



NATIONAL CENTER ON

Early Childhood Quality Assurance

# 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

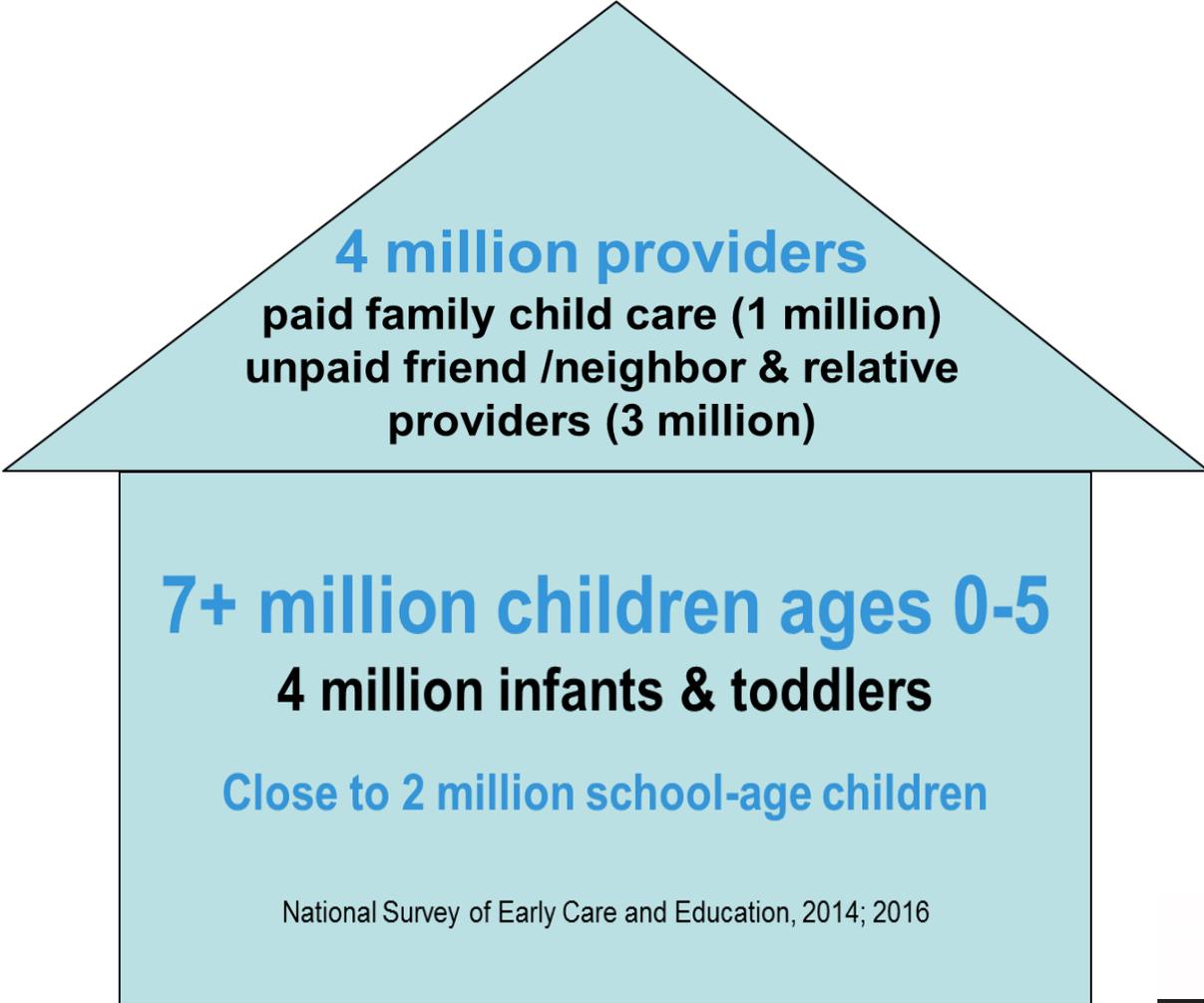


# Staffed Family Child Care Networks: A Research-Informed Strategy for Supporting High-Quality Family Child Care



<https://childcareta.acf.hhs.gov/resource/staffed-family-child-care-networks-research-informed-strategy-supporting-high-quality>

# 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

National Survey of Early Care and Education, 2014; 2016

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

# Need for quality improvement

## Aspects that limit quality caregiving

**Isolation**

**Role burden (child care-family balance)**

**Lack of access to information and resources**

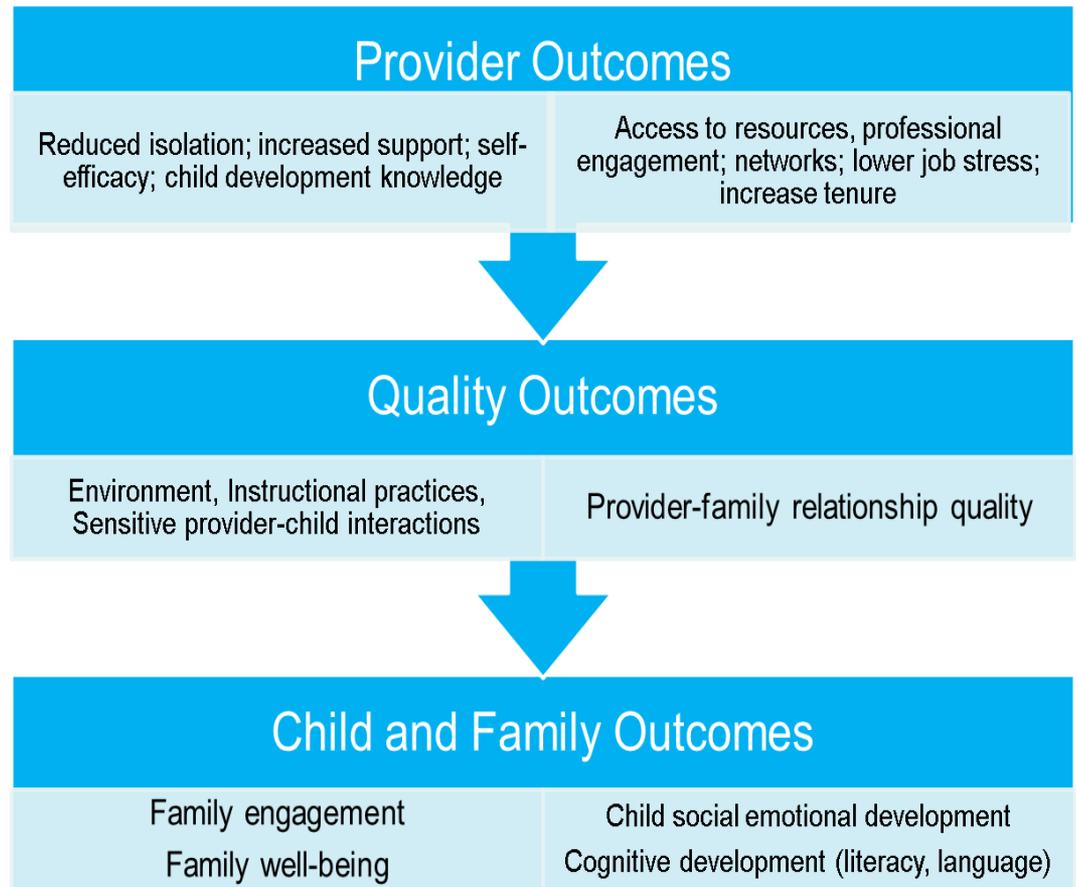
**Caring for mixed age groups**

**Poor to mediocre quality of care, especially FCC serving children who receive a subsidy**

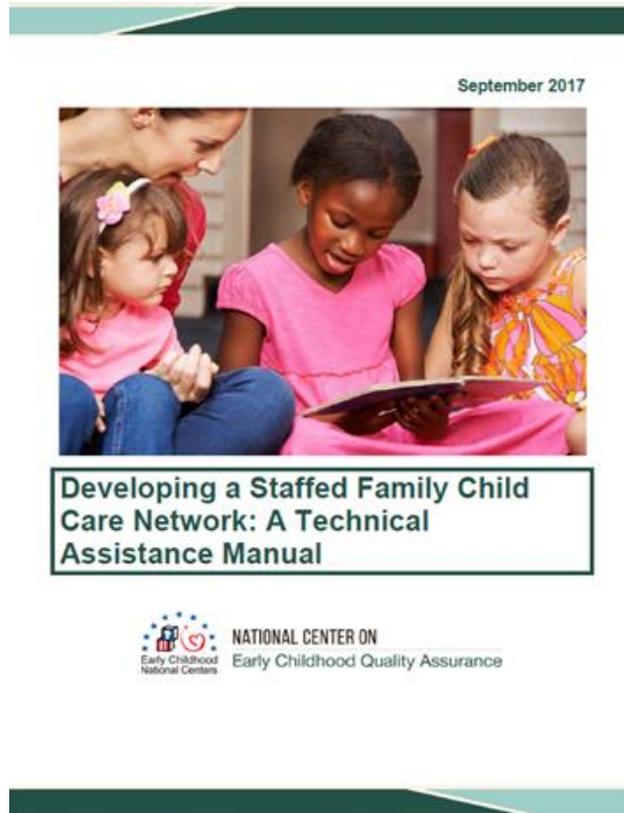
*Sources:* NICHD, 2004; Layzer & Goodson, 2006; Forry et al, 2013; Raikes et al, 2013; Porter et al, 2010; Bromer & Henly, 2004; Nelson, 1991; Kryzer et al, 2007

# Family child care networks: A strategy for sustainability and quality

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.



# Developing a Staffed Family Child Care Network: A Technical Assistance Manual



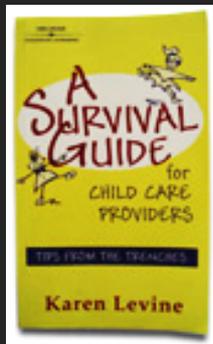
<https://childcareta.acf.hhs.gov/resource/developing-staffed-family-child-care-network-technical-assistance-manual>

# 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

**Beginner**

## Family Child Care Network

Support all providers through  
workshops, courses, and conferences



**Improving**

## Early Head Start

Full range of  
services to the  
neediest children



**Strengthened**

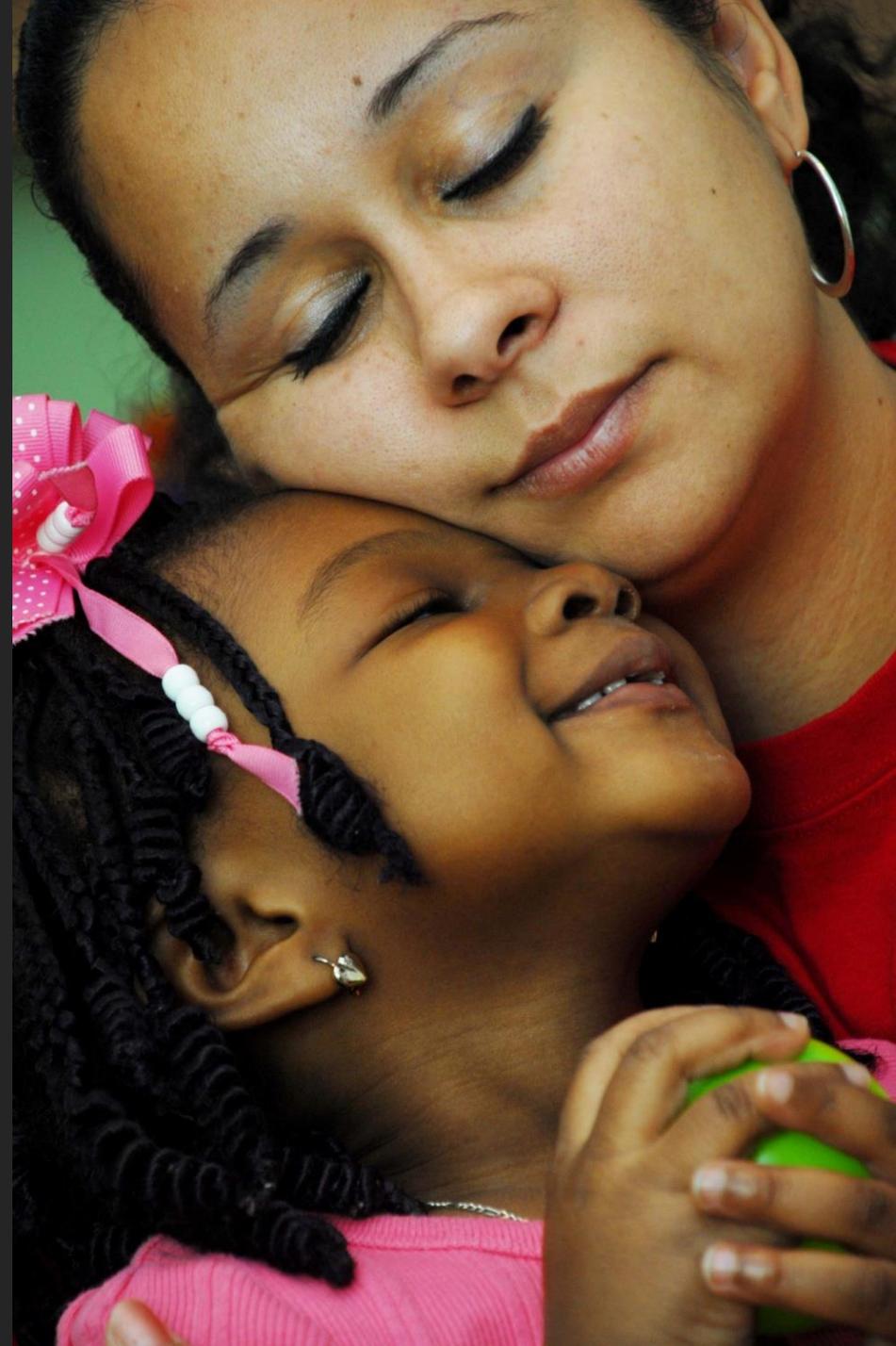


## Training and Technical Assistance

Train other agencies on  
generating quality practice

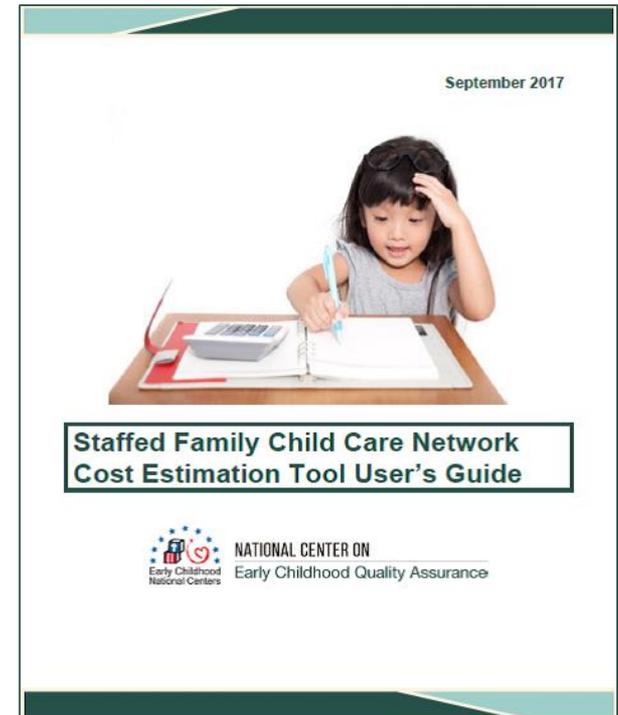
# Key Principles

- 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

- ◆ User's Guide Available at <https://childcareta.acf.hhs.gov/resource/staffed-family-child-care-network-cost-estimation-tool>
- ◆ Contact [QualityAssuranceCenter@ecetta.info](mailto:QualityAssuranceCenter@ecetta.info) for tool (Excel file)



# Screenshots from Family Child Care Networks Cost Estimation Tool



# Size of the FCC Network

Staffed Family Child Care Network Cost Estimation Tool		
<b>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.</b>		
<b>Enter numbers to be served by the FCC network</b>		
Total number of FCCs to be served by the network	0	INCOMPLETE: Please enter the number of FCCs to be served
Total number of teachers/caregivers across all FCCs (include provider/owner and staff)	0	INCOMPLETE: Please enter the number of teachers/caregivers to be served
Enter total number of children to be served across all FCCs	0	INCOMPLETE: Please enter the number of children to be served by the FCCs

# Intensity of Services

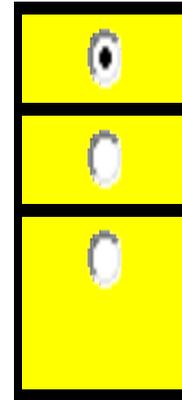
## Select one model

*(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)*

A vertical stack of three yellow rectangular boxes, each containing a white radio button. The top box has a black dot in the center of the radio button, indicating it is selected. The middle and bottom boxes have empty radio buttons.

# 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

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

# Nonpersonnel Expenses

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

# Nonpersonnel Expenses (continued)

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

# 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*



# Contact Information

Juliet Bromer

[JBromer@Erikson.edu](mailto:JBromer@Erikson.edu)

Jessica Sager

[jessica@allourkin.org](mailto:jessica@allourkin.org)

Jeanna Capito

[jeannacapito@gmail.com](mailto:jeannacapito@gmail.com)

Michele Adams

[michele.adams@icf.com](mailto:michele.adams@icf.com)

# Thank You



**National Center on  
Early Childhood Quality Assurance**

9300 Lee Highway

Fairfax, VA 22031

Phone: 877-296-2250

Email: [QualityAssuranceCenter@ecetta.info](mailto:QualityAssuranceCenter@ecetta.info)

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