

A woman with dark hair, wearing a green cardigan, is smiling and looking towards the camera. She is in a classroom setting, with children's drawings on the wall behind her. In the foreground, the heads of two children are visible, one on the left and one on the right, both looking down at a book or paper. The entire image has a teal/cyan color overlay.

**EARLY EDUCATOR
INVESTMENT COLLABORATIVE**

Professional Educators. Professional Compensation. Prepared Children.

Proposals to Innovate Financial Systems to Build Capacity for Increased and Sustainable Early Childhood Education (ECE) Compensation

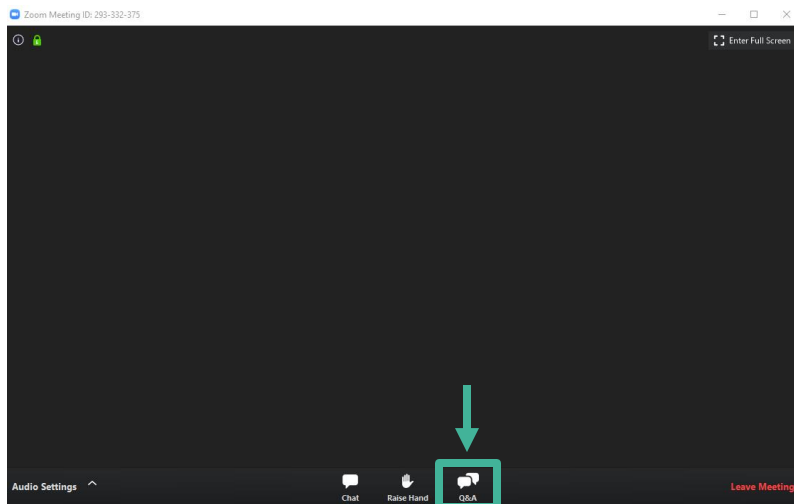
Applicant Webinar 2

March 2, 2023

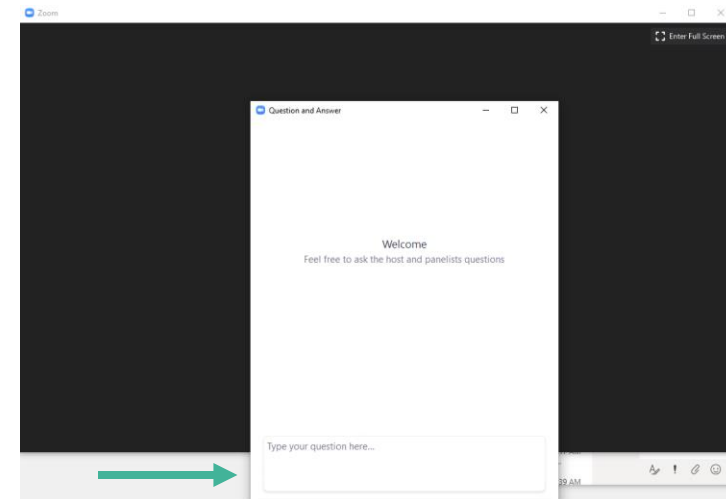
Logistics

- All attendees have been placed on mute for the duration of the webinar.
- The chat function has been disabled.
- Please submit any questions or comments through the Q&A feature found at the bottom of the Zoom screen. We will have time for questions at the end of the presentation.

Step 1: Select the Q&A box at the bottom of the Zoom screen



Step 2: Submit your question in the dialogue box that appears



Agenda

- 1 Welcome
- 2 Overview of The Collaborative
- 3 Overview of the Request for Proposals (RFP)
- 4 Opportunity Eligibility
- 5 Characteristics of Strong Proposals
- 6 Budget
- 7 Proposal Requirements and Assessments
- 8 Timeline
- 9 Q&A

What is The Collaborative?

We are a national funder collaborative that has come together to achieve a big vision.

- Our goal is to accelerate progress in the ECE field to professionalize the workforce and ensure early educators have the supports they need to be ***well-prepared and appropriately compensated***.
- We further our vision through ***grants and other initiatives***, including short-term and long-term strategies focused on workforce compensation sustainability.

Who is The Collaborative?

Buffett Early
Childhood Fund
investing in the early years

the David &
Lucile Packard
FOUNDATION

ballmer
GROUP

FOUNDATION
FOR CHILD
DEVELOPMENT

bezofamilyfoundation

STRANAHAN
FOUNDATION

HEISING-SIMONS
FOUNDATION

We are fiscally sponsored by TSNE, an organization that provides grants and financial management, consulting, and training services to strengthen nonprofits.

What is our vision?

Our Core Beliefs

Skills

All lead teachers should be able to demonstrate mastery of a unified set of professional competencies that reflect the knowledge and skills needed for this critical work.

Equity

Dismantling racial inequities in preparation, compensation, and career progression must be intentional activities. It is possible to achieve equity and inclusion in the field and preserve the diversity of the existing workforce.

Wages & Financing

A viable, professional wage, not the minimum wage, is the floor for compensation. We reject the market-driven approach to financing ECE which falls short of the public investment that is sorely needed in the field.

Systems Approach

All early educators should be well-prepared, appropriately compensated, and supported in their professional growth, regardless of settings in which they work across the birth-third grade continuum.

What is the Opportunity?

The Collaborative will support efforts to catalyze transformative change for workforce compensation (wages and benefits) in state, local, municipal, territory, and tribal ECE systems.

Opportunity Overview

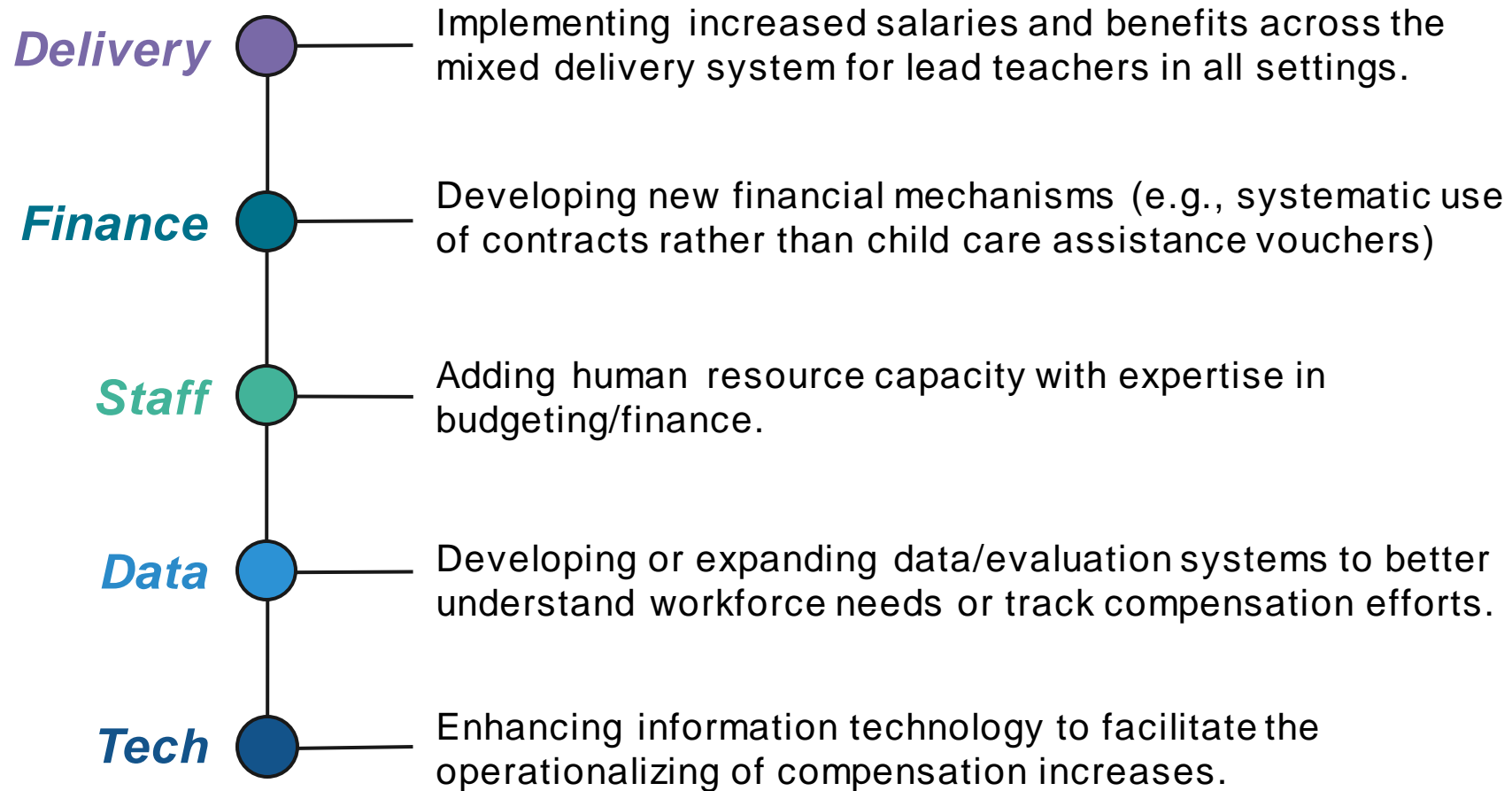
Purpose:

- ❖ This funding opportunity will support the **capacity of governing bodies to innovate financing systems** to increase ECE workforce compensation.
- ❖ Grants will support **partnerships among fiscal/budget agencies and program agencies** to engage in efforts to catalyze transformative change in ECE systems.
- ❖ Grants will support the use of **typical funds, atypical funds, one-time competitive grant funds, education funds, and new revenue**, to support increased compensation.

Opportunity Overview

Grant funds will support ***implementation activities that build the capacity*** for long-term, sustained increases to the salaries and benefits of lead teachers and other ECE professionals.

Implementation Activities



Opportunity Overview

Other elements of the funding opportunity:

Technical Assistance (TA)

- Grant teams will have access to a menu of TA experts to assist with grant planning and implementation activities.
- Grantees will offer input on the types of TA that would be useful to them.

Community of Practice (CoP)

- Grantees will participate in a CoP starting in the second year of the grant period.
- CoP will feature rapid cycle learning, analysis, & formative process improvements.

Who can apply?

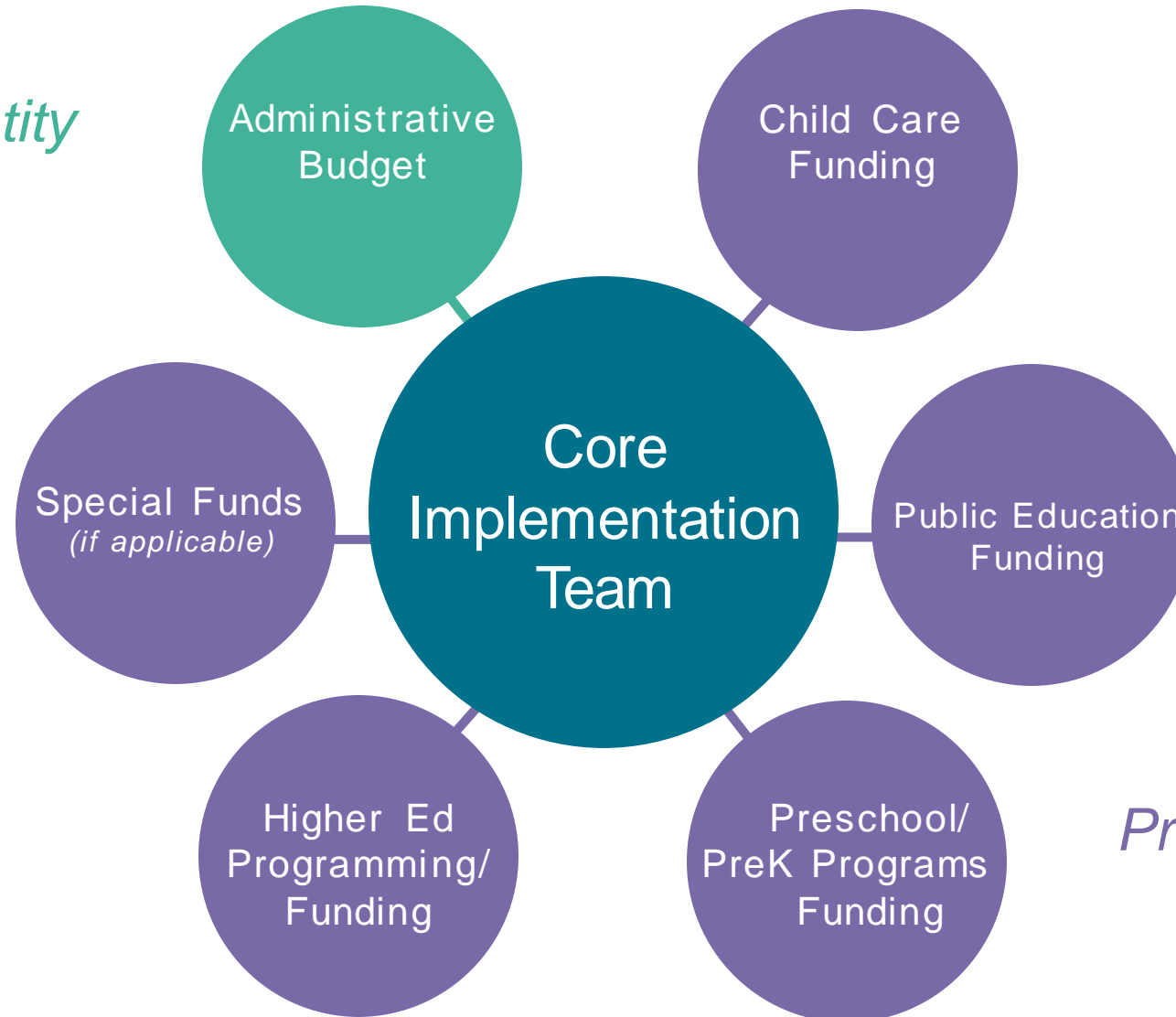
Applicants may apply from any state, locality, municipality, territory, or tribal community.

We acknowledge the varied governance structures in tribal communities and will entertain proposals that reflect the relevant context needed to accomplish the grant goals.

- Applicants **must**:
 - ✓ apply as a Core Implementation Team
 - ✓ identify an advisory body
 - ✓ meet the matching funds requirements

Partnerships: Required Team Members

Fiscal Entity

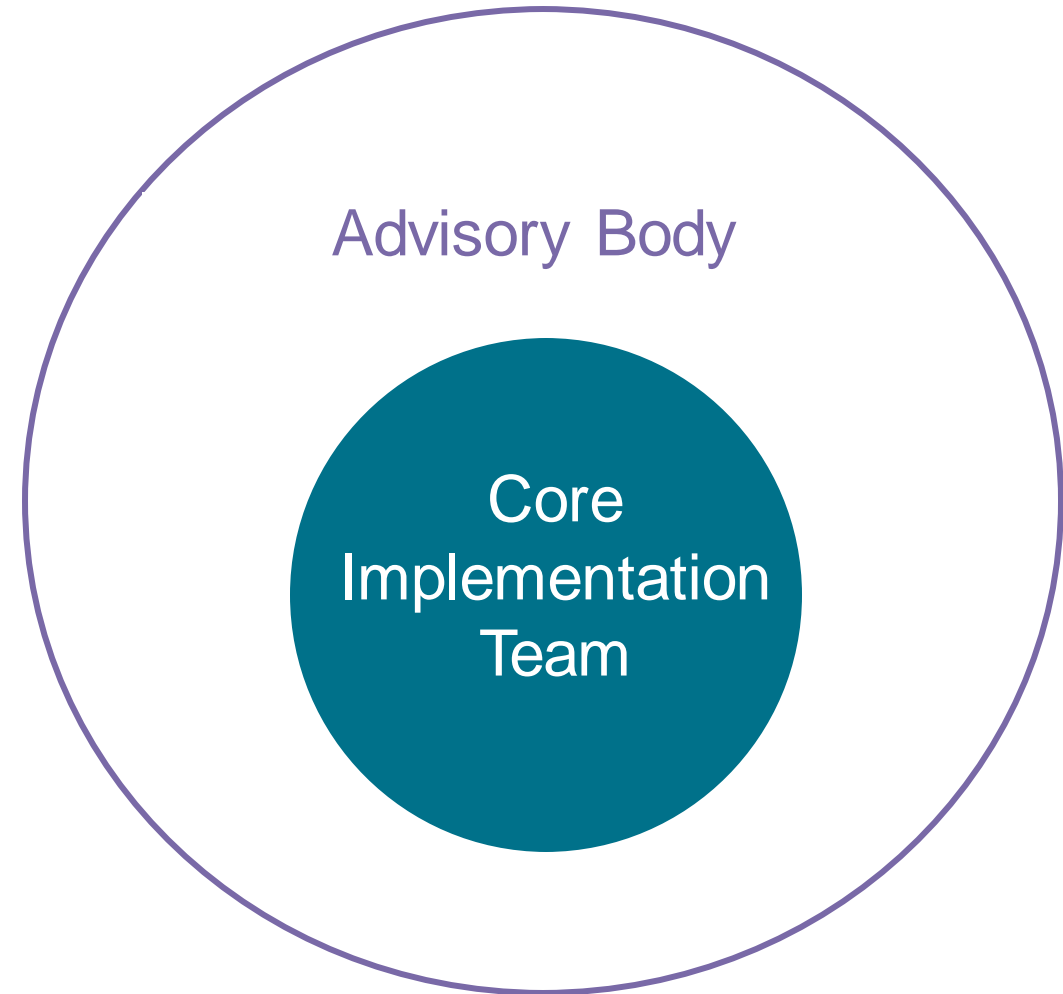


Program Entity

Partnerships: Advisory Body

Core Implementation Team must work with an advisory body during project design and implementation.

- This body should meaningfully incorporate the voices and expertise of early educators and employers,



What are we looking for?

We are looking for solutions that are:



Systemic

Solutions catalyze transformative structural and policy change in the ECE workforce system, with a focus on increasing wages and benefits.



Innovative

Solutions include strategies that are not typically implemented, such as the utilization of atypical funding sources.

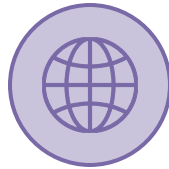


Equitable

Solutions seek to eliminate racial disparities in compensation among the current ECE workforce.

What are we looking for?

Proposed solutions should:



Consider multiple settings of care and education work across the birth-8 spectrum

Must include lead teachers in birth-5 settings, which includes infant/toddler care and family child care homes.



Utilize multiple funding streams



Align with other workforce efforts



Identify essential legal, policy and regulatory conditions

*What will **not** be funded?*

- This funding opportunity is **not** meant to fund the direct or actual compensation or benefit increases of the workforce.
- Grant funds must **not** supplant public funds.
- Applicants must not use funding for lobbying.
- This is **not** a planning grant opportunity.
- Planning activities may be a component of the proposal but grant funds should support **implementation activities**.

Budget

Funding Amount:

- ❖ Total funding to be awarded is \$10 million.
 - Minimum range: \$400,000 to \$800,000
 - Maximum range: \$2 million to \$4 million
- ❖ Grants will vary in size according to proposed reform's stage of development.
- ❖ Proposals should reflect the true cost of the anticipated work*.
- ❖ Applicants may propose **grant terms of up to three years.**

Budget

Matching Fund Requirements:

- ✓ Applicant team must contribute **at least 10%** of the requested amount
 - Matching funds cannot be entirely private dollars
 - In-kind contributions can be no more than 50% of the match
 - Limitations on overhead/indirect costs = 15% or 15% of total personnel costs

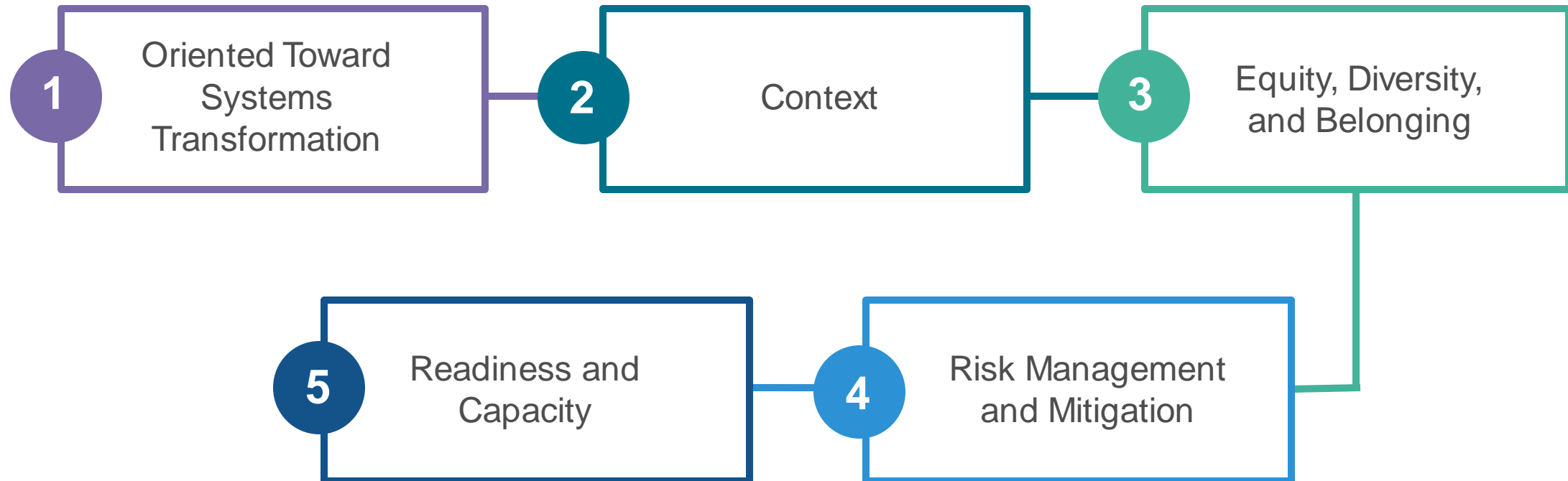
- ✓ Applicants must submit **signed letter(s) of commitment** from the entities providing matching funds

Submission Requirements

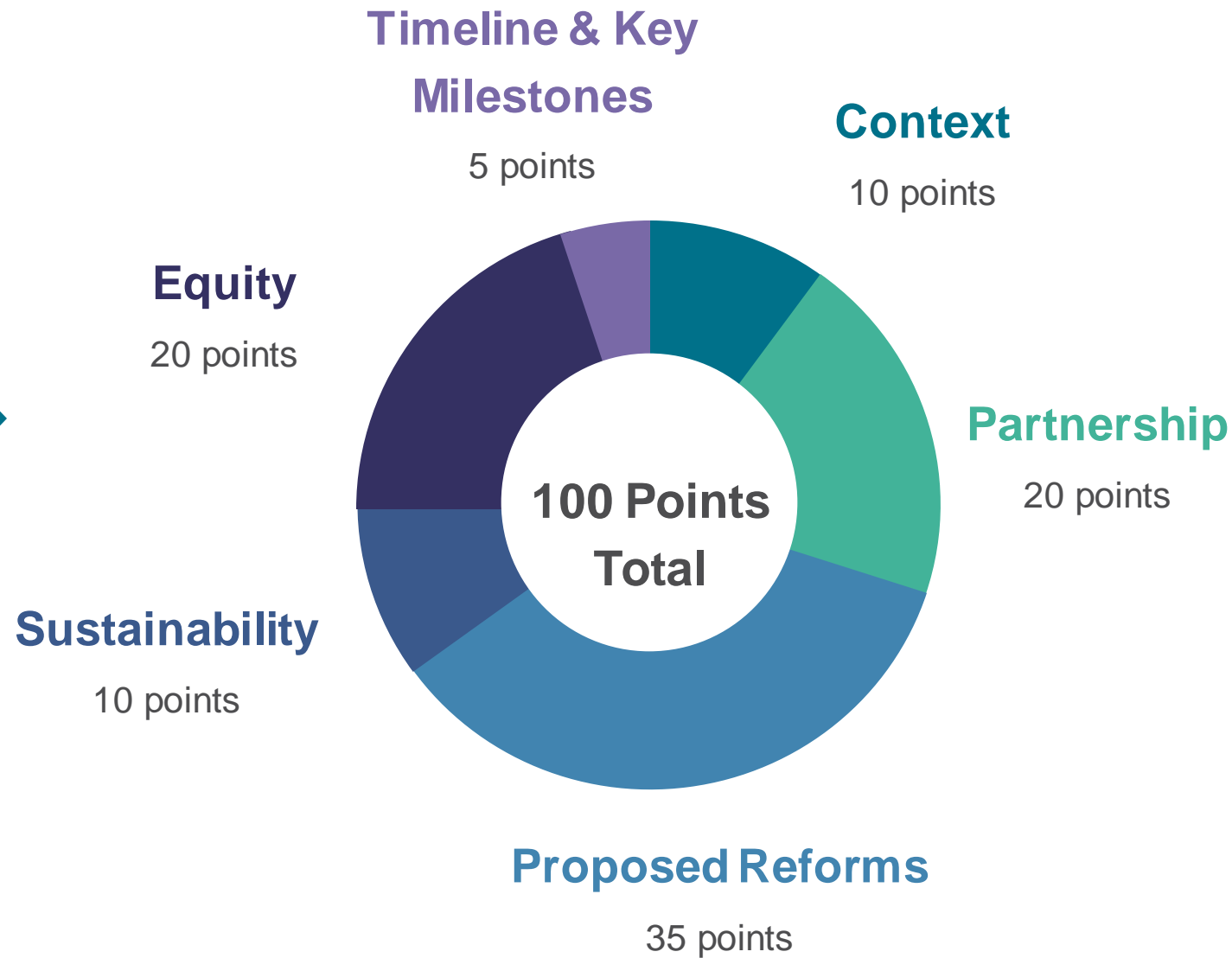
Responses	<ul style="list-style-type: none">• Responses to the RFP Questions in a Microsoft Word document
Budget, Matching Requirement & Budget Narrative	<ul style="list-style-type: none">• A completed budget worksheet & budget narrative (Appendix B) as a Microsoft Excel file• Within the budget narrative, a description of how you will meet The Collaborative's 10% matching funds requirement.• Letters of commitment from entities providing the matching funds.
Statement of Commitment	<ul style="list-style-type: none">• Team members must sign a Statement of Commitment* indicating their commitment to this project and working in partnership to advance the project's goals (Appendix C).• <i>*formerly referred to as the Memorandum of Understanding</i>
Community of Practice	<ul style="list-style-type: none">• A signed letter of commitment to participate in the Community of Practice (Appendix D).
Contact Information	<ul style="list-style-type: none">• A completed Contact Information worksheet for the applicant team (Appendix E) as a Microsoft Excel file.

How will proposals be assessed?

Reviewers will assess 5 principal criteria:



How will proposals be scored?



Anticipated Timeline



Q&A



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EarlyEdCollaborative.org