



MASSACHUSETTS
**Department of
Early Education and Care**



October EEC Board Meeting

October 15, 2025

Agenda

Routine Business

- Approval of minutes from September 10, 2025 Strategic Planning Session – VOTE
- Approval of minutes from September 10, 2025 Meeting – VOTE

Items for Discussion and Action

- Research Partnership Update: Career Pathways Student Survey Findings
- EEC Board FY27 Budget Recommendations – VOTE
- Commonwealth Cares for Children (C3) Updates
 - Highlights of Public Comment Feedback
 - Establish FY26 Formula – VOTE
- IT Modernization: Family and Educator Portals



Research Partnership Update: Career Pathways Student Survey Findings

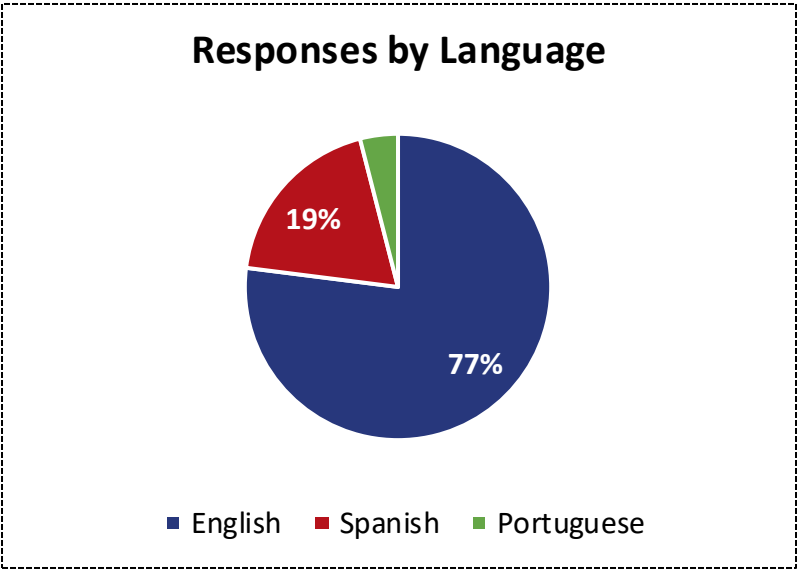
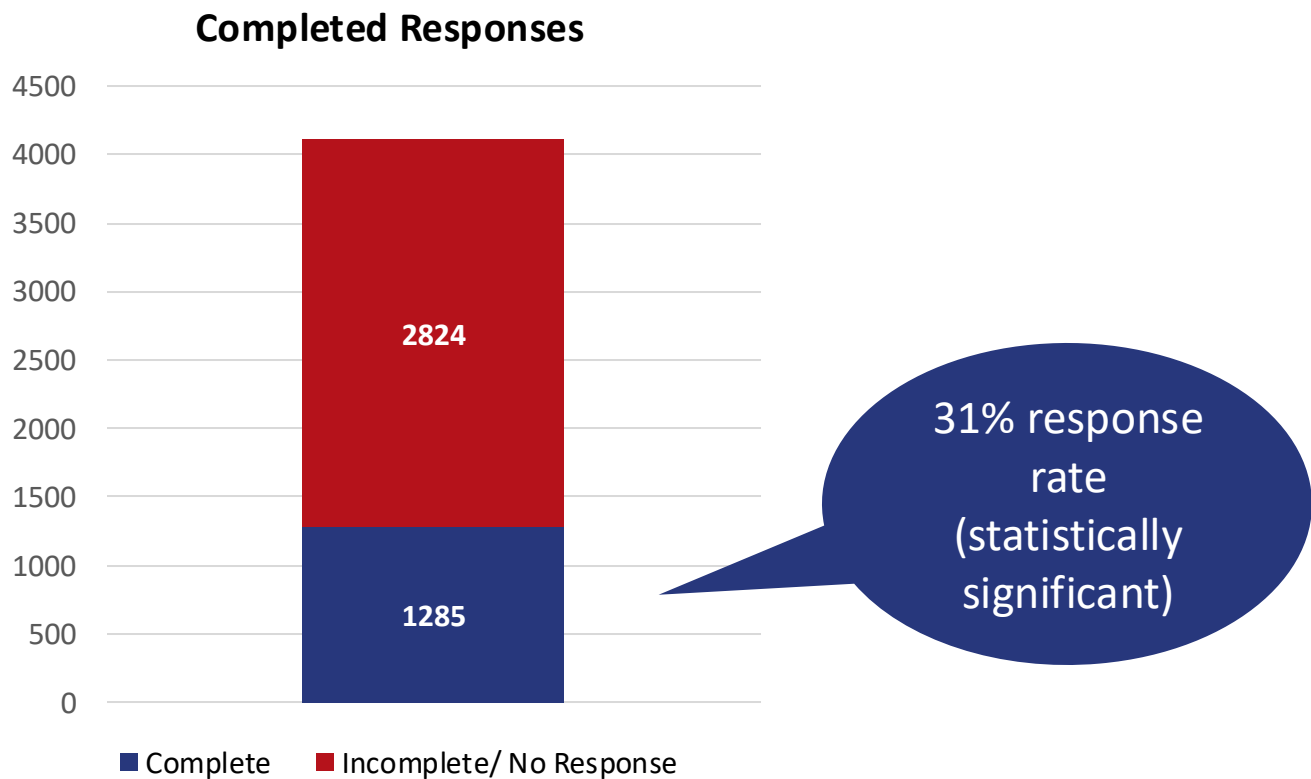
Background and Context

GOAL: To understand demographics, impacts and outcomes directly from Career Pathways students

- In 2019, the Career Pathways Grant began funding the 15 public community colleges and Urban College to support educators' access to courses towards EEC certification.
- Historically, EEC collected student data that was aggregated at each college and combined for analysis.
- In 2024, EEC partnered with Abt Global and the Community Colleges to collect information directly from students for **the first time**.

Survey Response

4,109 Community College students who took courses in calendar year 2024 were surveyed.



Who are Community College Career Pathways students?

Respondents were:	And identified as:
• Relatively new to the field with less than 6 years of experience (65%) • Employed in an early childhood setting (89%) • Working full time at 35+ hours per week (77%) • Working in a center-based program (65%)	• 95% female • 98% Massachusetts residents • 58% White • 55% Non-Hispanic • 76% English is preferred language • 65% over 30 years old • 54% first in family to attend college

77% of respondents are working more than 35 hours/week and respondents overwhelmingly want to take more courses

Why Career Pathways?

We asked students why they enrolled in courses through Career Pathways.



Student Support

- 60% of respondents met with staff/advisor **prior** to starting classes for the following support:
 - Help registering for courses (75%)
 - Help deciding what course to take (60%)
 - General information about the Early Childhood Education program at the college (53%)

“I started when I was 54 years old and never went to college before. The constant help and encouragement made an intimidating new experience great!”

Impact on Navigating Higher Education and Professional Skill Growth

After receiving support through the Career Pathways program, I...

- see how this coursework applies to my work. (94%)
- feel more confident about taking a college course. (89%)
- know how to get the help I need to do well in my classes. (87%)
- have the resources I need to make good course selection decisions. (85%)
- have a better understanding of how colleges operate than I did before I started. (78%)

Because of the college opportunity provided to me by Career Pathways, I...

- feel that I have more knowledge that I can use to improve my care and teaching young children. (95%)
- have implemented skills and tools from my coursework in the classroom. (93%)
- feel better prepared to handle different challenges in the classroom. (91%)

Professional and Educational Outcomes

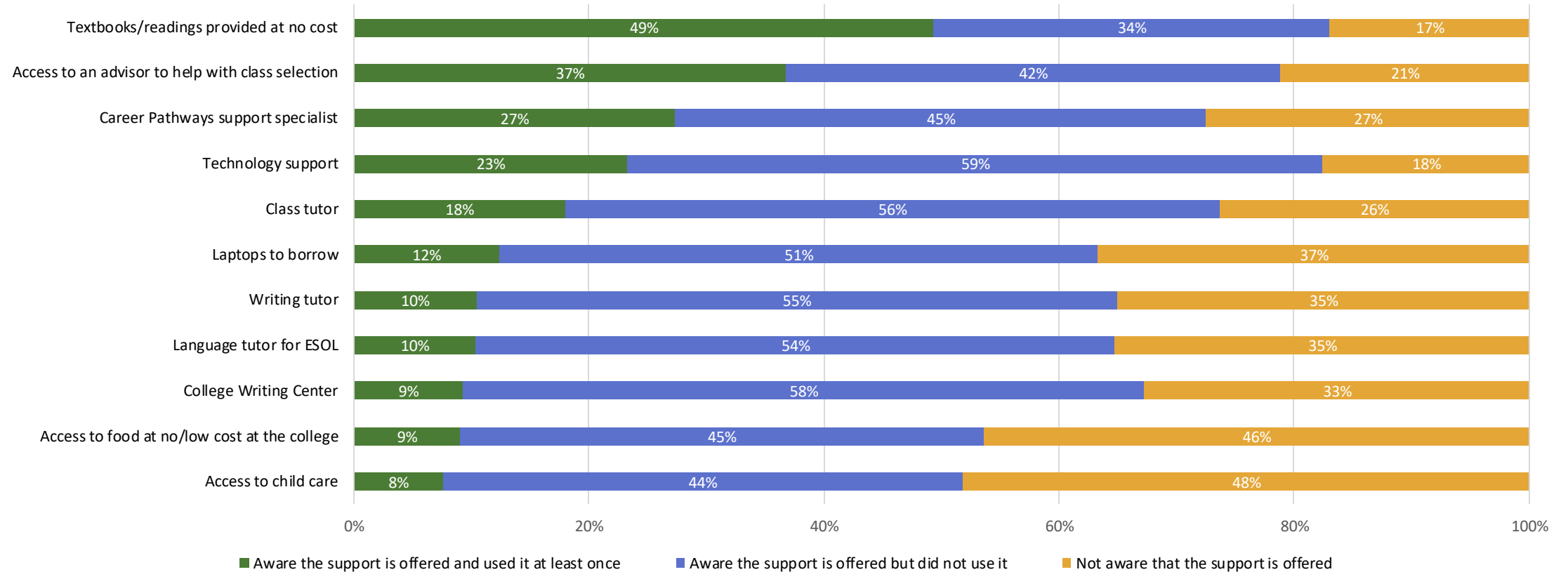
Respondents were asked what they expected for themselves as a result of completing a college course.

Students expected to:

- Take more college classes (77%)
- Obtain a higher EEC credential (60%)
- More likely to stay in the field of ECE (45%)
- Receive a bonus/compensation at their job (41%)
- Take on a different role/job with the same employer (32%)
- More likely to stay with current employer (29%)
- Get a job at a different early childhood program (19%)

Improving Student Awareness

Awareness and Use of Supportive Services



From Students

"Everyone involved in this grant is so attentive and eager to help anyway they can. We are beyond supported and this program makes it really hard to fail!"



"This has been a wonderful experience. I was nervous going back to school in my 40's but the support received made it easy and I'm excited to continue"



"For a career that is notoriously paid the least, but is a crucial step in early childhood development, it is outstanding to have the financial burden lightened! More quality teachers will be made from this program!"



"This experience gave me the chance to go to college when I didn't think I would be able too. Due to life's circumstances and all I didn't think college would be possible for me, but the pathways made it possible and more! I am more confident in myself as a student and now as a teacher!"





EEC Board FY27 Budget Recommendations

Proposed FY27 Budget Priorities

Building on the agency's Strategic Objectives, the Board of Early Education and Care's recommendations are to support work across these objectives to support the needs of families, educators and programs.



FAMILY ACCESS

Families have equitable access to quality and affordable early education and care in the communities in which they live, learn, and work.



PROGRAM QUALITY

Programs licensed or funded by EEC support children's health and safety and provide high quality environments that are culturally responsive, inclusive, and support children's learning and development in partnership with families.



PROGRAM STABILITY

Programs licensed or funded by EEC are operationally stable and financially sustainable.



WORKFORCE SUPPORTS

A diverse field of educators, leaders, and program staff is competitively compensated and supported by clear professional pathways that promote quality, retention, and advancement.



AGENCY INFRASTRUCTURE

EEC has sufficient internal capacity, organizational structures, and diverse perspectives and expertise to carry out its mission and strategic objectives.

Proposed FY27 Budget Priorities

The Board has developed a set of budget recommendations for the Fiscal Year 2027 budget aimed at addressing accessibility and affordability in alignment with Healey-Driscoll Administration's Gateway to Pre-K Agenda. The Board's proposals build on progress and innovation in cornerstone programs like Child Care Financial Assistance (CCFA), Commonwealth Cares for Children (C3), and the Commonwealth Preschool Partnership Initiative (CPPI), while identifying key areas of investment and expansion to broaden the reach and impact of these programs. The Board's recommendations include:

Improving Access for Families

- Continued investment to expand assistance to more families, especially Income Eligible families from the Waitlist
- Improve and make more consistent how families experience the system
- Review state dollars to maximize access and improve quality

Expanding CPPI

- Sustained and expanded investments in CPPI
- Opportunities for new communities to participate
- Additional support for children with special needs and multilingual learners

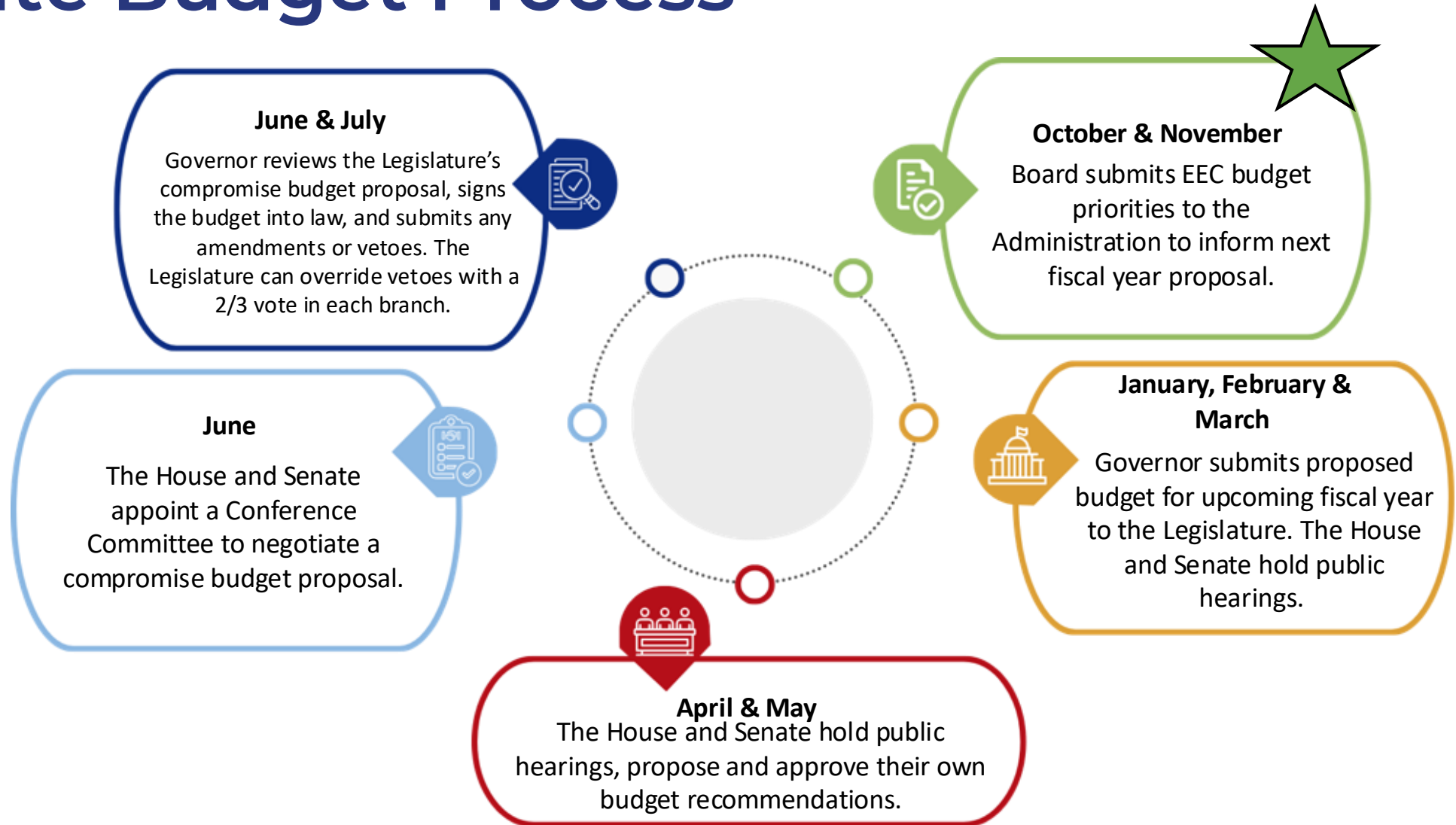
Strengthening C3

- Continued investment through C3 to support business operations and staff compensation
- Alignment with cost of care in C3
- Strengthen partnerships with private and philanthropic funders to expand financial support beyond State resources

Advancing the EEC System Infrastructure and Workforce Supports

- Focus on workforce compensation
- Develop a salary scale model to provide framework for future workforce compensation discussions
- Continue IT modernization and agency capacity building in key areas.

State Budget Process



Board of Early Education and Care FY27 Budget Priorities Memo

Massachusetts General Law Chapter 15D, Section 4 requires that the Board of Early Education and Care "... review and make recommendations regarding the budget to the secretary [of Education]" for consideration during the Fiscal Year budget development process.

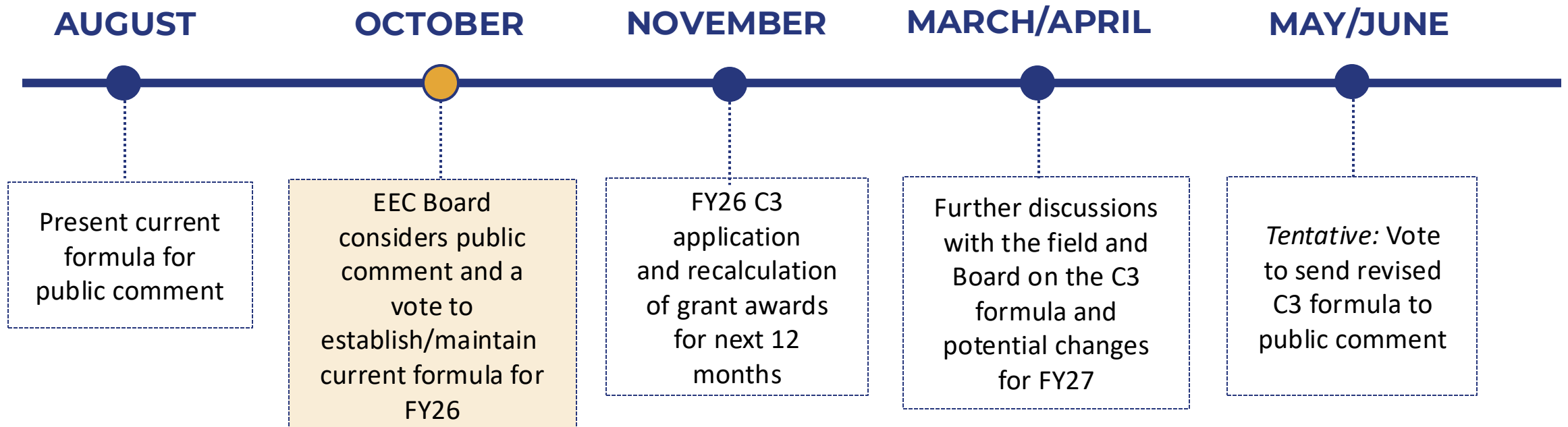
MOVED: That, the Board, in accordance with G.L. c. 15D, § 4, hereby approves and adopts the recommended priorities for the Fiscal Year 2027 budget and authorizes the Commissioner to submit the budget recommendations to the Secretary of Education.



Commonwealth Cares for Children (C3) Updates

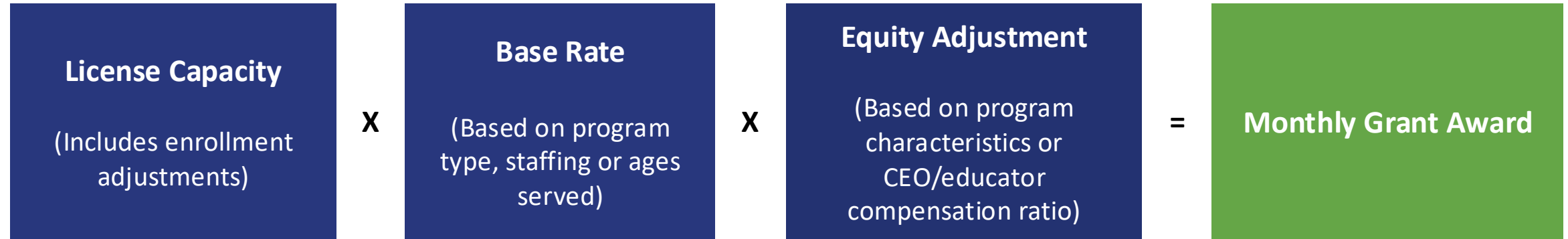
Establishing the C3 Formula

- As per statutory requirements and at the Board's direction, EEC has completed a public comment review of current C3 formula
- The majority of responses favored the maintenance of the current formula for FY26

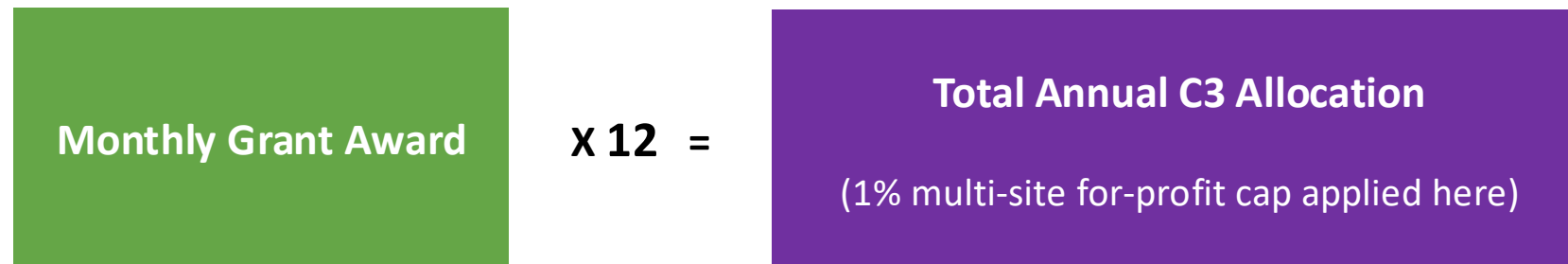


Current C3 Formula Calculations

Monthly C3 Funding Calculation



Annual C3 Funding Calculation



Current C3 Formula

Base Rate		
Licensed Capacity (Adjusted by enrollment*)	Standardized Base Rate	
	(Based on youngest age group served, differentiated for part-time programs)	
	Center Based Care	Family Child Care
X	\$100 if serve infants (\$80 if open part time)	\$80 if Full Time Assistant (\$60 if open part time)
	\$80 if serve toddler (\$60 if open part time)	\$60 if Part Time Assistant (\$40 if open part time)
	\$70 x if serve preschool (\$50 if open part time)	\$50 if No Assistant (\$30 if open part time)
	\$50 if only serve school age (including K)	
1	2	

X

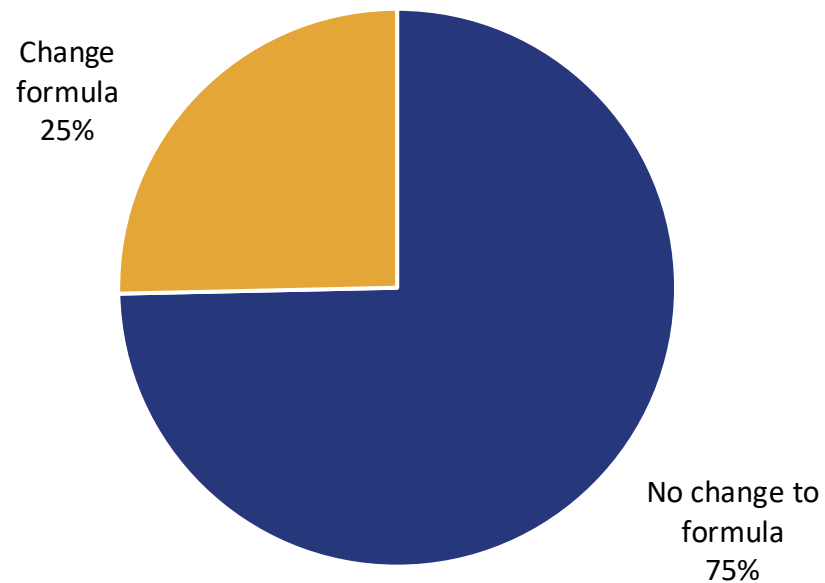
Equity Adjustment		
Tier 1	- Serves 25% or more children receiving EEC CCFA, or - is a Head Start Program, or - is located in a very low-opportunity area	X 3
Tier 2	- Serves 1-24% children receiving CCFA, or - Serves at least 25% of children with non-CCFA scholarship that covers at least 50% of tuition	X 2.5
Tier 3	- Does not qualify for Tier 1 or Tier 2, or - CEO compensation ratio equals or exceeds 30:1	X 1
3		

*Enrollment based on 12-month historical average. Centers with ≥75% average enrollment receive full base rates. Those with <75% average enrollment have base rate prorated accordingly. FCCs with ≥3 children enrolled on average receive full base rate. Those with at least 2 but less than 3 children enrolled on average over the last year receive 75% of base rate, at least 1 but less than 2 children enrolled on average receive 50% base rate, and more than 0 but less than 1 child enrolled on average receive 25% base rate. FCCs with 0 children enrolled not eligible.

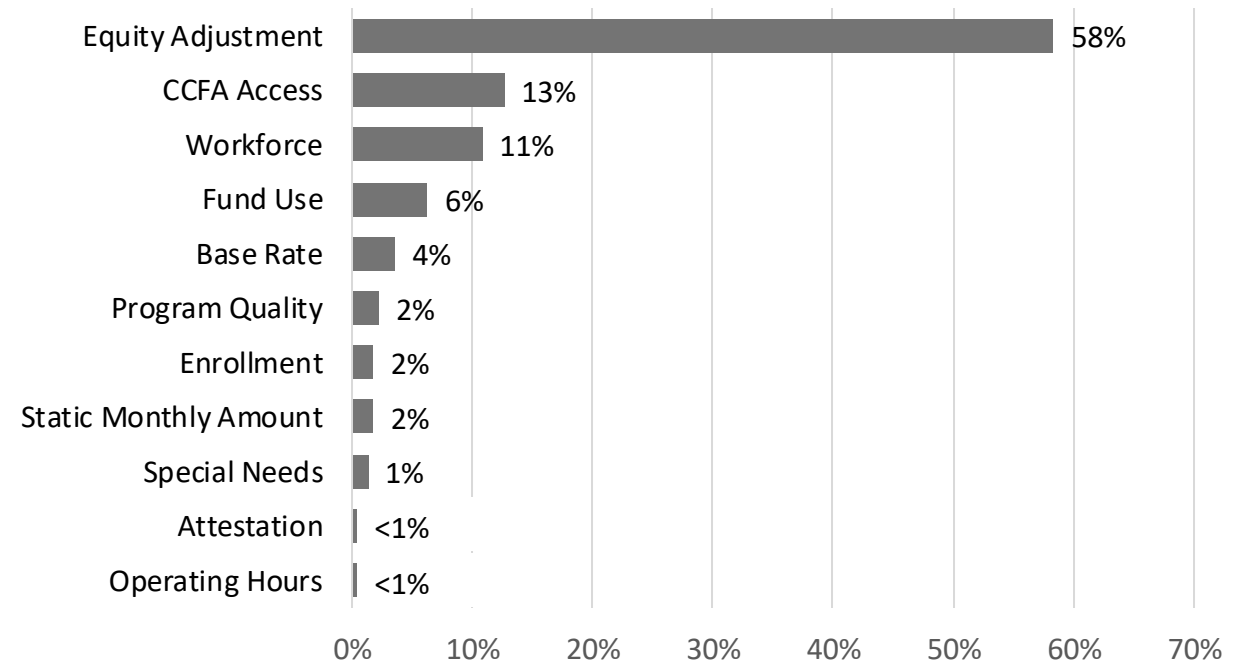
Public Comment Overview

- EEC received 221 public comments, 31 at the virtual Public Hearing and 190 written submissions
- Overall, 75% of comments supported no change to the current C3 formula for FY26

Formula Feedback



Topic Areas



Public Comment Feedback

Key Themes	Context	Examples
Because of C3 I am able to ...	• Increase pay to retain existing staff and hire new staff • Delay tuition increases for families • Prioritize serving vulnerable children • Purchase nutritious food and provide meals • Invest in program quality • Stay open	“This grant has been vital for us in maintaining our workforce and the quality of our program. We have put a large amount of this funding into grant money for our staff in an attempt to keep them working in the field of early education in care.”
The C3 formula should also consider ...	• Support for comprehensive services • Other indicators of economic need • Workforce compensation	“C3 Grants should take into consideration programs that provide support to children who have needs that require additional classroom staffing.”
The C3 formula should change ...	• Fixed monthly payments and allow for adjustments • CCFA calculations for equity adjustment, particularly when vouchers are not available • Enrollment calculations for school year programs to align with operations	“Subsidy freezes and long waitlists reduce our ability to enroll voucher children — even when we welcome them.”

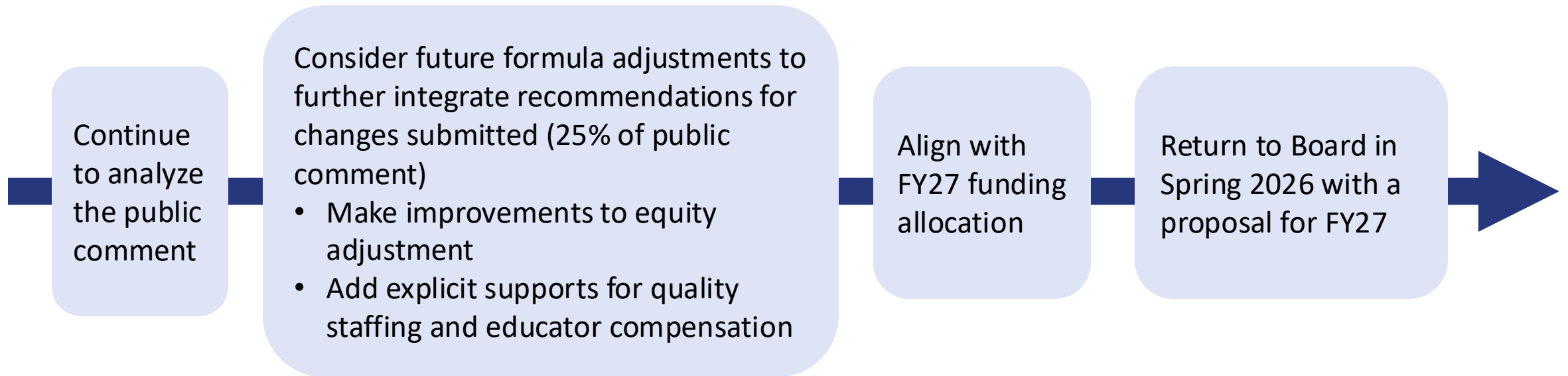
[Link to the Live C3 Public Comment Hearing](#)

FY26 Recommendation

Nov 2025: Maintain (establish) current formula in FY26

- Revise application to recalculate grant awards for the next 12 months
 - All center-based programs will need to update their umbrella form
 - Monthly payments will adjust per new information
- Add attestation per new statutory requirement: Ensure that all programs receiving C3 demonstrate a willingness to enroll children receiving child care financial assistance
 - Make list of all willing programs publicly available
 - Collaborate with family access on implementation
 - Add admin review request to surface any barriers to CCFA participation
- Introduce expectation that 50% of C3 funding be applied to workforce expenditures

FY27 Planning



Commonwealth Cares for Children (C3) FY2026 Formula - VOTE

Pursuant to G.L. c. 15D, § 20(c), the Department of Early Education and Care shall maintain a Commonwealth Cares for Children (C3) formula to calculate monthly payments to eligible providers. G.L. c. 15D, § 20(d) sets forth additional requirements to the C3 formula and requires the Department to annually review and update the formula and to solicit public comment and conduct a public hearing pursuant to G.L. c. 20A prior to establishing or revising criteria to the formula.

EEC, having solicited public comment and having held a public hearing, recommends that the Board authorize the Commissioner of Early Education and Care to adopt the final C3 formula, to be effective November 1, 2025.

MOVED: that the Board , in accordance with G.L. c. 15D, §§ 3 and 20, having solicited public comment and held a public hearing as required by G.L. c. 15D, § 20(c) and consistent with G.L. c. 30A, hereby approves the proposed C3 Formula and authorizes the Commissioner of Early Education and Care to adopt the final C3 formula.



IT Modernization: Family and Educator Portals

IT Modernization

Current Problems

Hard for users to navigate - ←-----
Users go to different places
to get what they need



Hard for EEC to get data - ←-----
Data from different systems
does not always match up



Limited user scenarios - ←-----
Both users and EEC want to
support more workflows



Future Goals



-----→ **Meet people where they are -**
Recognize different levels of
comfort and access to technology



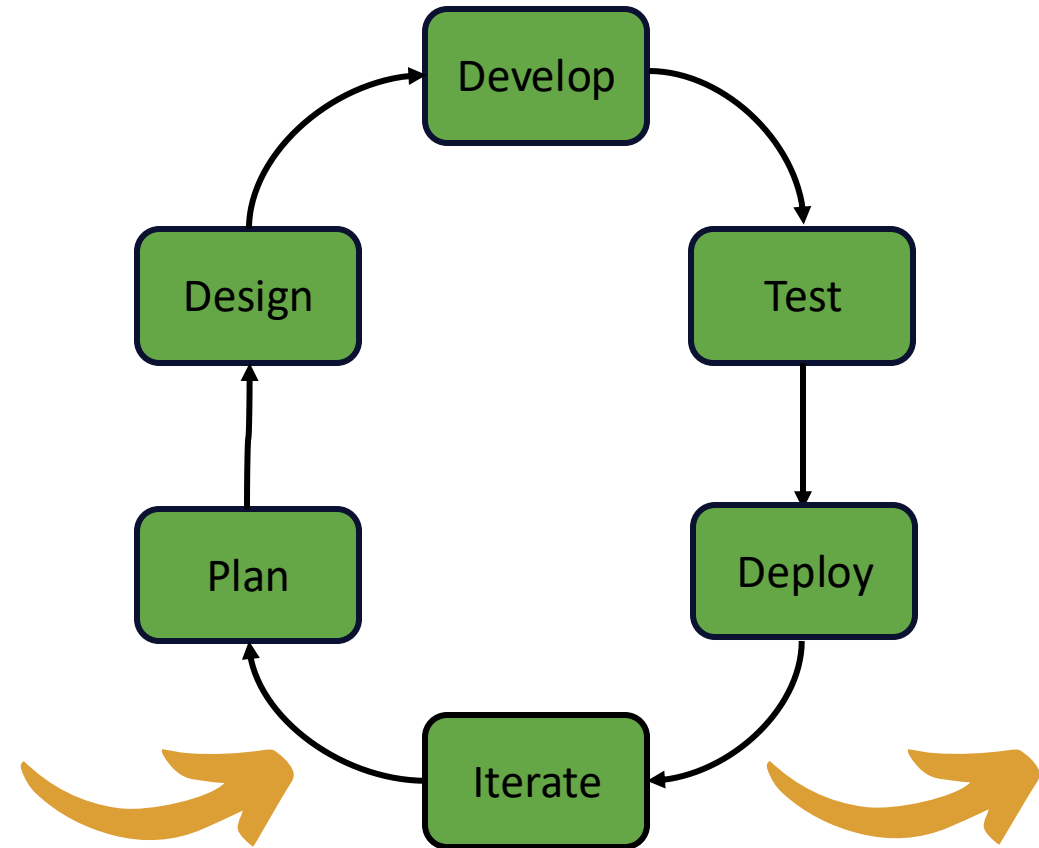
-----→ **Reduce siloed workflows -**
Users shouldn't have to think
about which system to use



-----→ **Keep up with program needs -**
Tech debt shouldn't slow down
implementation

Development Process

- 1** **Lightweight initial version**
 - Usability testing functionality with end users
- 2** **Iterative design & development**
 - Utilize human-centered design approach
 - Base roadmap on real needs
- 3** **Build into EEC/State ecosystem**
 - Shared login/identity (MyMassGov)
 - API connections to other systems



CCFA Modernization

EEC is committed to modernizing its Child Care Financial Assistance Programs and IT Systems for families and providers by:



Incremental Improvements

to business processes and technology



Centralized Intake

move to a more centralized, statewide, administration of intake and eligibility



New Eligibility System

build a new statewide eligibility determination system



Reduce Admin Burden

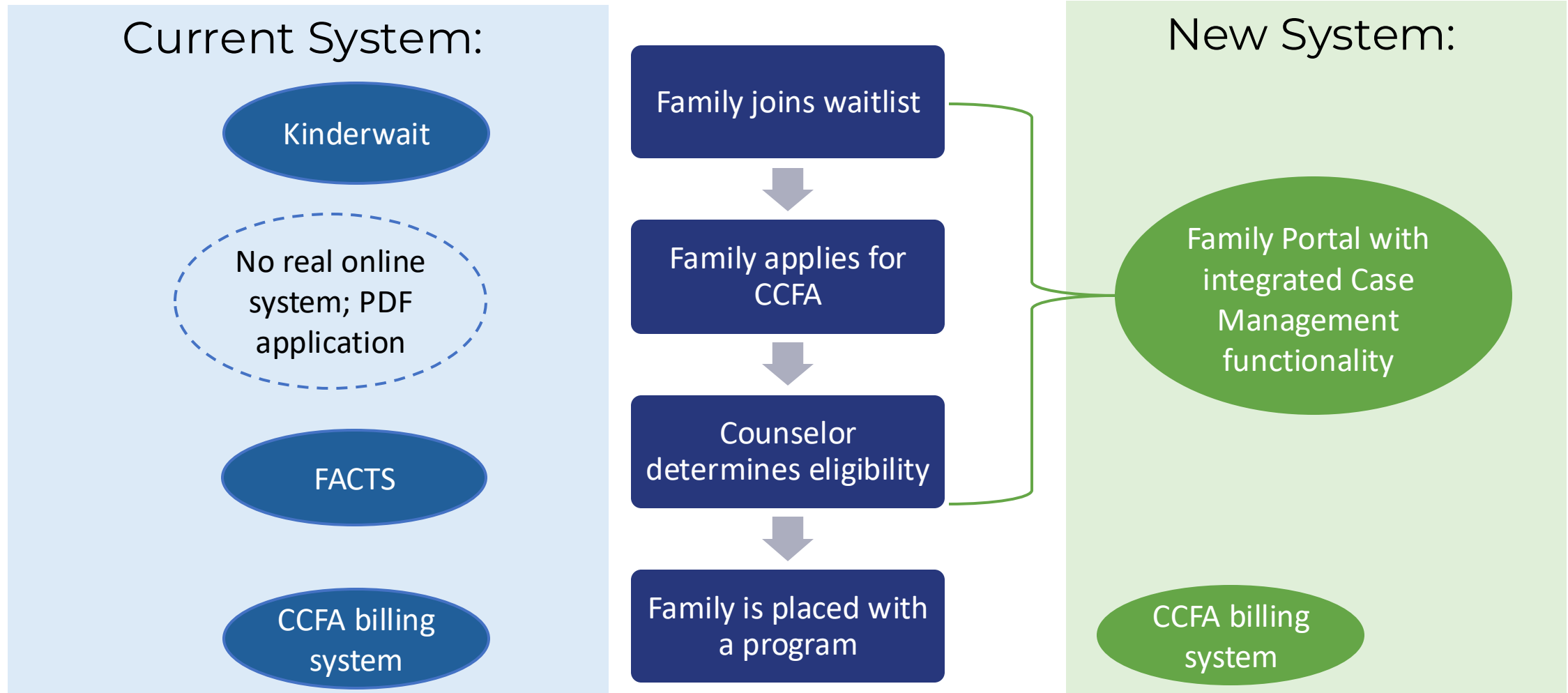
focus on what is easy and what fits into how people already perform their tasks



Engage Collaborators

work with families and providers as we make and implement changes

Simplified Tech Systems



Our Progress So Far

- User research with families and counselors
- Design and testing prototypes
- Development of infrastructure and key workflows
- Now in **beta testing**



Observing Family Counselors, May 2025



Speaking with Families, May 2025

What Do We Mean By Beta Testing?

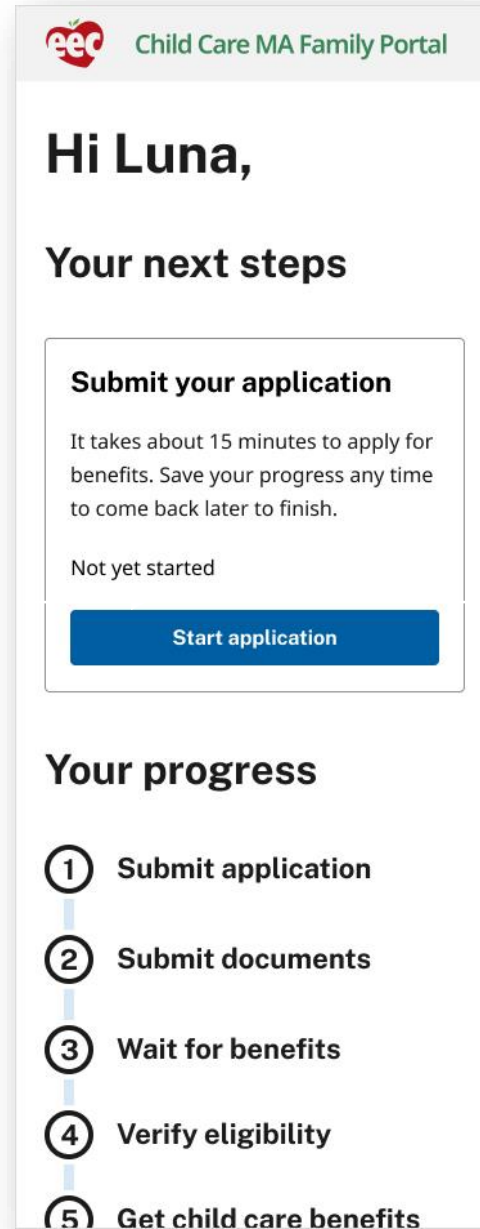
Beta testing is an opportunity for real users to use a product in a real, production environment.

Beta testers are early users of a new product to help make sure the product works as expected.

The Family Portal system is being tested first by internal users, then by a small group of families and family access administrators. In this case, these families have already gone through the process of getting CCFA or being added to the waitlist but will try out the updated system to see if it makes the process easier for them.

Family Portal

- The Family Portal will both replace the current waitlist management system, Kinderwait, and fill a gap where EEC currently has no online system to apply for or manage their CCFA
- An online application means that families will be able to:
 - See their application's status
 - Save their progress and come back later
 - Fill in information that we already have (especially for reauthorization)



The screenshot shows the 'Child Care MA Family Portal' header with the EEC logo. Below the header, it says 'Hi Luna,' followed by 'Your next steps'. A box titled 'Submit your application' contains the text: 'It takes about 15 minutes to apply for benefits. Save your progress any time to come back later to finish.' Below this, it says 'Not yet started' and a blue button labeled 'Start application'. At the bottom, under 'Your progress', is a vertical list of five steps: 1. Submit application, 2. Submit documents, 3. Wait for benefits, 4. Verify eligibility, and 5. Get child care benefits. Step 1 is highlighted with a blue circle and a vertical line.

Child Care MA Family Portal

Hi Luna,

Your next steps

Submit your application

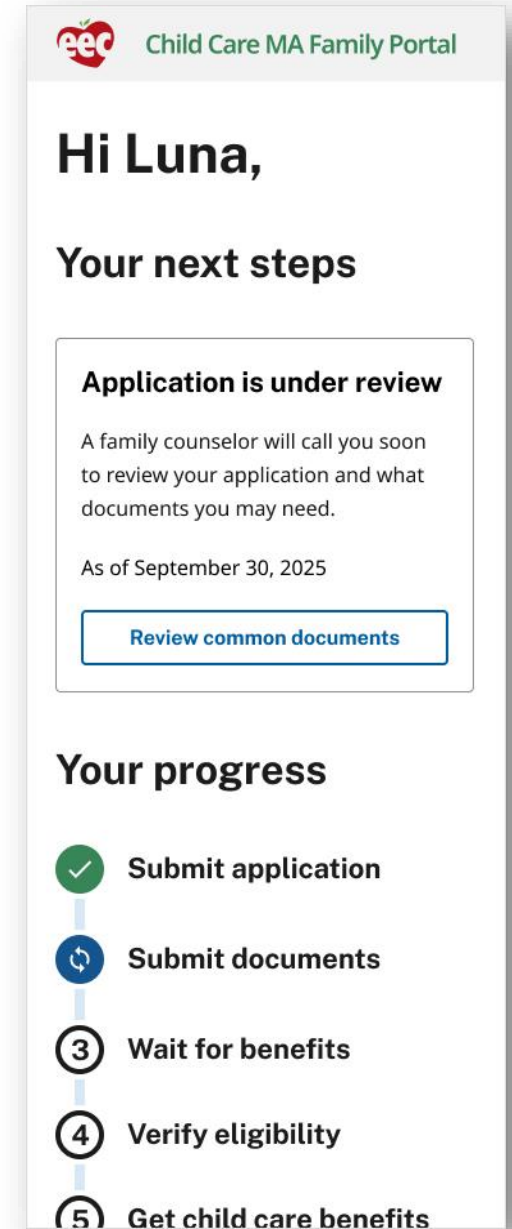
It takes about 15 minutes to apply for benefits. Save your progress any time to come back later to finish.

Not yet started

[Start application](#)

Your progress

- 1 Submit application
- 2 Submit documents
- 3 Wait for benefits
- 4 Verify eligibility
- 5 Get child care benefits



The screenshot shows the 'Child Care MA Family Portal' header with the EEC logo. Below the header, it says 'Hi Luna,' followed by 'Your next steps'. A box titled 'Application is under review' contains the text: 'A family counselor will call you soon to review your application and what documents you may need.' Below this, it says 'As of September 30, 2025' and a blue button labeled 'Review common documents'. At the bottom, under 'Your progress', is a vertical list of five steps: 1. Submit application, 2. Submit documents, 3. Wait for benefits, 4. Verify eligibility, and 5. Get child care benefits. Step 1 is highlighted with a green checkmark in a circle, and step 2 is highlighted with a blue circular arrow.

Child Care MA Family Portal

Hi Luna,

Your next steps

Application is under review

A family counselor will call you soon to review your application and what documents you may need.

As of September 30, 2025

[Review common documents](#)

Your progress

- 1 Submit application
- 2 Submit documents
- 3 Wait for benefits
- 4 Verify eligibility
- 5 Get child care benefits

Family Portal

An online application also gives us the ability to put questions into **context**



[Back to previous question](#)

Let's go over your personal situation and income.

These next questions ask about personal experiences that may not be easy to talk about. We ask them to see if you



[Back to previous question](#)

Tell us about your background

i Answering is optional. This will not impact your application or eligibility for benefits.

We use this information to learn how we can best serve our community and support equal access.



[Back to previous question](#)

What income or benefits do you get?

Select all that apply. You do not have to tell us about income from child support, Social Security, or SNAP.

What if my income or benefit isn't listed? +

☒ **Wages**
Money you get from working as an employee, including part-time or full-time jobs

☐ **Self-employment income**
Money you get from freelancing, independent contracting, or owning a business. This includes driving for Uber, Lyft, DoorDash, or Postmates.

☐ **Worker's compensation**
Payments you get because of a work-related injury or illness

☐ **Unemployment benefits**
Payments you get from the government when you are unemployed

Case Management

- Our case management system will allow Family Access Administrators to manage the waitlist, review family applications, and record eligibility determinations in one place.
- We are adding questions about type of care preferences to better connect families with options that work for them.
- If policies change in the future, we'll control the software to be able to adjust rules as needed.

 Child Care MA Admin Portal

[Home](#) > [Household Overview](#) > [Document Review](#)

Review income

Check if this section is filled out completely or sufficiently. If not, you may need to ask for additional information.

Reported income

Household member	Pay period	Source/employer	Reported income
Clara Molina	Bi-weekly	Ben & Jerry's	\$1,500 (\$15/hour)
Clara Molina	Bi-weekly	Self-employed	\$120 (\$3,000 annually)
Alex Molina	Monthly	Elliot's Hardware	\$2,416.67 (\$29,000 annually)
Alex Molina	Monthly	Lottery Earnings	\$100 (\$1,200 annually)

Supporting documents

Document	Household member	Date uploaded
h00020134.pdf	Clara Molina	06/06/2025
BenJerryStub.pdf	Clara Molina	06/07/2025
Stub103948.pdf	Alex Molina	06/06/2025
LotteryStub.pdf	Alex Molina	06/06/2025
AMolina09038.pdf	Alex Molina	06/06/2025

Upload documents for family.

Information last updated on 6/17/2025 by Joey Farrier.

Complete review

Does this section meet our eligibility requirements?

☐ Yes, this section meets our eligibility requirements.

☐ No, this section does not meet our eligibility requirements.

☒ I need to request more information or documents first.

Send a request for information or documents
(Please provide instructions for the family (optional))

50 characters allowed

☐ Not applicable to this household.

Save and continue

Save and exit

Family Portal: What's Next & Major Releases

- Complete beta testing
- Incorporating feedback from beta into our plans
 - Critical changes may be prioritized before release
 - For other feedback, we may put changes in a backlog or plan to collect more data
- Preparing for our initial releases (MVP 1 and 2)
 - MVP stands for “Minimum viable product” where users can accomplish core tasks, but we still plan to incrementally add value in subsequent releases

FALL 2025

WINTER 2026

SPRING 2026

Beta:

- Info and training sessions starting
- For internal users and recruited families/family access admins
- Testing out core workflows

MVP 1:

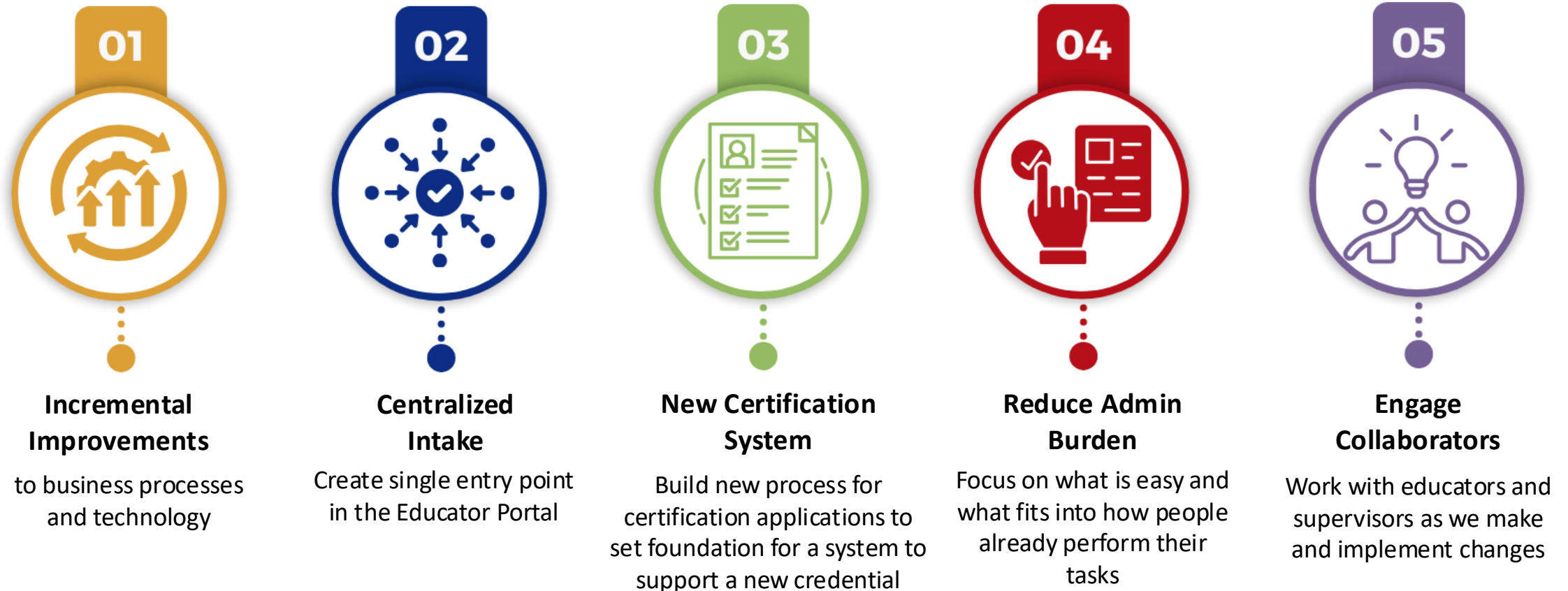
- Release focused on getting on the waitlist and initial application
- Designed to be mobile friendly, will launch with language support

MVP 2:

- Release focused on ongoing management of a family's child care financial assistance

Educator Portal- Certification Phase

EEC is consolidating and modernizing the tools that the ECE workforce use for their professional development



Beta Testing Feedback From Applicants

We invited a small group of educators to submit **real applications** using our new system and have their applications reviewed by the EEC Teacher Qualification Unit. If they met the requirements, **they were awarded a certification**.

Participants had positive feedback from their beta testing:

- **Process felt simple and easy:** Applicants described it as "very easy," "straight forward," and "simple to navigate."
- **Clear instructions:** Applicants appreciated that each section included helpful guidance and felt that it was generally easy to understand.
- **Helpful summary:** The end-of-application summary allowed applicants to review their information confidently.
- **User-friendly:** The interface was intuitive and easy to use, even for those who reported needing a little help at first.
- **Automated work verification:** Applicants appreciated that the system contacted supervisors directly and commented that it felt easier and more reliable than emailing employers or using paper forms.

Setting a Foundation

- The new certification workflow has some key updates from the existing application, including:
 - A new online supervisor work verification
 - A new interface for the TQ team to review certifications in one place
 - The ability to edit and resubmit applications, if needed
- Our next major phases of work will build on this foundation, following similar patterns for user experience and coding

Updated Supervisor Work Verification



EEC Educator Portal



Time to complete
1 to 3 minutes

Verify Jessi Murray's work experience

Jessi Murray applied for a [Massachusetts Department of Early Education and Care \(EEC\) professional certification](#).

They listed you as their supervisor at **ABC Kids Education Center**.

Note: We recommend verifying as soon as you can. We can't process the educator's certification application without this work verification.

What you'll need to do:

- **Share your personal information.** This includes your position title, phone number, and EEC certification number (if you have one).
- **Confirm and verify the educator's work experience details.** This includes their title, hours, and age group experience.

Start verification

Your application requires a MyMassGov account

Are these supervisor and applicant details correct?

Supervisor details

Lead teacher at ABC Kids Education Center
123 Sesame Street
Boston, MA 02116

Applicant details

I supervised Jessi Murray in their position.
Teacher at ABC Kids Education Center
123 Sesame Street
Boston, MA 02116
Dates: 06/15/2015 to Present

Age group and weekly hours:	Infant-toddler weekly hours: 10
	Preschool weekly hours: 0
	Mixed infant-toddler and preschool weekly hours: 30
	Children with disabilities weekly hours: 0
	Total weekly hours: 40

- ☐ Yes, these details are correct
☒ No, these details aren't correct

Tell us more about what isn't correct.
Select all that apply.

- ☐ I didn't supervise this person
☐ This person did not work at this program.
☐ The dates aren't correct
☐ The age group isn't correct
☐ The hours aren't correct
☐ Other reason not listed

Share more details about your answer

Note: This form is to verify this educator's work experience only (like hours, dates, or supervisor information). Be sure that any additional details you share here match any program records or documents

Start online
application

Fill out work
details

Submit
application

Supervisor
gets email

Create
MyMassGov
account

Verify work
experience

Certification Review

 **Teacher Qualifications (TQ) Portal**

[< Applications](#)

Jessi Murray • Teacher Submitted on: Oct 06, 2025

• Pending supervisor verification

 **Personal details**

Name:	Born:
Jessi Murray	January 1 1988 Over 21
Contact:	Last 4 of SSN:
jessi.l.murray3@mass.gov	1234
617-000-000	Zipcode:
	02109

 **Education details**

[Degree from a college or university](#) •
Bunker Hill Community College • Associate of Arts (AA) •
Early Childhood Education • 2006

Review

 **Work experience details**

Teacher at ABC Kids Education Center
Jun 15, 2015 – Present
Infant toddler: 10 hrs/week

Review

Teacher

✓ Age ①

✗ Education or credentials ①

✗ Work experience ①

Start Review

Review education or credential

Degree from a college or university

Bunker Hill Community College • Associate of Arts (AA) • Early Childhood Education • 2006

[Saugus dinosaur.pdf](#)

Add relevant courses

Add course

Does this experience count toward the requirements?

- ☐ Yes, this counts
- ☐ No, this doesn't count

Why doesn't this experience count?

Select all that apply

- ☐ Missing required courses
- ☐ Not enough credits
- ☐ Unofficial transcript
- ☐ Transcript not translated
- ☐ School isn't accredited
- ☐ Didn't graduate
- ☐ Not an accepted experience
- ☐ Document doesn't have all required information
- ☐ Other

Add a note

These notes will be available to the applicant

Educator Portal: Next Steps & Major Releases

- Within the next few weeks, the new Educator Portal and Certification application will be rolled out widely
 - Working to ensure that both educators and supervisors know what to expect
- Immediately after rollout, the team will be focused on fixing any emerging issues and supporting users
- The team will continue the next phase of design and development with bringing in an updated Registry into the Educator Portal and retiring PQR

SPRING 2025

- Tested certification prototype with educators / supervisors
- Built prototype into working code

SUMMER 2025

Completed beta test period (July-August)

FALL 2025

- Making refinements
- General field release for all new certification applications



Thank you!

View Agency KPI Dashboards (updated monthly) [here](#).

Next Meeting: November 12, 2025 (EEC Boston Office)