



# CONNECTICUT'S HEAD START WORKFORCE

## **An Analysis of 2000-2001 Program Year Data on Salaries and Educational Qualifications**

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**Prepared by:**  
Early Childhood DataCONNECTIONs

An initiative of the Child Health and Development  
Institute of Connecticut, Inc. in partnership with  
the Connecticut Department of Social Services



The Child Health and Development  
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### **About the Early Childhood DataCONNECTIONS Project**

Early Childhood DataCONNECTIONS is a public-private partnership of the State of Connecticut's Department of Social Services (DSS) and the Child Health and Development Institute of Connecticut (CHDI). The project mission is to promote well-informed decisions on policies and programs for young children by improving state agencies' research capability. As part of this effort, DataCONNECTIONS is bringing together state agency staff, researchers, community advocates, service providers and legislators to identify and address some of the needs for better information on key early childhood issues.

### **About the Child Health and Development Institute**

The Child Health and Development Institute of Connecticut is a not-for-profit organization established to promote and maximize healthy physical, behavioral, emotional, cognitive and social development of children throughout Connecticut. CHDI creates, supports and facilitates innovative primary and preventative strategies for children, and works to maximize the effectiveness of the institutions and systems that contribute to their well-being.

### **Acknowledgements**

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# **CONNECTICUT'S HEAD START WORKFORCE**

## **An Analysis of 2000-2001 Program Year Data on Salaries and Educational Attainment**

### **OVERVIEW**

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#### **HEAD START**

Head Start is the federal early childhood program that was created in 1965 under President Lyndon Johnson's War on Poverty. It now serves almost 1 million three and four year old children each year and includes a smaller Early Head Start component for infants and toddlers. The program is characterized not only by the provision of early care and education services, but also by offering comprehensive services to the child and family. These include physical, behavioral and oral health screening and treatment, services for children with disabilities, family support, family literacy and employment services for parents. Family involvement through parent education and governance are key to the program. Families must meet income guidelines to be eligible for the program, unless their child has a disability.

#### **ABOUT THE DATA**

The data analyzed in this report are taken from the Program Information Reports (PIR) submitted by Connecticut's Head Start grantees to the federal Head Start Bureau for the program year 2000-2001. The data were collected and reported by Xtria, a national information consulting firm. There are 29 Head Start grantees in Connecticut operating 140 programs. The data cover all of the 1,764 staff members employed.

**There are 29 Head Start grantees in Connecticut  
operating 140 programs and employing 1,764 staff members.**

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## ABOUT THE ANALYSIS

This report particularly focuses on the 408 teachers and 529 assistant teachers in the 28 center-based programs. The analysis includes the following:

### Salaries

- Average and median salaries for teachers and assistant teachers
- Salary distribution by type of Head Start agency  
(Community Action Agencies, non-profit agencies, local school systems and for-profit agencies)
- Salary distribution by Head Start staff type  
(Director, child development expert, health services expert and parent involvement services expert)
- Comparison of annual salaries to the Connecticut self-sufficiency standard

### Educational Qualifications

- Highest level of education of teachers and assistant teachers
- Comparison of Connecticut teachers' educational attainment relative to federal Head Start teacher qualification standards.

## SIGNIFICANT FINDINGS

- The average annual salaries of early education teachers in Head Start programs range from \$14,798 to \$57,552, with a calculated median of \$23,606.
- The average annual salaries of Head Start assistant teachers range from \$10,000 to \$23,068, with a calculated median of \$15,650.
- Head Start agencies that pay significantly higher average salaries to teachers are operated by public school systems.
- Head Start in Connecticut has met the national goal of having 50% or more of its teachers with at least an associate's degree in early childhood education or a related field by the year 2003 – 51.5% of teachers meet that standard.
- Among Head Start teachers who do not yet have at least an associate's degree, 41% do have a Child Development Associate (CDA) credential.

## ANALYSIS: PROVIDER SALARIES

### ABOUT HEAD START SALARY DATA

In the Program Information Reports (PIR), grantees were asked to report average salaries for each category of employee – thus this report presents a range of average salaries across the state.

The PIR guidelines also instruct programs to report their salary data on an annualized and full-time basis. Therefore it is possible to compare and analyze these salaries among and across different types of child care programs even though teachers and assistant teachers may work significantly different numbers of hours in different programs.

This is important to note because Head Start classes can operate either part-time or full-time or a combination of part- and full-time. Programs operate year round in some communities and according to a school year calendar in others. Programs can operate for as few as 128 days per year or as many as 260 days per year. Part-time programs operate a minimum of 3.5 hours per day and a full day program is 6 hours per day with some programs extending their hours further with additional public funding from the state. Some centers provide for double session programming in which the same teacher and assistant(s) may work with one class in the morning and a different class in the afternoon.

Head Start classes can operate either part-time or full-time or a combination of both, leading to considerable variation across programs in the number of hours teachers and assistant teachers work.

### FINDINGS

For the state of Connecticut as a whole, the **range of average annual salaries** among the 28 center-based grantee sites for full-time teachers and assistant teachers is:

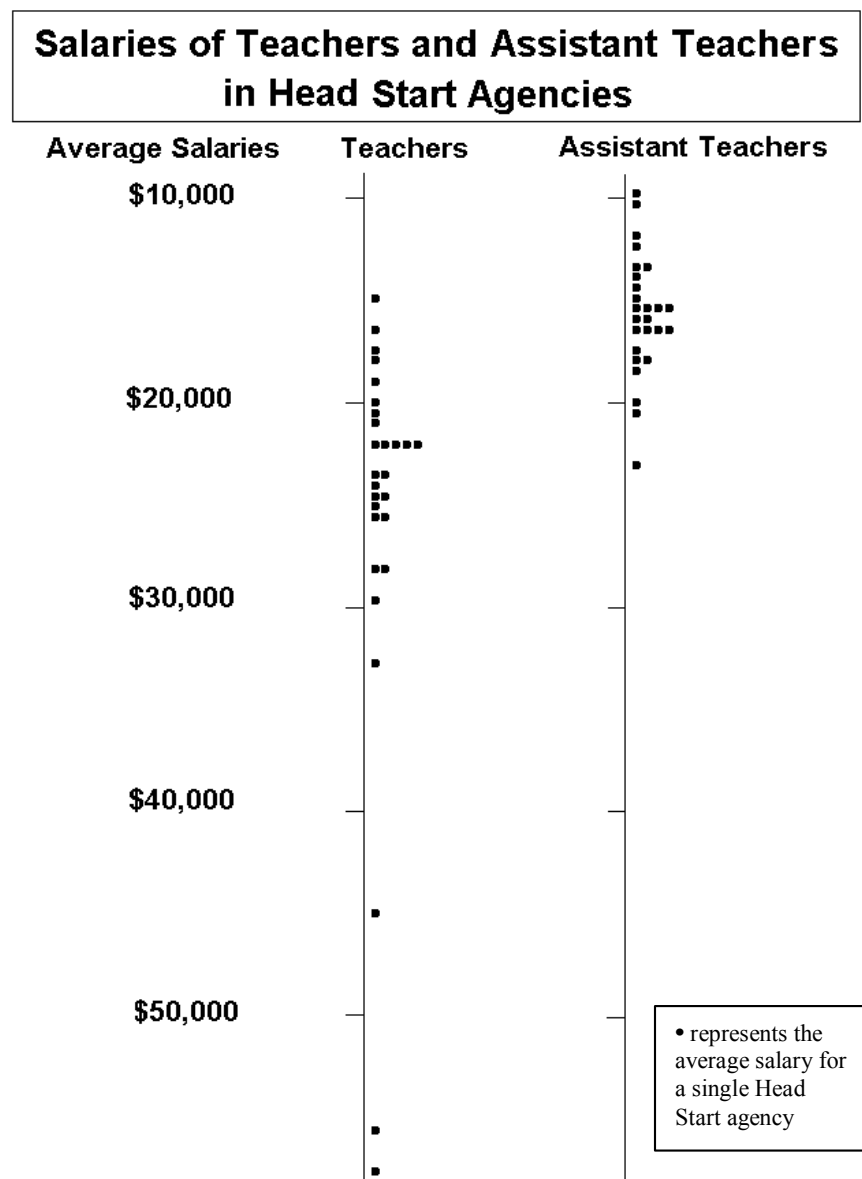
<b>Teacher</b>	<b>\$14,798 - \$57,552</b>
<b>Assistant Teacher</b>	<b>\$10,000 - \$23,068</b>

As the following chart illustrates, the average annual salaries cluster around \$22,500 for teachers and \$15,500 for assistant teachers. The **calculated median salaries** are:

Teacher	\$23,606
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**Assistant Teacher** **\$15,650**

The three agencies with significantly higher average teacher salaries are programs that are operated by local school systems. Public school systems often require that these teachers are certified and therefore must compensate them accordingly. This noticeable difference does not seem to carry over to the assistant teacher positions.



Head Start grantees may be Community Action Agencies (CAA), local school systems, other non-profit agencies (not CAAs) or for-profit agencies. There are no for-profit center-based grantees in Connecticut. The following table presents the salary information by type of grantee for the 28 center-based programs.

### **Average Annual Salaries of Teachers and Assistant Teachers by Type of Agency**

<b>Type of Agency</b>	<b>Range of Average Annual Salaries</b>	
	<b>Teachers</b>	<b>Assistant Teachers</b>
<b>ALL * (28)</b>	\$14,798 - \$57,552	\$10,000 - \$23,068
<b>Community Action Agencies (11)</b>	\$14,798 - \$32,500	\$10,000 - \$17,765
<b>Non-Profit Agencies (not CAAs) (12)</b>	\$16,600 - \$28,350	\$13,408 - \$20,500
<b>School Systems (5)</b>	\$18,000 - \$57,552	\$0 - \$23,068

\* Eliminates zero salaries

Head Start agencies are required to offer comprehensive child development services, thus programs employ specialists to meet these requirements. The following table displays the range of salaries as well as the salary averages across different staff categories. One reason for the variation in annual salaries is that some staff members are responsible for oversight of a relatively small program whereas others manage bigger programs with multiple sites and large staffs.

### **Average Annual Salaries of other Head Start Staff Members by Type of Agency**

<b>Type of Agency</b>	<b>Director/Early Head Start Director</b>	<b>Child Development Expert</b>	<b>Health Services Expert</b>	<b>Parent Involvement Services Expert</b>
<b>ALL – Average of average salaries (29)</b>	\$58,960	\$43,030	\$33,940	\$28,151
<b>ALL – Range of average salaries * (29)</b>	\$38,000–\$91,000	\$26,448-\$65,000	\$6,240-\$69,341	\$7,000-\$40,186

<b>Community Action Agencies (CAAs) (11)</b>	\$38,000–\$72,000	\$28,629-\$65,000	\$8,580-\$49,176	\$7,000-\$40,186
<b>Non-Profit Agencies (not CAAs) (12)</b>	\$40,000–\$70,000	\$32,545-\$49,779	\$6,240-\$69,341	\$20,000-\$38,200
<b>School Systems (5)</b>	\$41,625–\$91,000	\$26,448-\$65,000	\$24,488-\$41,170	\$24,278-\$27,500
<b>For Profit Agencies (1)</b>	\$65,000	\$50,000	\$20,000	\$15,000

\* Eliminates zero salaries



## HEAD START PROVIDER WAGES RELATIVE TO THE CONNECTICUT SELF-SUFFICIENCY STANDARD

The mean and median annual salaries of Head Start teachers and assistant teachers are analyzed below relative to the Connecticut self-sufficiency standard, which is a measure of how much income is required for a family unit to meet its most basic of needs for housing, food, child care, transportation, health care, taxes, and miscellaneous items (i.e. clothing, non-prescription medications, household items, and telephone). The self-sufficiency standard was developed for Connecticut in the fall of 1999.<sup>1</sup> The standard varies depending on the location of residence in the state and the type of family unit. Ranges are shown below for selected family types across the state of Connecticut.

Although there are three program sites operated by school systems where teachers have relatively higher salaries, teachers at 25 out of the 28 Head Start programs have annual average salaries of less than \$30,000. All of the average annual salaries for assistant teachers are less than \$23,500. The table below illustrates how relatively low these salaries are compared to the basic cost of living in Connecticut. Teachers and assistant teachers at or below the median salary meet only the self-sufficiency standard for one adult.

Annual Salaries for CT Head Start providers		Self-Sufficiency Standard for Select Family Types in Connecticut			
		One adult	One adult One infant	One adult One infant One school age	Two adults One infant One school age
Teachers	Average: \$14,798-\$57,552  Median: \$23,606	\$13,707-\$20,280	\$27,102-\$39,499	\$32,926-\$46,363	\$18,907-\$25,480 per adult
Assistant Teachers	Average: \$10,000-\$23,068  Median: \$15,560				

<sup>1</sup> Pearce, D and Brooks, J. The Self-Sufficiency Standard for Connecticut: Summary Report. 1999.

## ANALYSIS: EDUCATIONAL QUALIFICATIONS

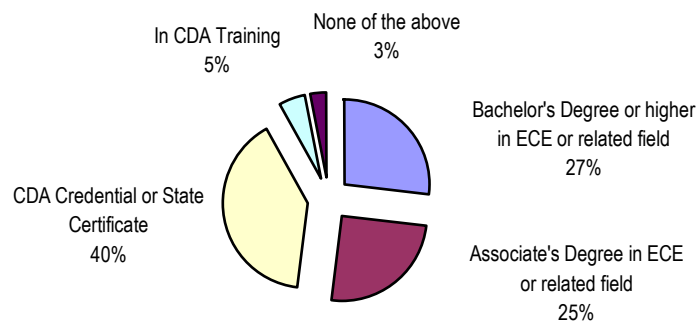
### ABOUT HEAD START PROVIDER STANDARDS

Head Start generally requires that at least one teacher in each classroom possess a Child Development Associate (CDA) certificate. This is a non-degree credential. A 1998 Congressional mandate set a goal of having at least half of Head Start teachers attain an associate's degree in early childhood development by 2003. Head Start has allocated additional financial resources to programs so that they can achieve that goal.

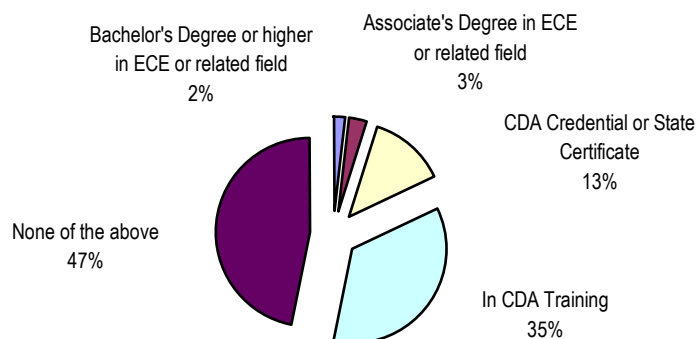
### FINDINGS

The following pie charts illustrate the diverse educational backgrounds among and between Head Start teachers and assistant teachers in Connecticut.

**Highest Educational Attainment of Teachers in Connecticut Head Start Facilities (n=408)**



**Highest Educational Attainment of Assistant Teachers in Connecticut Head Start Facilities (n=529)**



By combining the top two categories listed on the chart below, one can see that Connecticut Head Start teachers already meet the Congressional mandate to have at least half of the teachers with an associate's degree in early childhood education (ECE) or higher by 2003. Fifty-two percent (51.5%) have at least an associate's degree in ECE, family/child studies or a related field. In fact, 110 of the 408 teachers (27%) have a bachelor's degree or a graduate degree in ECE or a related field.

Few assistant teachers (5.29%) have an associate's degree or a baccalaureate degree in ECE or related to ECE. Almost half of the assistant teachers (48.58%) either have achieved a Child Development Associate credential or are in training to receive it. This credential is clearly a significant option for staff training and particularly for assistant teacher training.

### **Educational Qualifications of Connecticut Head Start Teachers and Assistant Teachers**

<b>Qualifications</b>	<b>Teachers n=408</b>	<b>Assistant Teachers n=529</b>
Bachelor's Degree or Higher in early childhood education, family/child studies or a related field	27% (110)	2.08% (11)
Associate's Degree in early childhood education or related field	24.5 % (100)	3.21% (17)

**Federal Standard for Head Start Teachers: 50% or more have at least an Associate's Degree in early childhood education or a related field by 2003**

**Connecticut Head Start Teachers Meeting Standard: 51.5%**

CDA or State Certificate	40.69% (166)	13.42% (71)
In CDA training	4.9% (20)	35.16% (186)
None of the above	2.94% (12)	46.12% (244)

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