



State and Territory CCDF Administrators Meeting
August 7–9, 2018 • Crystal Gateway Marriott • Arlington, Virginia

Building Better Child Care Business Practices: A Strategy for Increasing Access



Presenters

- Heidi Hagel-Braid, First Children's Finance
- Teri Talen, McCormick Center for Early Childhood Leadership
- Deborah Flis, Program Specialist, Connecticut Office of Early Childhood-Division of Early Care and Education
- Pattie Ryan, National Center on Early Childhood Quality Assurance
- You!



Addressing the Business Needs of Child Care



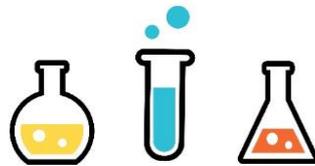
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Why Should You Care About Business?

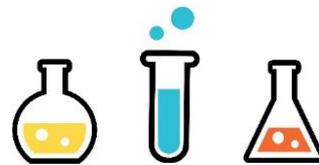
- Business quality is the bedrock of all program quality
- States have been making significant investments in quality care and the workforce
- If child care businesses cannot remain financially viable, these investments are wasted
- Workforce compensation and supply issues do not have universal investment solutions; currently being addressed at the individual child care business level





Collaboratory Overview

- First Children's Finance Theory of Change
- Teams of state system representatives committed to innovation and change implementation
- Collaborative learning environment focused on logistics and the "*how*"
- Access to business thought leaders, national experts and state system leaders
- Dedicated time to draft an action plan, paired with technical assistance



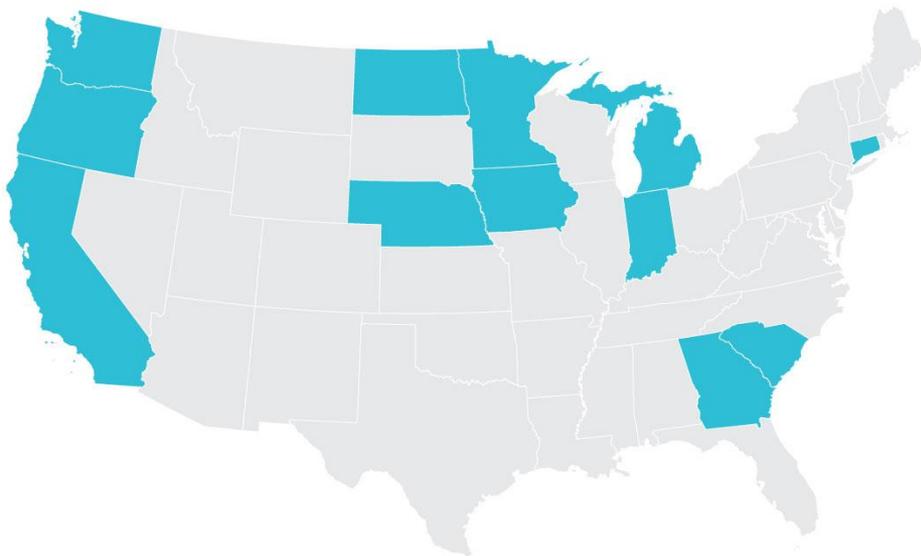
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Participating States

2017
**THE ECE BUSINESS
COLLABORATORY**



- California
- Connecticut
- Georgia
- Indiana
- Iowa
- Michigan
- Minnesota
- Nebraska
- North Dakota
- Oregon
- South Carolina
- Washington

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First Children's Finance Theory of Change

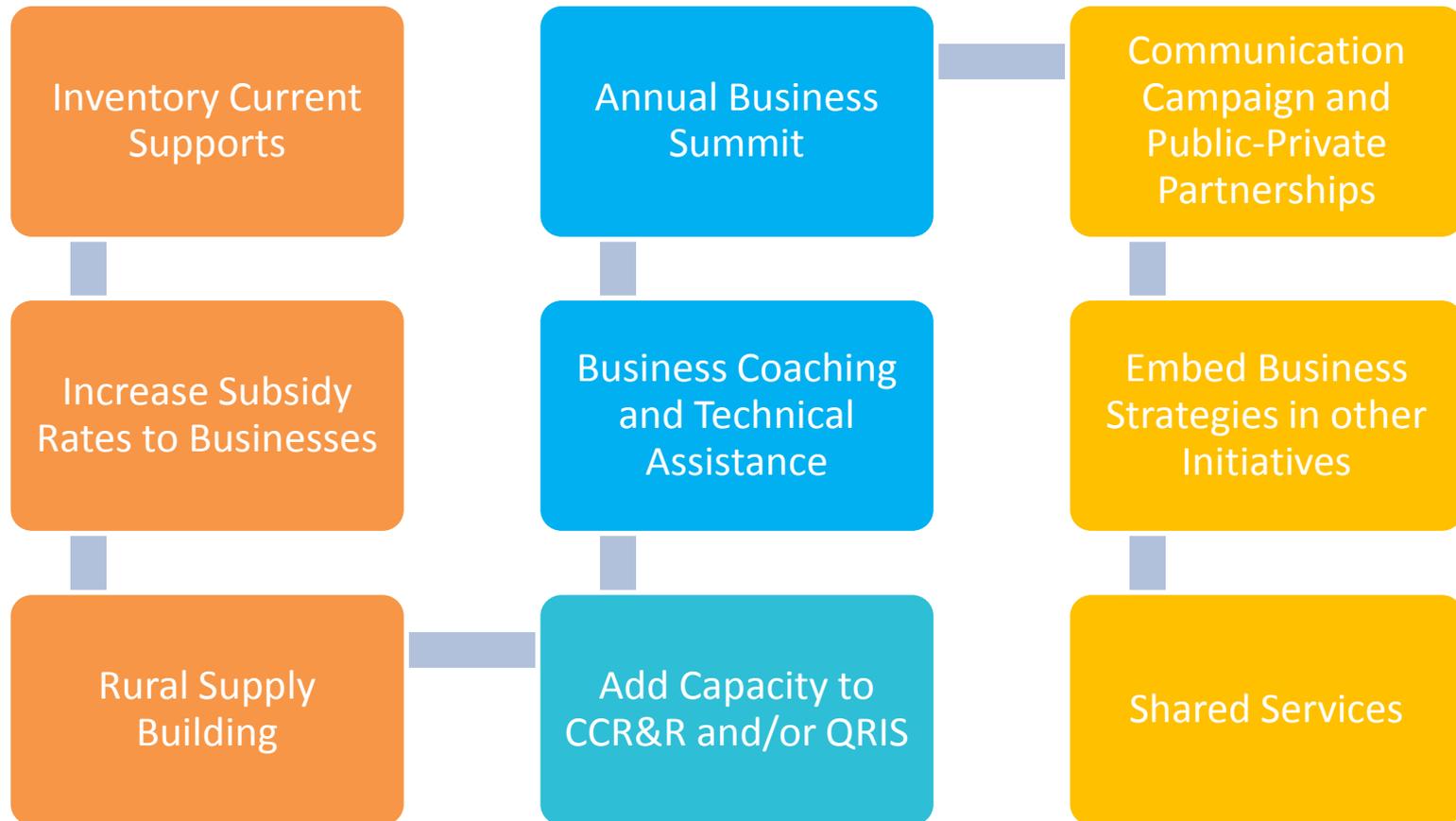
Multi-level Approach



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Summary of State Action Plans



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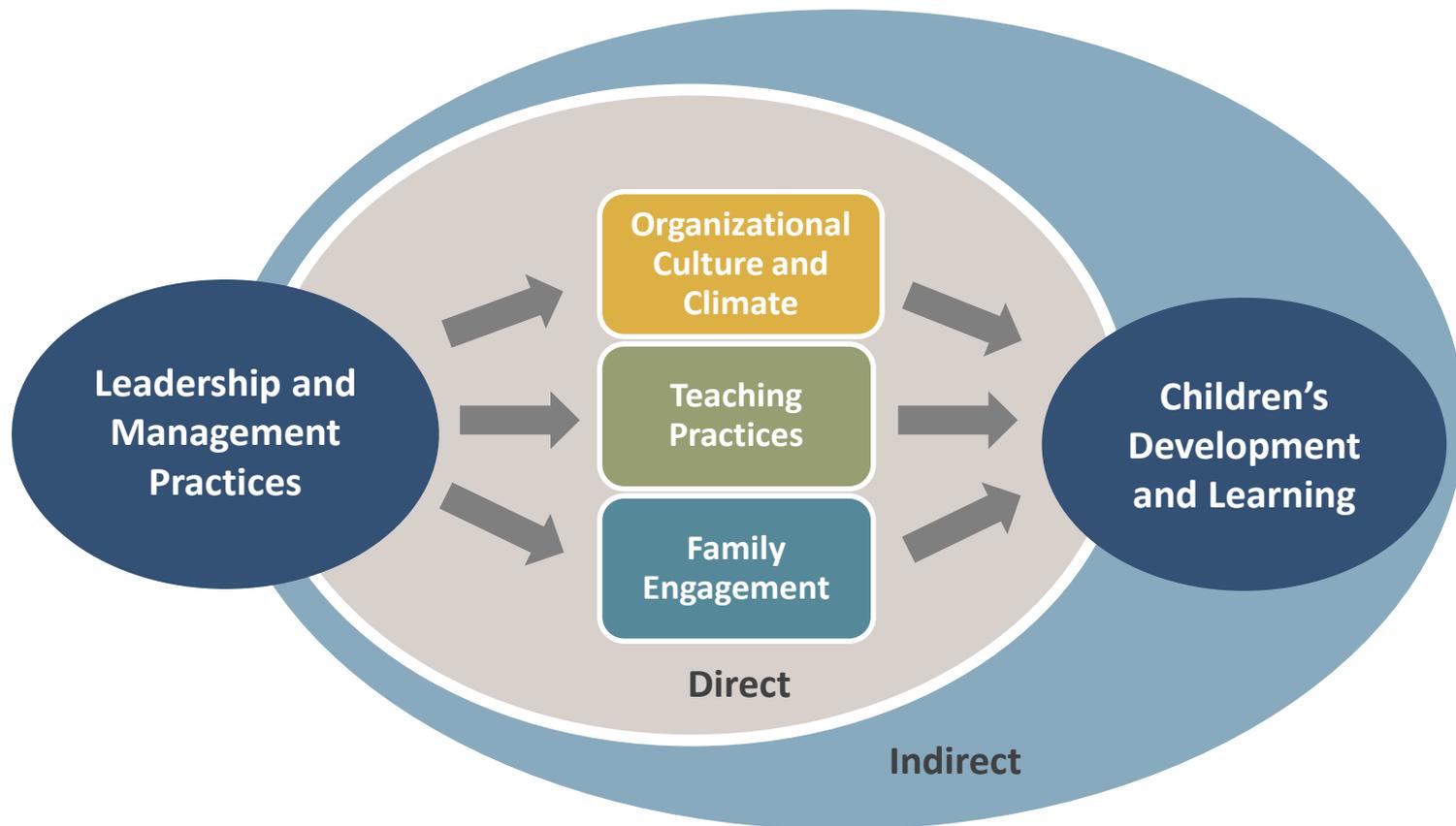


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McCormick Center for Early Childhood Leadership—Supporting Business Capacity in Early Care and Education

- Building Leadership and Management Capacity of Program Providers
- Building Leadership and Management Capacity within State Systems

Theory of Change: The Provider's Influence





Research Findings

- There is a positive relationship between the quality of administrative practices and the quality of the children's learning environment.
- Directors with specialized training in leadership and management are more likely to retain teaching staff, maintain program funding, and achieve accreditation.



Business Resources in State Systems: PDS and QRIS

- Whole Leadership Framework
- Aim4Excellence National Online Director Credential
- Program Administration Scale (PAS)
- Business Administration Scale for Family Child Care (BAS)



Professional Development Systems

- Administrator Credential –PAS/BAS Competencies
 - Maryland, Tennessee, New Jersey
- Aim4Excellence National Online Director Credential
 - Illinois, Pennsylvania, Delaware
- Leadership Cohorts—Director’s Tool Box Management Series
 - North Carolina, Oklahoma, Illinois, California



Quality Rating and Improvement Systems

- *Program Administration Scale (PAS)* used for training, self-assessment, technical assistance, formal evaluation, and continuous quality improvement (CQI)
- *Business Administration Scale for Family Child Care (BAS)* used for training, self-assessment, technical assistance, formal evaluation, and continuous quality improvement (CQI)



Quality Rating and Improvement Systems

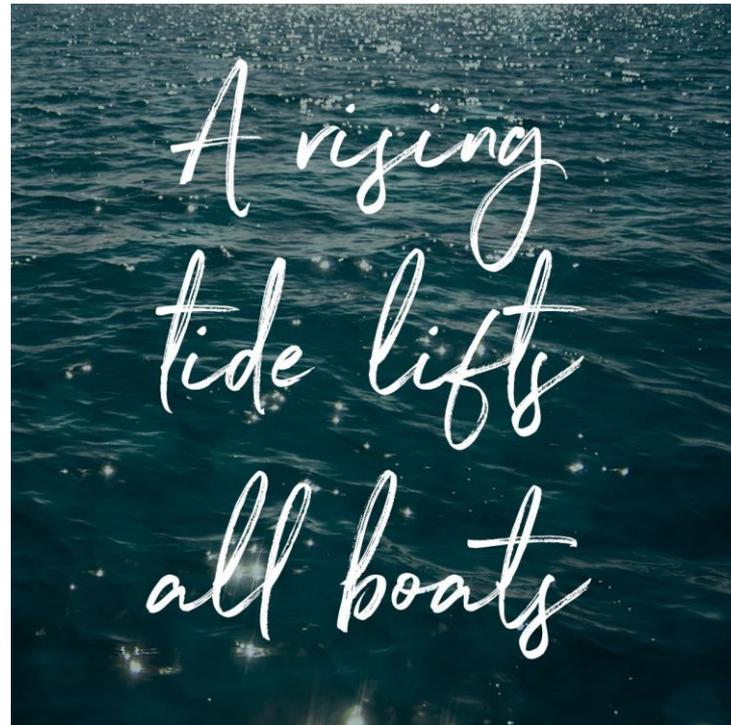
PAS/BAS *Light* (1 – 2 components of system)

- Wisconsin
- New Mexico

PAS/BAS *Comprehensive* (3 – 5 components of system)

- Arkansas
- Illinois
- Montana
- New Jersey

Thriving Businesses, Empowered Leaders, and Quality Child Care





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