Staffed Family Child Care Networks: Improving Access, Quality, and Sustainability

Webinar
September 26, 2017
National Center on Early Childhood Quality Assurance

- Supports state and community leaders in improving the health, safety, and quality of early childhood settings for children birth through school age
- Works across early childhood sectors, including child care and Head Start
- Encourages policies and practices that are culturally and linguistically responsive
Our Priorities

- Advance strong health, safety, and quality standards and licensing regulations
- Support the development and enhancement of state quality initiatives
- Enhance quality assurance systems through the use of technology, data analysis, and research
Introductions

Dr. Juliet Bromer
- Research Scientist with the Erikson Institute’s Herr Research Center for Children and Social Policy

Jessica Sager
- Co-Founder and Chief Executive Officer, All Our Kin, Connecticut

Jeanna Capito
- ECQA Center Consultant, BUILD Initiative
Staffed Family Child Care Networks: A Research-Informed Strategy for Supporting High-Quality Family Child Care

National Survey of Early Care & Education: Home-Based Child Care

4 million providers
paid family child care (1 million)
unpaid friend/neighbor & relative providers (3 million)

7+ million children ages 0-5
4 million infants & toddlers
Close to 2 million school-age children

Working families with non-standard hours more likely to rely on friend/neighbor & relative providers

National Survey of Early Care and Education, 2014; 2016

Erikson Institute
Need for quality improvement

Aspects that limit quality caregiving

- Isolation
- Role burden (child care-family balance)
- Lack of access to information and resources
- Caring for mixed age groups
- Poor to mediocre quality of care, especially FCC serving children who receive a subsidy

Family child care networks have dedicated staff who offer a comprehensive and coordinated menu of services to home-based child care providers including visits to homes, training, facilitated peer support, materials & equipment.

### Provider Outcomes
- Reduced isolation; increased support; self-efficacy; child development knowledge
- Access to resources, professional engagement; networks; lower job stress; increase tenure

### Quality Outcomes
- Environment, Instructional practices, Sensitive provider-child interactions
- Provider-family relationship quality

### Child and Family Outcomes
- Family engagement
- Family well-being
- Child social emotional development
- Cognitive development (literacy, language)
Developing a Staffed Family Child Care Network: A Technical Assistance Manual

Four Essential Elements Of Effective Networks

- A theory of change model to identify desired outcomes and guide network services
- Network service delivery strategies
- Staff-provider relationships, and
- Training and support for network staff
All Our Kin’s Model: Supporting Family Child Care Providers at Every Stage of their Development

Tool Kit Licensing
Help new providers get started and become licensed

Family Child Care Network
Support all providers through workshops, courses, and conferences

Beginner

Improving

Strengthened

Early Head Start
Full range of services to the neediest children

Training and Technical Assistance
Train other agencies on generating quality practice
Key Principles

• We model excellence and professionalism
• We focus on strengths
• We value the whole person
• Relationships, respect and reciprocity are fundamental
• We take a holistic approach to quality
• We engage stakeholders across the community
• Staff are coaches, champions and critical friends
Estimating the Cost of Staffed Family Child Care Networks: A Cost Estimation Tool

- Contact QualityAssuranceCenter@ecetta.info for tool (Excel file)
## Size of the FCC Network

**Staffed Family Child Care Network Cost Estimation Tool**

*Instructions: Input information in the yellow shaded cells to model different staffed family child care (FCC) networks. The red Incomplete flag to the right will disappear when you enter the data.*

**Enter numbers to be served by the FCC network**

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of FCCs to be served by the network</td>
<td>0</td>
<td>INCOMPLETE: Please enter the number of FCCs to be served</td>
</tr>
<tr>
<td>Total number of teachers/caregivers across all FCCs (include provider/owner and staff)</td>
<td>0</td>
<td>INCOMPLETE: Please enter the number of teachers/caregivers to be served</td>
</tr>
<tr>
<td>Enter total number of children to be served across all FCCs</td>
<td>0</td>
<td>INCOMPLETE: Please enter the number of children to be served by the FCCs</td>
</tr>
</tbody>
</table>
Intensity of Services

Select one model
(Each of the Models are described on the Model Components worksheet)

Base Promising Practice
Most Promising Practice
Custom Model (details on model services and intensity will need to be filled in on Model Components worksheet)
Optional Services

Choose optional services to be delivered by FCC network
(Select each optional service the network delivers)

- Annual Conference
- Business Services: Tax preparation
- Business Services: Payroll administration
- Business Services: Human resources
- Loans
- Administration of Child and Adult Care Food Program (CAFCP)
- Administration of child care subsidy
- Administration of enrollment of children served by FCCs
Model Components

- Base Promising Practices
- Most Promising Practices
- Customized Model
## Personnel Expenses

<table>
<thead>
<tr>
<th>Personnel Expenses</th>
<th>Use default salary (or enter whole number)</th>
<th>Variable</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>$80,000 annual</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Family Child Care Network Coordinator</td>
<td>$55,000 annual</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Family Child Care Specialist</td>
<td>$38,000 annual</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Substitutes/Floaters</td>
<td>$11.24 hourly</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>CACFP Administration Specialist</td>
<td>$30,000 annual</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Subsidy Administration Specialist</td>
<td>$35,000 annual</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Enrollment Admininstration Specialist</td>
<td>$35,000 annual</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td><strong>Benefits</strong> (Use default 20% of salary or enter different whole number; mandatory benefits are 9-10%)</td>
<td><strong>20%</strong></td>
<td><strong>Total FTE:</strong></td>
<td><strong>-</strong></td>
</tr>
</tbody>
</table>
## Nonpersonnel Expenses

<table>
<thead>
<tr>
<th>Nonpersonnel Expenses</th>
<th>Use default annual amount (or enter whole number)</th>
<th>Calculation/Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office equipment for network staff (tablets, computers, desks, etc.)</td>
<td>$1,500</td>
<td>one time set up fees</td>
</tr>
<tr>
<td>Overhead (10% per person, travel, rent, office supplies)</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Miles (Mileage for Network staff)</td>
<td>15</td>
<td>Roundtrip miles per FCC visit or activity</td>
</tr>
<tr>
<td>Mileage Reimbursement Rate</td>
<td>0.56</td>
<td></td>
</tr>
<tr>
<td>Assessment Tools/Annual fees</td>
<td>$50</td>
<td>Per Network employee</td>
</tr>
<tr>
<td>Training (materials/food/incentives/speaker fees)</td>
<td>$75</td>
<td>Hourly</td>
</tr>
<tr>
<td>Translation (simultaneous during trainings and translation of materials)</td>
<td>$25</td>
<td>Hourly</td>
</tr>
<tr>
<td>FCC home visits/consultation materials</td>
<td>$200</td>
<td>Per home visit, per home</td>
</tr>
</tbody>
</table>
## Nonpersonnel Expenses (continued)

<table>
<thead>
<tr>
<th>Nonpersonnel Expenses</th>
<th>Use default annual amount (or enter whole number)</th>
<th>Amount</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business support: Payroll Administration</td>
<td></td>
<td>$85</td>
<td>Per home/month/year</td>
</tr>
<tr>
<td>Business support: Human Resources</td>
<td></td>
<td>$85</td>
<td>Per home/month/year</td>
</tr>
<tr>
<td>Business support: Tax Preparation</td>
<td></td>
<td>$85</td>
<td>Per home/month/year</td>
</tr>
<tr>
<td>Conference (food, speakers, rent, materials)</td>
<td></td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>Materials, equipment and supplies for providers; Supplies for use with children - arts and crafts, toys, books, games, consumable materials for children</td>
<td></td>
<td>$300</td>
<td>Per FCC home</td>
</tr>
<tr>
<td>Mileage/Travel for Providers (to attend network meetings)</td>
<td></td>
<td>15</td>
<td>Roundtrip miles per meeting or activity</td>
</tr>
<tr>
<td>Licensure support for informal caregivers (licensure fees, material kits to achieve licensure, staffing fees)</td>
<td></td>
<td>$600</td>
<td>Per FCC home</td>
</tr>
<tr>
<td>Professional association memberships and subscriptions - Network</td>
<td></td>
<td>$300</td>
<td>For the Network</td>
</tr>
<tr>
<td>Professional association memberships and subscriptions - FCC home</td>
<td></td>
<td>$200</td>
<td>Per FCC home</td>
</tr>
<tr>
<td>Zero interest loans and grants</td>
<td></td>
<td>$12,500</td>
<td>Per FCC home</td>
</tr>
<tr>
<td>Scholarships for college courses/continuing education</td>
<td></td>
<td>$250</td>
<td>Per credit (3 hour courses)</td>
</tr>
<tr>
<td>Scholarships for accreditation</td>
<td></td>
<td>$1,100</td>
<td>Per FCC home (25% of FCCs in network/year)</td>
</tr>
</tbody>
</table>
Cost Estimation Tool (CET) Output Worksheet

- Calculates the estimated annual cost
  - For each personnel and nonpersonnel expense line

- Calculates a grand total of the annual costs based on the
  - Variables selected
  - Cost data entered on the worksheets

- No input or changes are required on this worksheet
Supports and Systems to Improve the Quality of Family Child Care – ECQA Center Products

- *Policies and Practices Supporting Access to High-Quality Family Child Care: A Policy Assessment and Planning Tool*

- *Engaging Family Child Care Providers in Quality Improvement Systems*
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