Kansas City, Missouri

City Population: 467,082
Median Family Income: $45,150
Race/Ethnicity Demographics:
54.9% White  29.9% African-American  10% Hispanic  2.5% Asian  3.9% Other
Number of School Districts: 15

Early Childhood Workforce Landscape

- Teach for America and the Kansas City Teacher Residency program are increasing the pipeline of PreK teachers and offer professional development to PreK teachers in their programs.
- The Mid-America Regional Council (MARC), a regional non-profit association of city and county governments, provides funding for advanced training and partnerships with higher education to increase educational opportunities for the early childhood workforce.
- MARC’s Metropolitan Council on Early Learning has a Workforce Development Work Group workforce that is developing a career pipeline and compensation strategies to develop and retain a qualified early childhood workforce regionally. This workgroup is made up of representatives from the City, 2-year and 4-year higher education programs, early childhood program directors, and other agencies and individuals that support the continuous learning and growth of teachers.
  - In November 2016, this workgroup convened an early learning workforce summit to discuss local implementation of the first two recommendations of the National Academy of Science report *Transforming the Workplace for Children Birth through Age 8: A Unifying Foundation*.
  - In June 2017, this workgroup hosted a convening to discuss regional core competencies for the early childhood workforce. A report was released as a result of this convening that outlines three subcommittees to be formed, each focusing on a different aspect of the process to develop core competencies. These subcommittees will review and implement the charges of this report.

- The Early Learning Collaborative, a new coalition of 12 foundations working together to support early education priorities, has expressed interest in focusing on professional development for early educators.
- Community agencies are spearheading initiatives included personalized professional development, on-demand blended professional development, trauma informed care initiatives, and professional learning communities among early learning educators.
- The Greater Kansas City Chamber of Commerce has assembled five committees of key partners involved in early learning in Kansas City and has gravitated toward work around the early childhood workforce.
Challenges

- A lack of qualified and prepared teachers.
- High turnover among early education teachers, largely tied to insufficient compensation.
- High turnover presents an obstacle to offering quality professional development.
- The need to better align professional development between K-12 and PreK.