

Great Start Readiness Program (GSRP) State Evaluation 2019-20 Annual Report

Jamie H. Wu, Ph.D.

Everett Weber, BS

Laurie A. Van Egeren, Ph.D.

Hope O. Akaeze, Ph.D.

Community Evaluation Programs
Office for Public Engagement and Scholarship
University Outreach and Engagement
Michigan State University

In Collaboration with Michigan State University
School of Planning, Design and Construction
Center for Statistical Training and Consulting

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2019-2020 Program Overview

The program year of 2019-20 has been a unique one in GSRP history. The COVID-19 pandemic created a huge disturbance on data collection and program operation activities in the latter half of the program year. March 13, 2020 was considered the last day of the year for typical programming as an executive order was given on that date to suspend in-person operations for all GSRP locations. Almost all programs implemented some form of distance learning, but programs did not come back to in-person classes during the 2019-20 school year. As a result of the changes, the 2019-20 student cohort did not receive a full year of standard GSRP programming as compared to the previous cohorts. Cutting short in-person programming also affected data collection. The closure of the physical programs prohibited the collection of program quality assessment data and made the child assessment data, such as COR, only partially available. It also created challenges to compare this cohort, and possibly the 2020-21 cohort, with the other cohorts that are not affected by the pandemic.

The Great Start Readiness Program (GSRP) state evaluation team, led by the Community Evaluation Programs group at Michigan State University's (MSU) Office of University Outreach and Engagement, started the project in October 2017. The team has been closely monitoring the impacts of the COVID-19 pandemic on GSRP program operation and participants and adjusted the longitudinal study plan accordingly. Except for the omission of the program quality section (namely PQA-R and CLASS) due to data unavailability, this report follows the same structure as previous years' reports, documenting major findings from the Cohort 3/Year 3 (2019-2020) study.

During the 2019-2020 program year, GSRP funding was awarded to 56 ISDs, operated by 53 ISDs and 2 consortia representing a total of 4 ISDs, who oversaw subrecipients managing 1,214 sites and operating 2,365 classrooms. About 82% of the classrooms were funded exclusively by the GSRP funding stream, while 18% had blended funding with the Head Start programs. A total of 37,369 children were served and 95% of them came from low-income families. Children were evenly distributed across gender; 54% were White (non-Hispanic), 27% were Black, 11% Hispanic/Latino, 6% multi-racial, 2% Asian, <1% American Indian/Alaska Native and less than 1% were Hawaiian/Pacific Islander.

Program Offering

Classroom Operation

Approximately seven in ten classrooms (70%) were operated by schools (districts, public school academies/PSA or intermediate school districts/ISDs), leaving 30% of classrooms operated by community-based organizations (see Figure 1. for details). On average, two classrooms were located in each site, but classroom numbers ranged widely from 1-17 classrooms per site. Among the 2,365 classrooms, 82% were funded exclusively by the GSRP funding stream, while 18% blended funding with Head Start programs (the “GSRP/Head Start Blend” classrooms). Most classrooms offered school-day programming; only 9% were part-day.

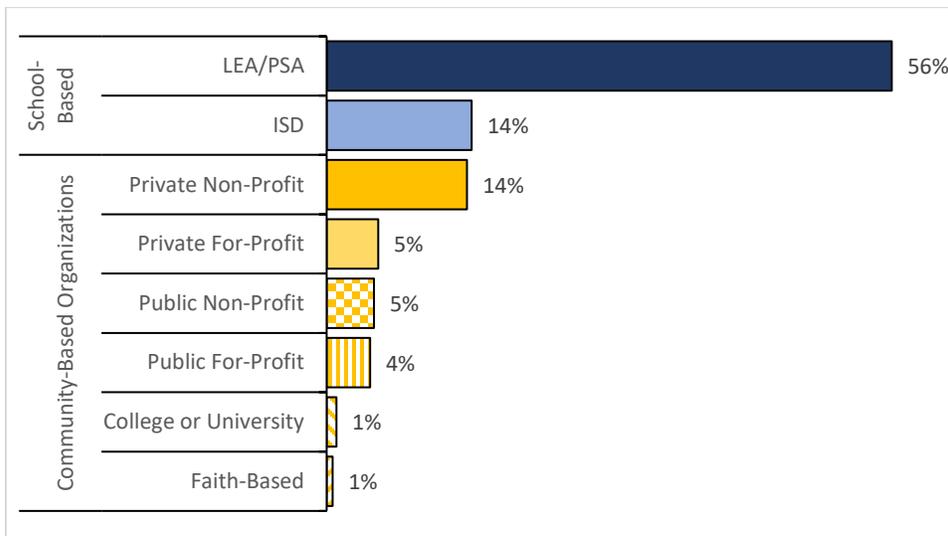


Figure 1. GSRP Classroom Operation Types

Population Served

Child Demographics

A detailed breakdown of child demographics and counts by classroom type can be found in Table 1. Children were evenly distributed across gender (50% female). Fifty-four percent were White (non-Hispanic), 27% were Black, 11% Hispanic/Latino, 6% multi-racial, 2% Asian, less than 1% were American Indian/Alaska Native and less than 1% were Hawaiian/Pacific Islander. The majority of the children were in GSRP exclusive programs (in contrast to GSRP/Head Start Blend) in school-based classrooms which followed school-day schedules. These counts are based on actual child placement, not allocation. Table 2 lists demographics by ISD.

Table 1. GSRP 2019–20 Child Demographics and Counts/Percent by Classroom Types

	Number of Children (Total = 37,369)	% of Children
Gender		
Male	18739	50%
Female	18630	50%
Race/Ethnicity		
White (Non-Hispanic)	20,068	54%
Black/African American	10,231	27%
Hispanic/Latino	3,936	11%
Multi-Racial	2,170	6%
Asian	727	2%
American Indian/Alaska Native	174	<1%
Hawaiian/Pacific Islander	63	<1%
GSRP Service Program Type		
GSRP Exclusive	31,203	83%
GSRP/Head Start Blend	6,166	17%
GSRP Delivery Method		
School-Based	27,036	72%
CBO-based	10,333	28%
GSRP Delivery Schedule		
School-day	34,632	93%
Part-Day	2,737	7%

Table 2. GSRP 2019–20 Child Demographics by ISD

Agency	N	F%	M%	White%	Black%	Hisp%	Multi%	Asian%	AIAN%	NHPI%
Michigan	37,369	50%	50%	54%	27%	11%	6%	2%	<1%	<1%
Allegan Area ESA	303	50%	50%	75%	2%	15%	8%	0%	1%	0%
AMA ESD	187	45%	55%	91%	0%	6%	3%	1%	0%	0%
Barry ISD	127	52%	48%	89%	0%	3%	8%	0%	0%	0%
Bay-Arenac ISD	523	50%	50%	77%	2%	14%	7%	0%	0%	0%
Berrien RESA	510	54%	46%	50%	30%	9%	8%	2%	1%	0%
Branch ISD	139	53%	47%	85%	1%	12%	1%	1%	1%	0%
C.O.O.R. ISD	288	44%	56%	92%	0%	2%	5%	0%	1%	0%
Calhoun ISD	848	51%	49%	54%	18%	10%	12%	6%	0%	0%
Charlevoix-Emmet ISD	252	48%	52%	92%	0%	1%	5%	1%	1%	0%
Cheb-Otsego-Presque Isle ESD	220	55%	45%	92%	0%	1%	6%	0%	0%	0%
Clare-Gladwin RESD	327	49%	51%	91%	0%	3%	5%	0%	1%	0%
Clinton County RESA	218	46%	54%	81%	2%	14%	3%	1%	0%	0%
Copper Country ISD	127	53%	47%	83%	5%	0%	1%	4%	7%	0%
Delta-Schoolcraft ISD	129	51%	49%	81%	2%	2%	9%	1%	5%	0%
Dickinson-Iron ISD	72	50%	50%	90%	3%	1%	3%	0%	1%	1%
Eastern Upper Peninsula ISD	153	51%	49%	69%	1%	1%	1%	1%	27%	0%
Eaton RESA	268	45%	55%	82%	2%	9%	5%	1%	0%	0%
Genesee ISD	2,223	50%	50%	47%	39%	6%	7%	0%	0%	0%
Gogebic-Ontonagon ISD	49	51%	49%	92%	2%	4%	2%	0%	0%	0%
Hillsdale ISD	246	53%	47%	95%	0%	4%	0%	0%	1%	0%
Huron ISD	110	53%	47%	95%	1%	5%	0%	0%	0%	0%
Ingham ISD	1,278	50%	50%	39%	25%	18%	13%	5%	0%	0%
Ionia ISD	259	47%	53%	83%	1%	10%	5%	0%	0%	0%
Iosco RESA	147	52%	48%	95%	1%	0%	3%	1%	0%	0%
Jackson ISD	702	50%	50%	68%	12%	6%	14%	1%	0%	0%
Kalamazoo RESA	1,248	51%	49%	48%	37%	0%	13%	1%	0%	0%
Kent ISD	3,128	49%	51%	35%	24%	29%	7%	4%	0%	1%
Lapeer ISD	233	50%	50%	88%	1%	7%	3%	0%	1%	0%
Lenawee ISD	328	48%	52%	78%	2%	17%	2%	0%	1%	0%
Lewis Cass ISD	160	46%	54%	81%	6%	5%	8%	1%	0%	0%
Livingston ESA	332	48%	52%	89%	1%	2%	7%	1%	0%	0%
Macomb ISD	2,296	50%	50%	50%	33%	4%	7%	6%	0%	0%
Marquette-Alger RESA	92	55%	45%	88%	1%	0%	4%	0%	7%	0%
Mecosta-Osceola ISD	270	47%	53%	90%	2%	2%	5%	0%	0%	0%
Menominee ISD	83	39%	61%	94%	0%	4%	1%	0%	1%	0%
Midland County ESA	640	51%	49%	86%	1%	6%	5%	1%	1%	0%
Monroe ISD	407	43%	57%	76%	7%	7%	9%	1%	0%	0%
Montcalm Area ISD	354	51%	49%	94%	1%	5%	0%	0%	0%	0%
Muskegon Area ISD	965	50%	50%	61%	24%	9%	6%	0%	0%	0%
Newaygo County RESA	347	54%	46%	84%	0%	12%	3%	0%	1%	0%
Oakland Schools	3,024	51%	49%	41%	39%	11%	6%	3%	0%	0%
Ottawa Area ISD	872	48%	52%	62%	4%	24%	5%	4%	0%	0%
Saginaw ISD	1,017	51%	49%	31%	48%	13%	7%	0%	0%	0%
Sanilac ISD	237	45%	55%	90%	0%	7%	3%	0%	0%	0%
Shiawassee Regional ESD	389	48%	52%	86%	1%	3%	11%	0%	0%	0%
St. Clair County RESA	501	48%	52%	80%	4%	6%	10%	1%	0%	0%
St. Joseph County ISD	402	48%	52%	74%	6%	17%	3%	0%	0%	0%
Traverse Bay Area ISD	617	53%	47%	86%	1%	6%	5%	1%	2%	0%
Tuscola ISD	300	51%	49%	94%	0%	1%	4%	0%	0%	0%
Van Buren ISD	350	53%	47%	57%	2%	33%	6%	1%	0%	0%
Washtenaw ISD	865	48%	52%	43%	36%	11%	7%	3%	0%	0%
Wayne RESA	7,550	50%	50%	31%	56%	9%	2%	1%	0%	0%
West Shore ESD	311	54%	46%	70%	2%	23%	5%	0%	1%	0%
Wexford-Missaukee ISD	346	45%	55%	89%	1%	7%	2%	1%	0%	0%

Note. F = female; M = male; Hisp = Hispanic; Multi = multi-racial; AIAN = American Indian or Alaska Native; NHPI = Native Hawaiian or other Pacific Islander.

Distribution of Child Eligibility Factors

Enrollment priorities for the GSRP classrooms were based on income level and a set of eligibility factors. GSRP classrooms served Michigan children with the greatest need, as evidenced by 95% of children coming from low-income families (defined as family income equal to or less than 250% of Federal Poverty Level (FPL). A little under half of the children were reported to have an environmental risk such as the absence of a parent, unstable housing, residing in a high-risk neighborhood, or prenatal/postnatal exposure to toxic substances. About 18% of parents/guardians did not have a high school diploma. For a complete list of GSRP eligibility factors and percentage of children eligible for each factor, see Table 3. Table 4 lists the percent of eligible children by each ISD.

Table 3. GSRP 2019–20 Child Counts and Percent by Eligibility Factors

Eligibility Factor and Definition	Number of Children (Total = 37,369)	% of Children
Low family income: Equal to or less than 250% of Federal Poverty Level	35,454	94.9%
Environmental risk: Parental loss due to death, divorce, incarceration, military service or absence; sibling issues; teen parent (not age 20 when first child born); family is homeless or without stable housing; residence in a high-risk neighborhood (area of high poverty, high crime, limited access to critical community services); or prenatal or postnatal exposure to toxic substances known to cause learning or developmental delays	17,501	46.8%
Parent/guardian with low educational attainment: Parent has not graduated from high school or is illiterate	6,585	17.6%
Diagnosed disability or identified developmental delay: Child is eligible for special education services or child’s developmental progress is less than that expected for his/her chronological age, or chronic health issues cause development or learning problems	4,087	10.9%
Primary home language other than English: English is not spoken in the child’s home; English is not the child’s first language	3,364	9.0%
Abuse/neglect of child or parent: Domestic, sexual, or physical abuse of child or parent; child neglect issues	3,355	9.0%
Severe or challenging behavior: Child has been expelled from preschool or childcare center	1,222	3.3%

Table 4. GSRP 2019–20 Child Eligibility by ISD

Agency	Total Children	Low Income	Environmental Risk	Low Parental Education	Disability/Delay	Home Language Non-English	Abuse/Neglect	Severe/Challenging Behavior
Michigan	37,369	95%	47%	18%	11%	9%	9%	3%
Allegan Area ESA	303	91%	35%	10%	12%	7%	7%	9%
AMA ESD	187	93%	85%	26%	28%	2%	26%	5%
Barry ISD	127	96%	47%	20%	13%	0%	2%	2%
Bay-Arenac ISD	523	94%	65%	12%	20%	0%	10%	3%
Berrien RESA	510	99%	28%	16%	5%	8%	6%	3%
Branch ISD	139	97%	85%	27%	4%	19%	18%	7%
C.O.O.R. ISD	288	93%	65%	31%	17%	0%	26%	5%
Calhoun ISD	848	96%	59%	27%	11%	0%	11%	4%
Charlevoix-Emmet ISD	252	92%	57%	19%	7%	0%	39%	0%
C-O-PI ESD	220	94%	62%	20%	17%	0%	27%	3%
Clare-Gladwin Regional ESD	327	92%	91%	20%	12%	1%	28%	2%
Clinton County RESA	218	89%	26%	5%	19%	2%	10%	4%
Copper Country ISD	127	94%	72%	17%	18%	4%	20%	2%
Delta-Schoolcraft ISD	129	94%	56%	44%	20%	2%	36%	16%
Dickinson-Iron ISD	72	88%	32%	13%	7%	0%	3%	0%
Eastern Upper Peninsula ISD	153	88%	48%	12%	13%	1%	6%	1%
Eaton RESA	268	95%	77%	13%	19%	2%	29%	4%
Genesee ISD	2,223	95%	51%	16%	9%	1%	4%	5%
Gogebic-Ontonagon ISD	49	86%	90%	22%	39%	2%	22%	12%
Hillsdale ISD	246	92%	67%	24%	9%	0%	34%	1%
Huron ISD	110	94%	35%	8%	30%	0%	9%	32%
Ingham ISD	1,278	97%	39%	10%	13%	9%	7%	3%
Ionia ISD	259	88%	71%	13%	17%	2%	18%	1%
Iosco RESA	147	100%	95%	31%	16%	1%	46%	2%
Jackson ISD	702	90%	56%	23%	9%	1%	22%	5%
Kalamazoo RESA	1,248	95%	6%	0%	3%	3%	1%	0%
Kent ISD	3,128	88%	8%	16%	10%	15%	7%	3%
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Lenawee ISD	328	99%	60%	34%	13%	1%	12%	12%
Lewis Cass ISD	160	94%	70%	8%	28%	1%	16%	4%
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Menominee ISD	83	89%	84%	49%	19%	2%	37%	13%
Midland County ESA	640	90%	37%	8%	21%	1%	6%	3%
Monroe ISD	407	89%	66%	11%	18%	3%	9%	3%
Montcalm Area ISD	354	93%	100%	2%	12%	2%	3%	2%
Muskegon Area ISD	965	92%	54%	17%	7%	2%	16%	2%
Newaygo County RESA	347	90%	100%	17%	32%	0%	5%	6%
Oakland Schools	3,024	98%	47%	14%	9%	11%	7%	3%
Ottawa Area ISD	872	92%	32%	8%	14%	10%	5%	5%
Saginaw ISD	1,017	98%	76%	24%	9%	1%	2%	1%

Agency	Total Children	Low Income	Environmental Risk	Low Parental Education	Disability/Delay	Home Language Non-English	Abuse/Neglect	Severe/Challenging Behavior
Michigan	37,369	95%	47%	18%	11%	9%	9%	3%
Sanilac ISD	237	92%	39%	10%	18%	0%	8%	1%
Shiawassee Regional ESD	389	93%	24%	13%	13%	0%	6%	4%
St. Clair County RESA	501	95%	61%	26%	12%	0%	11%	10%
St. Joseph County ISD	402	84%	5%	0%	19%	1%	0%	0%
Traverse Bay Area ISD	617	89%	49%	16%	12%	2%	21%	1%
Tuscola ISD	300	91%	73%	30%	22%	0%	22%	16%
Van Buren ISD	350	89%	54%	18%	15%	18%	8%	2%
Washtenaw ISD	865	99%	36%	10%	9%	14%	4%	1%
Wayne RESA	7,550	100%	50%	22%	5%	20%	5%	2%
West Shore ESD	311	89%	75%	21%	14%	8%	12%	4%
Wexford-Missaukee ISD	346	98%	68%	21%	10%	3%	46%	4%

Staff Characteristics

GSRP Teacher Credentials and Salary

Teachers’ experience and contract coverages that help provide job continuity are expected to affect teaching quality. Compensation is one of the key factors in recruiting and retaining highly qualified teachers. Because teacher salaries can vary greatly, in this report the median salaries rather than mean salaries were used to avoid biasing the results due to a few unusually high or low salaries. A summary of GSRP teachers’ credentials and median salaries can be found in Table 5. The data show that 45% of the lead teachers had a teaching certificate with ZA/ZS, 47% had a bachelor’s degree (ECE/CD with specialization in preschool teaching), 9% with both a bachelor’s degree and certification, and almost one-fourth had a master’s degree. Only 2% of lead teachers were grandfathered based on the discontinued minimal requirement for having a Michigan teaching certificate with a valid CDA or having a special approval. For associate teachers, CDA was the most common credential (48%). About 4% of the associate teachers were grandfathered with 120 clock hour approval letter from MDE. The median salary of the teachers generally reflected their education backgrounds, with lead teachers having substantially more credentials and higher pays than associate teachers.

Table 5. Teacher Credentials and Median Salary

Credential List	% Qualified	N	Median Salary (FTE)
Lead Teacher			
Teaching certificate with ZA/ZS	45%	992	\$44,895
Teaching Certificate w/Bachelor's in ECE/CD with preschool specialization training	9%	193	\$35,150
Bachelors in ECE/CD with preschool specialization training (non-certified)	39%	859	\$34,160
Masters	24%	525	\$49,879
Teaching certificate within 1-2 courses of ZA	7%	163	\$30,000
Teaching certificate with PPI or Special Education approval	1%	14	\$36,950
Teaching certificate with CDA	1%	14	\$30,769
Associate Teacher			
CDA	48%	1043	\$20,144
Associate in ECE/CD	26%	572	\$20,599
BA	10%	224	\$19,991
Masters	1%	22	\$20,019
Minimal qualification with compliance plan	18%	387	\$17,719
120 hours approval from MDE	4%	95	\$20,016

Note: Total number of unduplicated lead teachers reported (N) = 2,229; unduplicated associate teachers (N) = 2,161.

Table 6 demonstrates that lead teachers, in general, had more teaching experience than associate teachers. In 2019-2020, about 58% of lead teachers and 43% of associate teachers had been teaching in GSRP classrooms for more than 4 years. Teaching experience outside of GSRP classrooms varied greatly, with about a third of lead teachers and 39% of the associate teachers having less than a year’s experience teaching in non-GSRP settings while 38% of teachers having at least four years of experiences working in non-GSRP programs.

Table 6. Lead and Associate Teacher Experiences, Contract Coverage and Median Salary

Teaching Experiences and Contract Coverage		Lead Teacher (N=2,229)		Associate Teacher (N=2,161)		
GSRP Teaching Experience	%	N	Median Salary (FTE)	%	N	Median Salary (FTE)
Less than 1 year	8%	174	\$31,470	14%	293	\$18,293
1-2 years	14%	316	\$33,493	20%	438	\$19,080
2-3 years	10%	229	\$34,713	13%	285	\$19,536
3-4 years	10%	215	\$35,350	10%	210	\$19,778
4-5 years	13%	286	\$35,970	11%	239	\$20,496
More than 5 years	45%	1,009	\$41,384	32%	696	\$20,451
Additional Teaching Experience						
Less than 1 year	32%	724	\$38,897	39%	849	\$18,773
1-2 years	14%	306	\$37,013	17%	370	\$20,142
2-3 years	8%	179	\$35,061	7%	161	\$20,520
3-4 years	7%	156	\$35,294	5%	106	\$19,338
4-5 years	6%	140	\$34,794	5%	104	\$20,290
More than 5 years	32%	724	\$36,478	26%	571	\$20,800
Contract Coverage						
Yes	38%	858	\$47,009	33%	706	\$19,712
No	62%	1,371	\$33,900	67%	1,455	\$19,927

Teacher Salary and Benefits by Program Type

Teachers’ salaries varied by specific entity types and classroom options. Classrooms run by colleges/universities, districts/PSAs, and ISDs tended to provide a higher salary to lead teachers than did faith-based, non-profit, and for-profit entities. Associate teachers’ salaries were more consistent across agencies; salaries from the ISDs for associate teachers tended to be lower compared to others (see Table 7 for details). Notably, there is a substantial difference on lead teacher salary between GSRP exclusive and GSRP/Head Start Blend classrooms. Lead teachers working in the school-based GSRP/Head Start Blend classrooms tended to receive less pay than those in the GSRP exclusive classrooms. In contrast, associate teachers working at CBOs or school-based GSRP/Head Start Blend programs tended to be paid more than those at school-based GSRP

exclusive programs (see Table 8 for details).

Table 7. Median Salary by Program Type

Program Type	Lead Teacher (N=2,229)			Associate Teacher (N=2,161)		
	%	N	Median Salary (FTE)	%	N	Median Salary (FTE)
Public Schools Total	70%	1,566	\$40,000	70%	1,507	\$19,122
District/PSA	56%	1,254	\$40,995	55%	1,198	\$19,207
ISD	14%	312	\$36,901	14%	309	\$18,661
CBOs Subtotal	30%	663	\$32,160	30%	654	\$21,671
College or university	1%	21	\$37,518	1%	19	\$25,452
Faith-based	1%	14	\$29,350	1%	12	\$18,495
Private for-profit	5%	115	\$29,621	5%	110	\$21,985
Private non-profit	14%	314	\$32,000	14%	312	\$21,517
Public for-profit	4%	99	\$35,000	4%	96	\$21,940
Public non-profit	4%	100	\$33,493	5%	105	\$21,504

Table 8. Median Salary by Class Options

Class Options	Lead Teacher (N=2,229)			Associate Teacher (N=2,161)		
	%	N	Median Salary (FTE)	%	N	Median Salary (FTE)
Public Schools Total	70%	1,566	\$40,000	70%	1,507	\$19,122
GSRP Exclusive	89%	1,390	\$40,347	88%	1,333	\$18,787
GSRP/Head Start Blend	11%	176	\$36,959	12%	174	\$21,307
CBOs subtotal	30%	663	\$32,160	30%	654	\$21,671
GSRP Exclusive	64%	424	\$32,000	64%	418	\$21,043
GSRP/Head Start Blend	36%	239	\$32,331	36%	236	\$22,320

Teachers' salaries varied greatly by geographic location, and GSRP teachers' compensation is often confined by the district's structures. At the first State Evaluation Advisory committee meeting on November 15, 2018, participants were interested in learning about the different compensation scales across all regions and a comparable salary within each ISD. Table 9 uses publicly available data to provide a rough comparison of GSRP full-time lead teachers' salaries with regional K-12 teacher average salaries¹. With some exceptions, the

¹ Data were retrieved from 2018-2019 *Bulletin 1014: Michigan Public Schools Ranked by Select Financial Information* (2020, February), the latest financial report that shows Michigan Public Schools' average teacher salary by districts. Available from <https://www.michigan.gov/mde/0,4615,7-140-6605-21539--,00.html>

available data suggest that salaries for GSRP teachers were substantially lower than the K-12 average salaries (about 34% lower on average). Table 10 and Figure 3 present school-day teachers' benefits by program types and options. Teachers who worked at GSRP/Head Start Blend classrooms received better benefits across many areas such as retirements (403b, pensions, etc.), vacation days, and health, dental and vision insurance. Compared to teachers at other program types, teachers working at CBO-based classrooms were less likely to receive paid sick days. Teachers working at CBO-based GSRP-exclusive classrooms were less likely to receive insurances and retirement plans.

Table 9. Lead Teacher Salary Compared to Regional K-12 Teachers

	Average K-12 Teacher Salary*	Median Salary (FTE)	# of Available Records	Compared to K-12 Average (% Lower)
Michigan	\$56,352	\$36,950	2,229	34%
Allegan Area ESA	\$55,115	\$33,151	17	40%
AMA ESD	\$53,996	\$32,011	11	41%
Barry ISD	\$58,982	\$36,300	8	38%
Bay-Arenac ISD	\$57,933	\$34,565	32	40%
Berrien RESA	\$54,361	\$40,000	26	26%
Branch ISD	\$55,216	\$34,662	8	37%
C.O.O.R. ISD	\$46,451	\$35,000	19	25%
Calhoun ISD	\$50,642	\$34,638	52	32%
Charlevoix-Emmet ISD	\$57,058	\$35,373	17	38%
Cheb-Otsego-Presque Isle ESD	\$57,745	\$32,000	13	45%
Clare-Gladwin RESD	\$57,099	\$31,531	21	45%
Clinton County RESA	\$61,058	\$38,168	14	37%
Copper Country ISD	\$51,458	\$31,530	10	39%
Delta-Schoolcraft ISD	\$54,655	\$32,100	10	41%
Dickinson-Iron ISD	\$50,688	\$36,842	4	27%
Eastern Upper Peninsula ISD	\$48,857	\$30,680	12	37%
Eaton RESA	\$51,033	\$35,800	16	30%
Genesee ISD	\$55,884	\$35,055	102	37%
Gogebic-Ontonagon ISD	\$51,533	\$45,050	3	13%
Hillsdale ISD	\$50,824	\$33,276	15	35%
Huron ISD	\$56,257	\$39,919	8	29%
Ingham ISD	\$54,767	\$37,945	74	31%
Ionia ISD	\$52,237	\$30,000	7	43%
Iosco RESA	\$52,999	\$31,855	9	40%
Jackson ISD	\$58,847	\$31,449	38	47%
Kalamazoo RESA	\$58,156	\$39,219	73	33%
Kent ISD	\$56,390	\$41,400	181	27%
Lapeer ISD	\$56,170	\$35,200	15	37%
Lenawee ISD	\$54,648	\$33,317	20	39%
Lewis Cass ISD	\$55,383	\$38,229	10	31%
Livingston ESA	\$56,570	\$30,324	25	46%
Macomb ISD	\$68,244	\$39,126	133	43%
Marquette-Alger RESA	\$51,302	\$32,800	8	36%
Mecosta-Osceola ISD	\$53,061	\$33,900	17	36%
Menominee ISD	\$28,725	\$35,722	5	-24%
Midland County ESA	\$55,693	\$32,000	40	43%
Monroe ISD	\$55,086	\$30,679	24	44%
Montcalm Area ISD	\$52,722	\$49,851	22	5%
Muskegon Area ISD	\$55,344	\$33,488	57	39%
Newaygo County RESA	\$60,455	\$55,653	21	8%
Oakland Schools	\$63,079	\$35,416	183	44%
Ottawa Area ISD	\$59,429	\$32,000	55	46%
Saginaw ISD	\$52,273	\$37,680	67	28%
Sanilac ISD	\$54,064	\$33,380	16	38%
Shiawassee Regional ESD	\$59,326	\$30,240	30	49%
St. Clair County RESA	\$56,236	\$39,000	31	31%
St. Joseph County ISD	\$53,452	\$33,760	25	37%
Traverse Bay Area ISD	\$53,707	\$32,000	45	40%

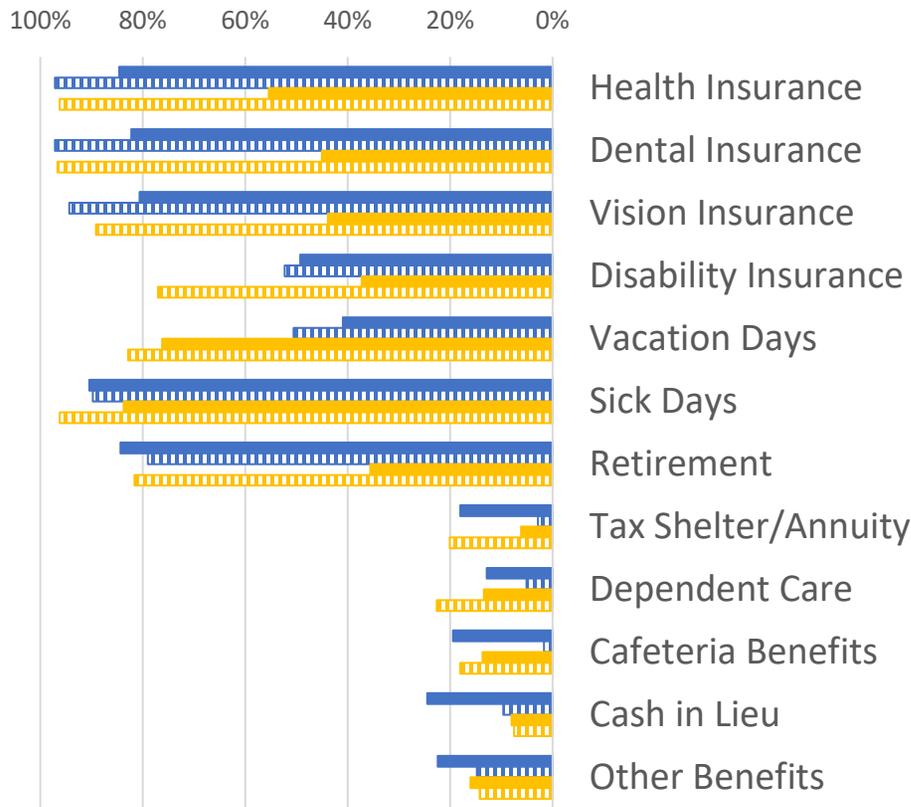
	Average K-12 Teacher Salary*	Median Salary (FTE)	# of Available Records	Compared to K-12 Average (% Lower)
Tuscola ISD	\$56,859	\$32,015	17	44%
Van Buren ISD	\$50,405	\$41,500	21	18%
Washtenaw ISD	\$59,191	\$38,500	59	35%
Wayne RESA	\$49,959	\$42,320	441	15%
West Shore ESD	\$56,648	\$30,625	20	46%
Wexford-Missaukee ISD	\$44,687	\$36,828	22	18%

*Source: 2018-2019 Bulletin 1014: Michigan Public Schools Ranked by Select Financial Information.

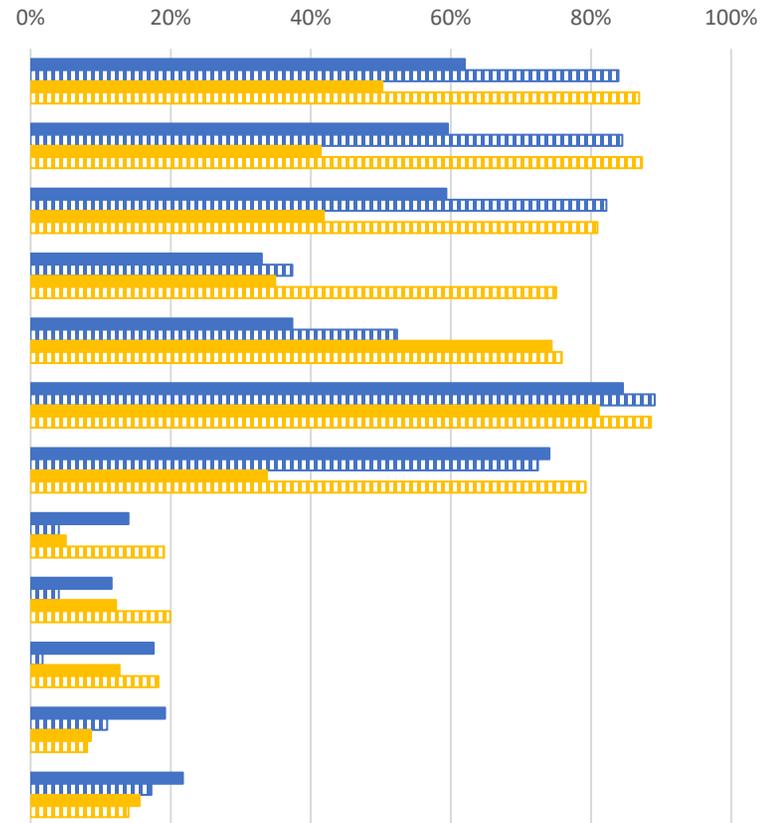
Table 10. Percent of School-Day Teacher Having Benefits by Class Type

Classroom Options	Lead Teachers				Associate Teachers			
	SCHOOL-BASED		CBOs		SCHOOL-BASED		CBOs	
	GSRP Exclusive	GSRP/Head Start Blend	GSRP Exclusive	GSRP/Head Start Blend	GSRP Exclusive	GSRP/Head Start Blend	GSRP Exclusive	GSRP/Head Start Blend
Sick Days	91%	90%	84%	96%	85%	89%	82%	89%
Health Insurance	86%	97%	57%	96%	63%	84%	52%	87%
Retirement	84%	79%	36%	82%	74%	72%	34%	79%
Dental Insurance	83%	97%	46%	97%	61%	84%	43%	87%
Vision Insurance	82%	94%	45%	89%	60%	82%	43%	81%
Disability Insurance	50%	52%	38%	77%	33%	37%	36%	75%
Vacation Days	41%	51%	77%	83%	37%	52%	76%	76%
Cash in Lieu	25%	10%	8%	8%	19%	11%	9%	8%
Cafeteria Benefits	20%	2%	14%	18%	18%	2%	13%	18%
Tax Shelter/Annuity	18%	3%	6%	20%	14%	4%	5%	19%
Dependent Care	13%	5%	14%	23%	12%	4%	13%	20%

Lead Teacher Benefits



Associate Teacher Benefits



- School-based GSRP Exclusive
- ▤ School-based GSRP/Head Start Blend
- CBO-based GSRP Exclusive
- ▤ CBO-based GSRP/Head Start Blend

- School-based GSRP Exclusive
- ▤ School-based GSRP/Head Start Blend
- CBO-based GSRP Exclusive
- ▤ CBO-based GSRP/Head Start Blend

Figure 2. Comparison of GSRP School-Day Teacher Benefits

Accessibility Study

GSRP Program Availability

When GSRP classrooms are closer to families' homes, they are more easily accessible. Figure 3 presents the GSRP site locations. Each green dot represents a single site in 2018-19, and each pink dot represents a single site during the 2019-20 year. The gray-shaded circles around the pink dots represent a viable catchment area around each site, defined here as a 20-mile radius. In 2018-19, 93% of Michigan land fell within the catchment area of a GSRP site; in 2019-20, coverage increased slightly to 94%. A comparable Michigan population density map by the same GSRP grantee regions can be found in Appendix B.

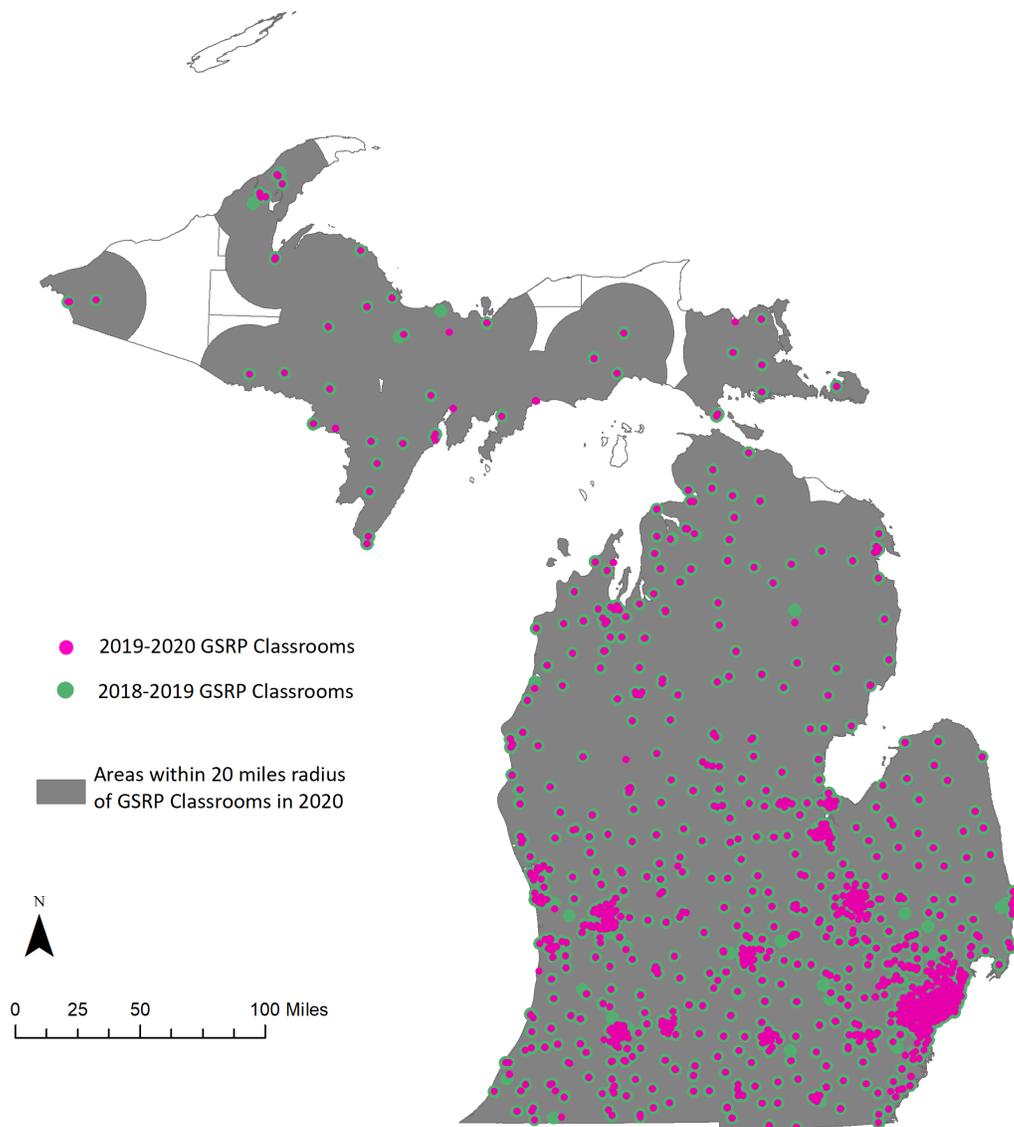


Figure 3. GSRP Location and 94 Percent Land Coverage Within 20 Miles of a GSRP Classroom

Overall Service Utilization

To examine the extent to which eligible Michigan children utilize publicly funded preschool services, the number of 2019-2020 GSRP-funded slots and Head Start children counts were combined to estimate the number of children attending a free preschool classroom by each ISD². The data were then compared to the number of eligible children (defined as children's family income at or below 250% of federal poverty guidelines) based on the 2015 American Community Survey data (the 2015 ACS 5-year estimates summarizing data from 2011-2015 were released in 2016). Figure 4 provides two domains of information within each grantee: the extent to which eligible children attended a free preschool classroom through a GSRP or Head Start program (displayed in shading), and the number of children served in the various program types (displayed in the bars with bases situated in each ISD). Shading ranges from white for lower utilization to darker gray for higher utilization. The areas that had less than 55% of eligible children participating in a publicly funded preschool classroom were: Barry ISD, Berrien RESA, Branch ISD, Cheb-Otsego-Presque Isle ESD, Copper Country ISD, Huron ISD, Ionia ISD, Lenawee ISD, Macomb ISD, Ottawa Area ISD, St. Clair County RESA, and Washtenaw ISD. The areas that had highest participating rates are (more than 81% of the eligible children participating): Alpena-Montmorency-Alcona ESD, C.O.O.R. ISD, Clare-Gladwin RESD, Clinton County RESA, Delta-Schoolcraft ISD, Eastern Upper Peninsula ISD, Eaton RESA, Gogebic-Ontonagon ISD, Iosco RESA, Lewis Cass ISD, Menominee ISD, Sanilac ISD, Shiawassee RESD, and West Shore Educational Service District. The bar charts display the number of children served in the Head Start programs (colored in Red), GSRP/Head Start Blend programs (colored in Blue), and GSRP Exclusive programs (colored in Green). Wayne county continues to serve the highest number of eligible children in public early childhood programs at 16,235. Appendix A presents the GSRP grantees with their geographic locations. In addition, waitlist children's data were reported for the first time during this year. The data show that a total of 1,482 children from 43 ISDs completed the application but never attended a GSRP classroom due to space limitation (See Table 11 and Figure 5 for details). In 2019-20, the waitlist population in Kent ISD, which contains Grand Rapids, tripled from what it had been in 2018-19, surpassing Wayne RESA to become the ISD with the largest waitlist population. Wayne RESA's waitlist population also increased from 2018-19, still having a significant number of children on the waitlist. Overall, the waitlist children count went up from last year, while the number of students served mostly remained the same.

² The total number of 2019-2020 Head Start program participants served by each subrecipient was accessed from Michigan Department of Education's MEGS+ system based on allocation estimates for the program year 2021-2022.

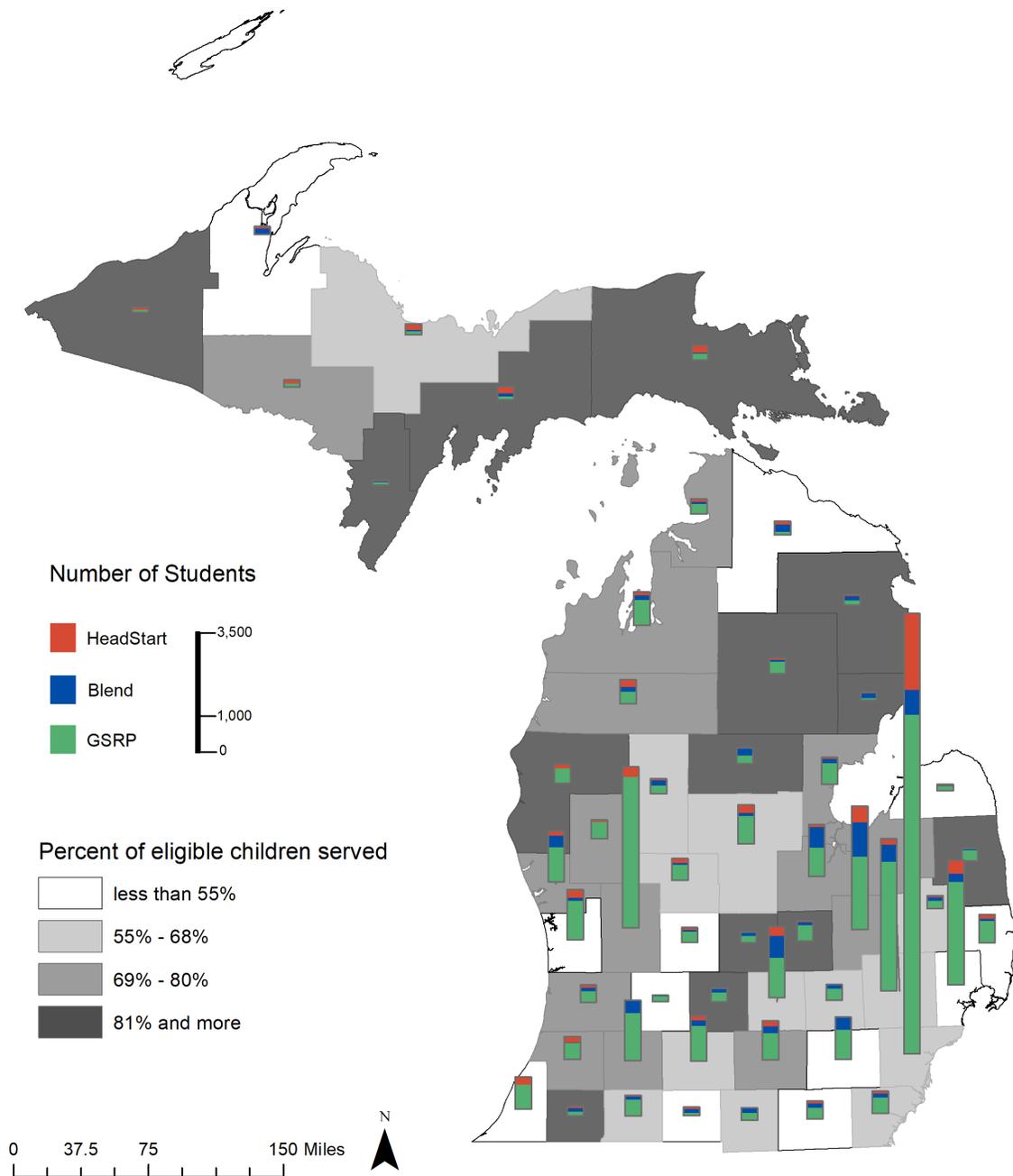


Figure 4. Percent and Count of Eligible Children Attending GSRP or Head Start Programs in 2018-19

Table 11. Number of Children on the Waitlist by ISD

	Number of Waitlist Children 2019-20	Change	Number of Waitlist Children (Last Year: 2018-19)
Michigan	1,482	↑	1,127
Allegan Area Educational Service Agency	33	↓	59
Alpena-Montmorency-Alcona ESD	31	↓	57
Barry ISD	6	↑	0
Bay-Arenac ISD	17	↑	12
Berrien RESA	0	—	0
Branch ISD	7	↑	0
C.O.O.R. ISD	16	↓	24
Calhoun Intermediate School District	23	↑	19
Charlevoix-Emmet ISD	11	↑	5
Cheb-Otsego-Presque Isle ESD	45	↑	18
Clare-Gladwin Regional Education Service District	0	↓	21
Clinton County RESA	8	↓	23
Copper Country ISD	31	↑	0
Delta-Schoolcraft ISD	0	—	0
Dickinson-Iron ISD	4	—	4
Eastern Upper Peninsula ISD	4	↓	21
Eaton RESA	44	↑	4
Genesee ISD	31	↓	42
Gogebic-Ontonagon ISD	5	↑	0
Hillsdale ISD	0	—	0
Huron ISD	0	—	0
Ingham ISD	6	↓	29
Ionia ISD	21	↓	29
Iosco RESA	2	↓	3
Jackson ISD	4	↓	17
Kalamazoo RESA	123	↑	0
Kent ISD	354	↑	113
Lapeer ISD	7	↓	9
Lenawee ISD	15	↑	0
Lewis Cass ISD	25	↑	0
Livingston ESA	0	—	0
Macomb ISD	61	↓	78
Marquette-Alger RESA	0	—	0
Mecosta-Osceola ISD	0	↓	3
Menominee ISD	6	↓	9
Midland County Educational Service Agency	5	↓	50
Monroe ISD	0	—	0
Montcalm Area ISD	12	↓	24
Muskegon Area ISD	86	↑	22
Newaygo County RESA	2	↑	0
Oakland Schools	32	↓	64
Ottawa Area ISD	2	—	2
Saginaw ISD	0	N/A	N/A
Sanilac ISD	10	↑	1
Shiawassee Regional ESD	3	↑	2
St. Clair County RESA	0	↓	9
St. Joseph County ISD	1	↓	21
Traverse Bay Area ISD	32	↓	50
Tuscola ISD	17	↑	3
Van Buren ISD	22	↓	28
Washtenaw ISD	28	↓	44
Wayne RESA	256	↑	162
West Shore Educational Service District	5	↑	0
Wexford-Missaukee ISD	29	↓	46

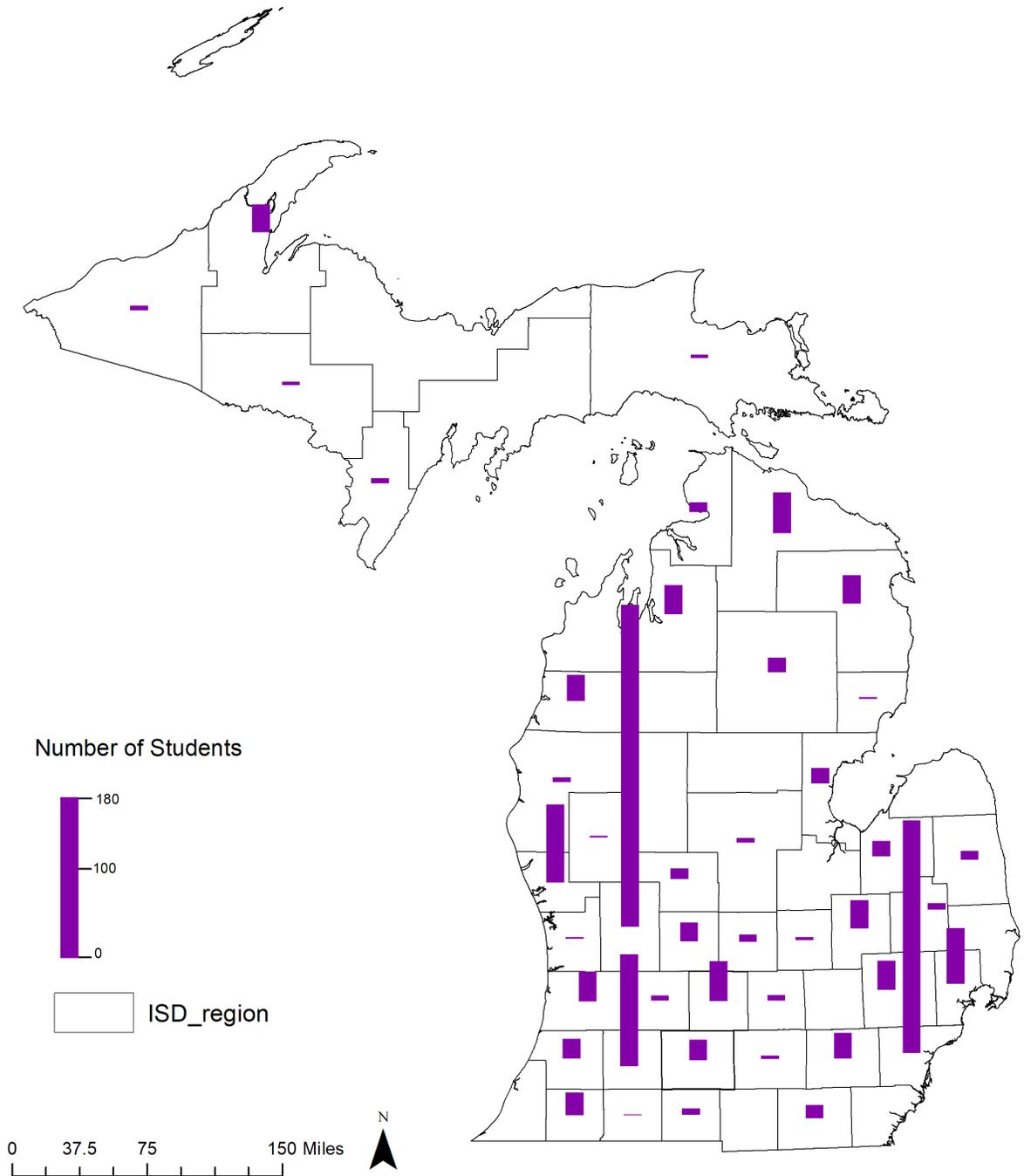


Figure 5. Number of Waitlist Children by ISD

Conclusion and Recommendation

The COVID-19 pandemic disrupted in-person programming starting in mid-March 2020 and resulted in many changes in program delivery and data collection activities. In response to these changes, March 13, 2020 was considered the last day of the regular program year and the 2019-20 Cohort is considered to have received only partial GSRP intervention. During this year, the GSRP funding was awarded to 56 ISDs, operated by 53 ISDs and 2 consortia representing a total of 4 ISDs, who oversaw subrecipients managing 1,214 sites and operating 2,365 classrooms. GSRP sites were within 20 miles of 94% of Michigan's land area. Approximately seven in ten classrooms (70%) were operated by schools, leaving 30% operated by community-based organizations. About 82% of classrooms were funded exclusively by the GSRP funding stream, while 18% blended funding with Head Start programs. Most classrooms offered school-day programming.

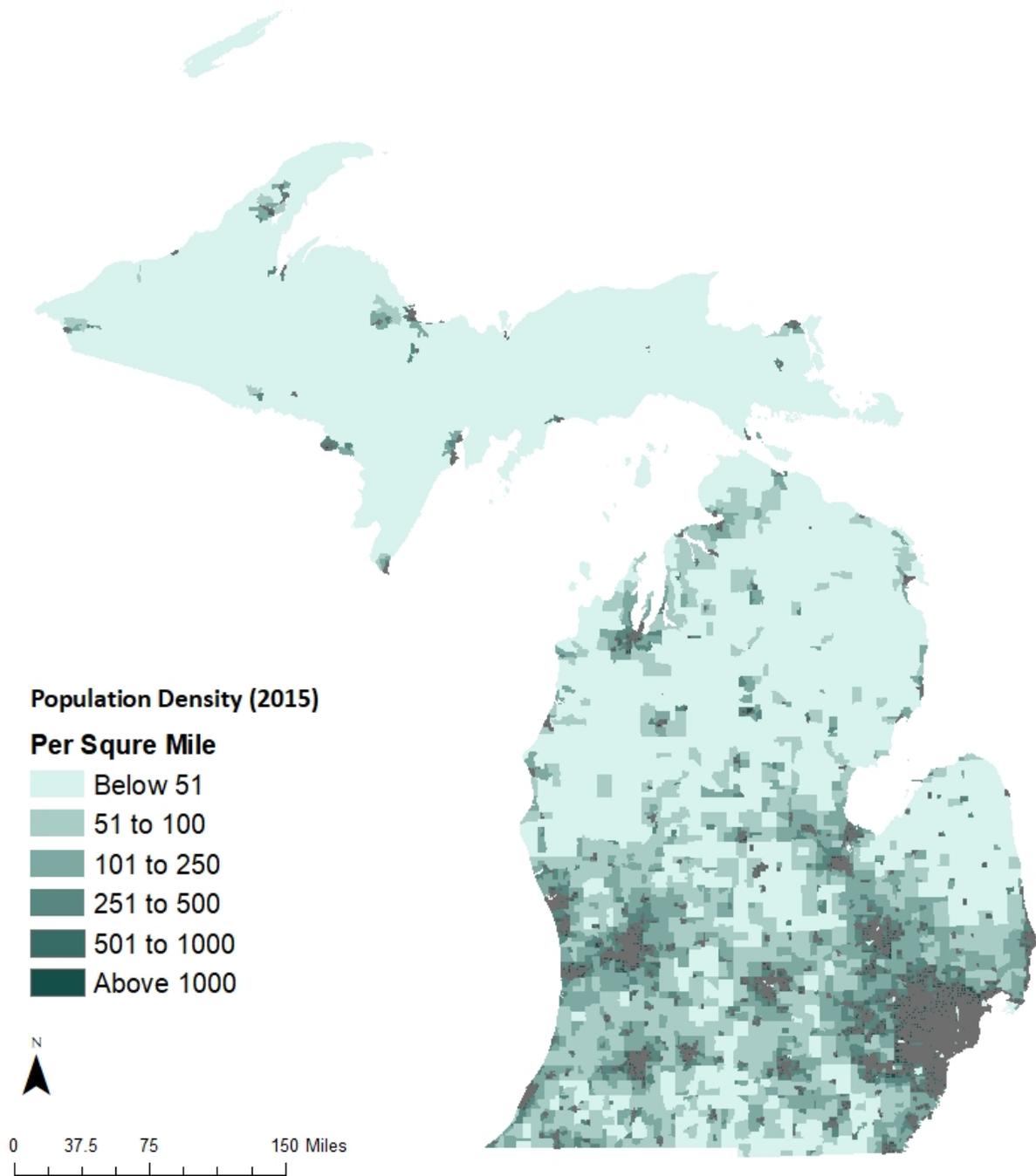
A total of 37,369 children were served. Almost all (95%) of the children came from families designated as low income, meaning that they had a family income equal to or less than 250% FPL. Approximately 46% of GSRP participants were racial or ethnic minorities, and about 47% of children had at least one risk factor from the list of designated environmental risk factors. Among all the participants, approximately 1.7% participated in more than one site due to family relocations.

Like the national findings on preschool teachers, GSRP teachers continued to experience a significantly lower compensation than K-12 teachers. GSRP teachers also had much lower union membership than Michigan K-12 teachers, who have some of the highest Teachers' Union membership in the country. GSRP teachers showed high, but difficult to characterize turnover rates. While it is difficult to determine how long teachers have spent in their current position, the percent of GSRP teachers who have spent at least 5 years as GSRP teachers has increased steadily over the past few years from 31% in 2017-18, to 38% in 2018-19, to 45% in 2019-20.

Appendix A. GSRP Grantees



Appendix B. Michigan Population Density Map



Appendix C. GSRP Grantees Service Coverage Areas

