City Population: 125,188
Median Family Income: $31,347
Race/Ethnicity Demographics:
29.8% White  38.7% African-American  (see below) Hispanic  2.8% Asian  4.2% Other (of these 43.4% are Hispanic)
Number of School Districts: 2

Early Childhood Workforce Landscape

- The Hartford PreK-Three Alignment project focuses on citywide professional development to improve instructional learning practices among Hartford’s early childhood workforce.
- The City of Hartford complements teacher college coursework with a citywide professional development initiative.
- The school system offers high quality professional development to PreK teachers.
- There are very strong partnerships between the City of Hartford, the Hartford Public School System, and the Capitol Region Education Council (CREC), a Regional Educational Service Center serving 35 member districts in greater Hartford.
  - As the City of Hartford continues to face a tight budget and decreased staff capacity, the foundational partnership between the City, the School District and CREC will be even more important to continue supporting young children and the educators who care for them.
- Mayor Luke Bronin was sworn in as the mayor of Hartford in January 2016. Mayor Bronin ran for mayor with a strong emphasis on youth and sees early childhood as an important beginning of a cradle to career continuum.
- Within their early childhood work, Hartford has placed a strong emphasis on the impact of toxic stress and outcomes for boys and men of color. In December 2016, Hartford held a convening focusing on the impact of the impact of toxic stress or trauma on early brain development.
- On June 20, 2017, Hartford held a daylong meeting that will use a life course framework to discuss strategies to improve the lives of boys and men of color, including a focus on early childhood.
- Legislation in Connecticut mandates that, by 2020, all state-funded early childhood programs have a lead teacher with a bachelor’s degree with an early childhood concentration. The state of Connecticut provides scholarship funds for degree attainment. The City of Hartford is working to make sure that all early educators in their city meet this requirement by 2020.
- All early education programs that are state funded are also required to be NAEYC accredited and/or have Head Start approval. The City of Hartford has received funding from the State of Connecticut, which is funneled through the United Way, to undertake the substantial project of getting all community program and public school early childhood classrooms accredited.
• These state level requirements help the City of Hartford access and track data about their early childhood workforce because all state-funded programs must enter into a registry. The State of Connecticut also determines which higher education early childhood programs are approved and teachers in state-funded programs must have credentials from approved institutions of higher education. This helps ensure more uniform and strong content in institutes of higher educations’ early childhood programs.
• Hartford continues to work on expanding and coordinating their data system and deepening their partnerships with institutions of higher education.
• Hartford has also partnered with First School, an initiative of the Frank Porter Graham Child Development Institute at the University of North Carolina at Chapel Hill, to improve PreK-3rd grade school experiences for African American, Latino and low-income children through research expertise and professional development support.

Challenges
• Despite progress, significant fragmentation exists between initiatives to support the early childhood workforce.
• Lack of common data among entities working on professional development makes it difficult to measure collective impact.
• A lack of compensation parity between school early childhood teachers and community based early childhood teachers.
• There is a significant lack of funding for child care assistance at the state level and a lack of previously available city funding.