 years of experience and working for \$10.00 an hour.

**40%**  
speak more than one language.

**\$20,800**  
is the median annual salary of a Thrive by 5 educator.

# Educator Supports

Preparing children for school, especially those from challenged neighborhoods, depends on having a highly qualified, stable, and well compensated early learning workforce. Thrive by 5's success comes in part from its focus on developing the education, classroom practices, compensation, and bilingual skills of the workforce and concentrating funds in communities with the greatest needs.

**Thrive by 5 educators take advantage of available professional supports to improve their education, classroom-based practices, bilingual skills, and salaries.**

**68%** accepted scholarships or salary incentives over the last year.

**80%** earned an early learning credential or degree since QIS entry.<sup>5</sup>

*Thrive by 5 educators have higher quality interactions with children in their classrooms (higher CLASS scores) when they hold degrees, accept more scholarships and salary incentives, and remain in the QIS longer.<sup>6</sup>*

**Having higher educational attainment, developing bilingual skills, and participating in Thrive by 5 helps educators significantly improve their salaries.<sup>7</sup>**

**\$5.16**  
more per hour

Contributing Factors:

- Holds Degree (+\$1.40)
- Holds Credential (+\$0.86)
- English Fluent (+\$2.23)
- 5+ Years in QIS (+\$0.66)

Early childhood educators who earn a **degree** and a **credential**, learn to speak **English fluently** and stay in the **QIS for 5 years** or more can increase their annual salaries by

**\$10,171**  
on average.



# With Thrive by 5, Educators Succeed and Children benefit...

*Thrive by 5 enhances the education, compensation, and teacher-child interactions of early childhood educators by cultivating and sustaining a competent, bilingual workforce.*



## Footnotes

<sup>1</sup>Campbell, F., Conti, G., Heckman, J. J., Moon, S. H., Pinto, R., Pungello, E., et al. (2014). Early childhood investments substantially boost adult health. *Science*, 343 (6178), 1478–1485. <https://doi.org/10.1126/1248429>

<sup>2</sup>McCoy, D. C., Yoshikawa, H., Ziol-Guest, K. M., Duncan, G. J., Schindler, H. S., Magnuson, K., ... Shonkoff, J. P. (2017). Impacts of Early Childhood Education on Medium- and Long-Term Educational Outcomes. *Educational Researcher*, 46 (8), 474–487.

<sup>3</sup>IOM (Institute of Medicine) and NRC (National Research Council). 2015. *Transforming the workforce for children birth through age 8: A unifying foundation*. Washington, DC: The National Academies Press.

<sup>4</sup>Professional development supports are available to eligible educators employed at programs maintained by the Department of Children and Families as well as public school and Head Start early learning programs. These supports represent a subset of Thrive by 5 services. For information on all Thrive by 5 services: <https://www.thechildrenstrust.org/content/thrive-5-0>.

<sup>5</sup>Educators included in this report are those whose programs participated in the Thrive by 5 QIS as of August 2019 and/or who accepted an educator scholarship or salary incentive funded by The Children's Trust over the prior two years.

<sup>6</sup>Percentage of educators earning an associate, bachelor's, or master's/doctoral degree or a Florida Department of Children and Families issued early childhood Staff Credential computed as: Teaching staff who obtained a degree/credential during their time in the QIS (currently Thrive by 5 and formally referred to as Quality Counts) out of all teaching staff with multiple data points who did not hold a degree/credential at QIS entry (N = 699/869).

<sup>7</sup>Based on correlational analyses using available teacher-child interaction observational data from the pre-kindergarten Classroom Assessment Scoring System (CLASS) tool as of August 2019 (N = 820).

<sup>8</sup>Based on Multiple Regression analyses predicting hourly wage from: Language (Self-reported English Primary or Secondary Fluent Language or Not), Five or more years of participation in the QIS (5+ years in QIS/Not), and Education level (Holding/Not Holding an early childhood credential and Holding/Not Holding a degree at any level). Average cumulative hourly wage increase of \$5.16 was computed by adding the unstandardized Betas (representing average hourly wage increase per factor controlling for other factors in the model) in the regression model.