

A group of young children in a classroom setting, with several children in the foreground and background having their hands raised in the air. The image has a semi-transparent blue overlay. A dashed orange arrow points from the children towards the title.

CHILD CARE NEXT

NEW MEXICO'S POLICY ROADMAP

SJC Childcare Directors Network
5/18/2022

Child Care NEXT: Overview



Six states identified to make transformational change in child care.

Grant goals are to:

- **Authentically listen, engage, and share leadership** with people who are most affected by child care policies and systems;
- **Advocate for transformative state policies and investments** that will serve children, families, providers, and educators effectively and equitably; and
- Build a sustainable base of **political power in communities** and states that will ensure progress is durable.

New Mexico's Team

- Southwest Women's Law Center
- NM Child Care & Education Association
- OLÉ New Mexico
- Growing Up New Mexico
- ECECD providing advisory role



External Partners

- New Mexico Families
- Tribal Child Care Professionals
- Other statewide Early Childhood Professionals
- Child Care Staff
- ECECD Staff
- New Mexico Legislators
- Home-Based Child Care Providers
- Others



Project Timeline Year 1

Month	Action
Spring 2022	<ul style="list-style-type: none">• Prepare policy areas of roadmap for feedback/input;• Convene initial stakeholder discussions and synthesize;• Draft preliminary policy roadmap
Summer 2022	<ul style="list-style-type: none">• Share draft Policy Roadmap for discussion, further input, solicit stakeholder feedback
Fall 2022	<ul style="list-style-type: none">• Finalize New Mexico's Child Care Policy Roadmap
2023...and beyond	<ul style="list-style-type: none">• Impact policy and system change



NEW MEXICO'S COMMITMENT TO CHILDREN & FAMILIES: SETTING THE CONTEXT

New Mexico Early Childhood Strategic Plan 2021-2024

Each and every New Mexico child, prenatal to age 5, and their families will have equitable access to quality early learning opportunities to support their development, health and well-being, ensuring they are ready to succeed in kindergarten and beyond.

NEW MEXICO'S COMMITMENT TO EC PROFESSIONALS

New Mexico Early Childhood Strategic Plan 2021-2024

Goal 3: Ensure that New Mexico's early childhood workforce is supported to meet the needs of all families and young children through an aligned professional development system and through compensation that reflects the level of experience and training.

POLICY ROADMAP



- WORKFORCE
- AFFORDABILITY + ACCESS
- QUALITY
- FUNDING



New Mexico's Transformative Vision

AFFORDABILITY, QUALITY, ACCESS

Increasing **equitable access to high quality child care** that is culturally responsive and built on the strengths of our caregivers and broader communities.

Expected Outcomes

- Increase rates
- Reform regulations and licensing for home-based providers
- Infrastructure for child care networks
- Elimination of co-pays
- Recommendations to reform QRIS
- Contracts for children enrolled
- Improve quality and access



New Mexico's Transformative Vision **WORKFORCE**

Transforming the child care workforce from low wage employees to life-long and esteemed professionals through valuing lived experience and competencies, increasing compensation, and increasing professional/higher education opportunities and pathways.

Expected Outcomes

- Eliminate poverty wages
- Equitable wage and career lattice
- Permanent wage supplements

EC PROFESSIONALS IN THE UNITED STATES

The majority are **eligible for public assistance** (hourly wages without benefits).

There is **high turnover** which has a devastating impact on children, families and child care businesses.

Reflects the historical legacy of **devaluing the profession and people of color and women.**



EC PROFESSIONALS IN NEW MEXICO

Long, proud history of **women and people of colored owned businesses.**

Striving to incorporate **cultural traditions, history and home language in early childhood settings.**

Salaries in the early childhood workforce have decreased or stayed constant over time.

Half of the workforce makes less than \$30,000 a year. Almost another quarter of the early childhood workforce earns between \$30,000-\$44,999.



FOUNDATIONAL PRINCIPLES TO GUIDE THE WORK

1. Early childhood professionals are revered and respected.
2. Early childhood educators are skilled professionals. Their interactions with children are paramount and determine the quality of learning experiences for children.
3. Adequate compensation is the foundation of a professional workforce.
4. Recognition and financially valuing of professional experience as well as the attainment of higher education.
5. Commitment to enhancing the sustainability and achievement of child care businesses.
6. Ensure transparency and accountability for pathway implementation.
7. Inclusion of meaningful stakeholder engagement.

THE LYNCHPIN

Creation of the Early Childhood Education and Care Career Lattice

The New Mexico team will work on creating significant, structural change. We are focused on recognition and professionalization of the workforce and will create an early childhood education and career lattice or professional development pathway that includes proposed salaries.

WHAT WE HAVE

New Mexico Professional Development Pathway

WHAT WE NEED

Include Proposed Salaries and Higher Education Requirements in the Professional Development Pathway.

Develop a compensation pay scale that is aligned to level of education, credentials, training, experience, and languages spoken.





New Mexico's Transformative Vision **FUNDING**

Leverage New Mexico's **innovative and sustainable funding to rebuild our child care system.**

Expected Outcomes

- Increase funding for Tribal Child Care
- Sustained growth of child care funding
- Infrastructure funding
- Community directed solutions
- Incentives and support for EC professionals
- Respond to emerging federal funding

A background image of several young children in a classroom, seen from behind, looking towards a wall decorated with colorful shapes like stars and smiley faces. The image is overlaid with a semi-transparent blue filter.

What's NEXT

Focus Groups coming late spring/summer 2022!

Do you have future opportunities to go deep and discuss child care with families and providers? We want to connect with you!



Questions?

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