

CHILD CARE

State Capacity Building Center

Resources to Support Family Child Care Providers Who Serve Infants and Toddlers

September 28, 2016
2:00–3:30 p.m. ET



Webinar Objectives

Participants will:

Examine current trends and implications related to family child care (FCC)

Share considerations for tailoring training strategies and technical assistance to FCC providers

Improve their understanding of how States are addressing recruitment and retention of FCC providers for quality improvement initiatives

Be introduced to exciting resources that can be used to support FCC providers and families of infants and toddlers

State Capacity Building Center, Infant Toddler Specialist Network (ITSN)



Tina Jimenez
Infant/Toddler Specialist
Region VIII
State Capacity Building Center



Julie Law
Infant/Toddler Specialist
Region VII
State Capacity Building Center

Introducing the State Capacity Building Center

- ◆ Ensures the effectiveness of programs implemented under the Child Care and Development Fund (CCDF)
- ◆ Develops strategies to improve the quality and increase the supply of infant and toddler services
- ◆ Advances the development of early childhood systems

Infant/Toddler
Specialist Network



CCDF Reauthorization

The new law:

- ◆ Promotes parental choice
- ◆ Establishes minimum standards and training and monitoring requirements
- ◆ Requires supply building
- ◆ Requires States to provide technical assistance and training on FCC business practices



Percentage of Subsidized Infants and Toddlers in FCC, 2014



- ◆ 30% of infants in subsidized child care were in FCC*
- ◆ 27% of toddlers in subsidized child care were in FCC*

*Combined child home, family home, and group home data
Source: Office of Child Care Web site, FY 2014 CCDF Preliminary Data Table 13,
<http://www.acf.hhs.gov/programs/occ/resource/ccdf-statistics>

Decline in Children Cared for in “Listed” Family Child Care

- ◆ Children receiving CCDF subsidies in FCC (child’s home, family home, group home):
 - 2008, 38%
 - 2013, 29%
- ◆ Decline in the number of licensed or regulated FCC providers:
 - 13% from 2008 to 2011
 - 11% from 2014 to 2015



Source: Office of Child Care Web site, <http://www.acf.hhs.gov/programs/occ>

What Makes Family Child Care Unique?

Word Cloud Activity

Considerations for Working with Family Child Care Providers

- ◆ Wide range of cultural and educational backgrounds
- ◆ Long hours
- ◆ Isolation
- ◆ Mixed age groups
- ◆ History of being undervalued
- ◆ It's their home!



Goals for Supporting Family Child Care Providers



Support the provider in:

- ◆ Creating a safe, healthy, and intellectually stimulating environment
- ◆ Engaging in sensitive, responsive relationships with children **and families**
- ◆ Meeting the unique needs of the infants and toddlers in the FCC program

Staffed Family Child Care Network Practices

Highly effective

- Specially-trained coordinator AND direct services to providers (on-site training; visits to FCC homes; low coordinator to provider ratios; and/or supportive staff-provider relationships)
- Opportunities for supportive relationships between network staff and providers (regular meetings, telephone help, and feedback opportunities)

Moderately Effective

- Coordinator's prior experience with children
- Coordinator has specialized training
- Use of formal quality assessment tool
- High-frequency visits (10 times in 6 months) to FCC homes focused on working with children
- On-site training at the network for providers

Ineffective

- Monthly visits to FCC homes focused on health/safety compliance
- Referrals to external training
- Peer mentoring
- Material resources (e.g. lending libraries, free equipment)
- Business services (e.g. tax preparation, enrollment of children, administration of subsidies)

Strategies & Ideas for Your Consideration

- ◆ Child Care Initiative Project (CCIP)
 - California Child Care Resource & Referral Network
- ◆ Family Child Care Training and Collaborations
 - YMCA Child Care Resource Service
- ◆ Recruiting Millennials & Diverse Economic Zones
 - Minnesota First Children's Finance
- ◆ Let's Explore Project- Recruitment and Technical Assistance
 - North Dakota Child Care Aware



CCIP in a Nutshell



Domenica M. Benitez
Provider Services Manager

415.494.4655

dbenitez@rrnetwork.org



C A L I F O R N I A



Child Care Initiative Project

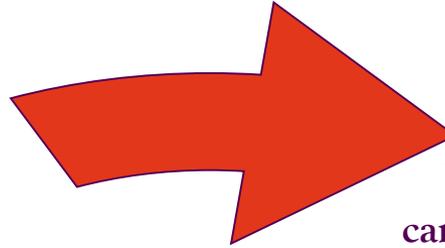


California Child Care Resource & Referral

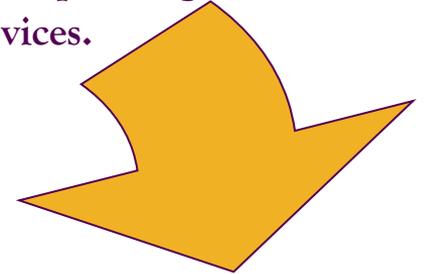


Capacity Building & Quality Improvement

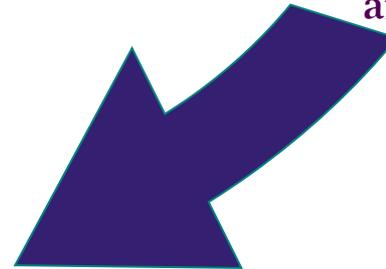
1. Assess child care supply and demand.



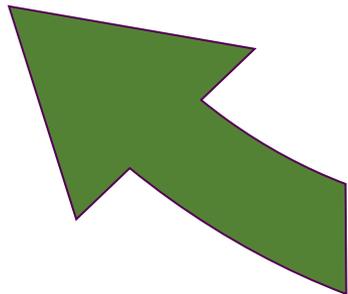
2. Recruit Individuals interested becoming Family child care providers, or expanding existing services.



3. Train to improve quality of care, knowledge of child development, health and safety, self care, and business practices.



4. Provide technical assistance.



5. Provide on-going support (retention).

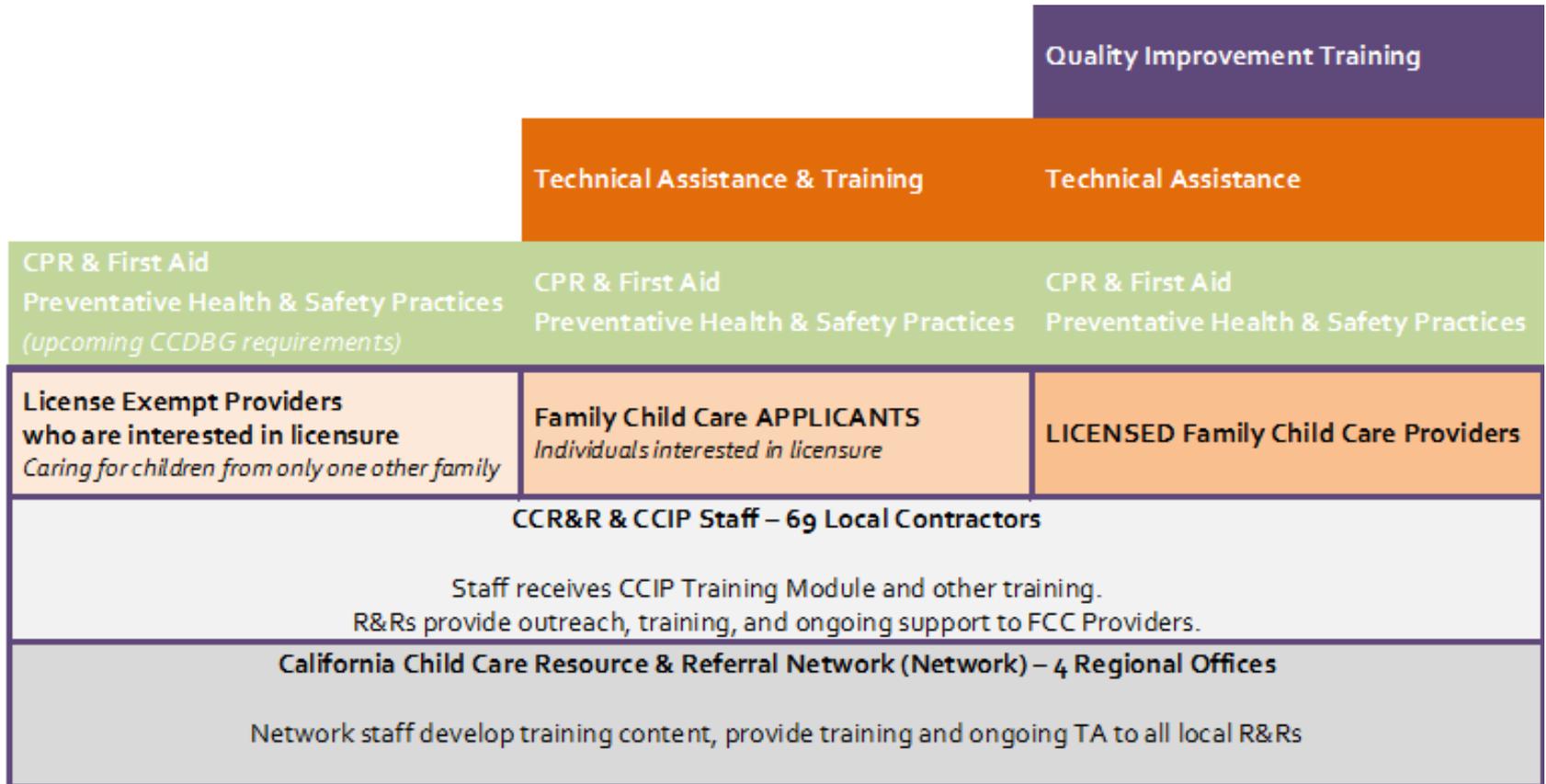


History

- 1985: Public/Private Partnership
- 2001: CCIP expanded to all R&Rs (69); it is available in every county (58) of the state of California
- Funded by: CA Department of Education, Early Education & Support Division (CDE, EESD) via the Child Care Development Block Grant (CCDBG), Child Care Development Fund (CCDF)
- Funding:
 - Quality Improvement Base Funding
 - State Match - 2:1 match CDE/EESD (public \$1), local (private \$2)



Infrastructure



Supporting the Model



1. Assessing the Need: Supply & Demand

R&Rs collect data that is shared with the Network to create the Child Care Portfolio
http://www.rrnetwork.org/2015_portfolio

2. Recruitment

Partner with Community Care Licensing

3. Training: Quality Improvement

Training curriculum development, alignment, and translation/adaptation

Training of Trainers

Trainer Support & Technical Assistance

Training: Quality Improvement (cont.)

CCIP Training Modules:

1. *Operating a Strong Family Child Care Business*
2. *Health, Safety and the Learning Environment*
3. *Developmental Needs of Children*
4. *Professionalism and Provider Support*
5. *Infants and Toddlers*

Module 4 SECTION FOUR Work Environment

Learning Outcomes

- Identify the elements of the FCC home work environment: social, physical, emotional, professional
- Name the three groups of people that FCC home environments serve
- Become familiar with the work environment item of the Business Administration Scale (BAS)
- Recognize the design principles described in Inspiring Spaces for Young Children, which the Rating Observation Scale for Inspiring Environments (R.O.S.I.E.) is based on

Activities

- Hearts and Heads Game
- Chair, Hair, Air Stretching Exercise
- Introvert/Extrovert Spectrum
- Beauty and Inspiration Gallery Walk
- Reflection and Action Plan

Presentation Tool

- Pptx:
 - The Family Child Care Work Environment
 - Presenter Notes

ECE Competency Areas

- Culture, Diversity and Equity
- Family and Community Engagement
- Learning Environments and Curriculum
- Professionalism

Handouts

- BAS for Family Child Care, Item 3. Work Environment
- CA ECE Competencies that Relate to the Work Environment
- CA ECE Competencies: Professionalism in the Work Environment

Key Points

- Environments surround and shape us. The FCC environment should feel like, "home away from home." It should be inclusive, reflect the cultures and interests of those who work and are cared for there, and meet the needs of all who are part of the FCC program.
- The primary elements of the FCC work environment are:
 - **Social**—how FCC providers relate to the people who are part of their professional life
 - FCC providers understand the vital role they play in building positive relationships with children and families in the FCC home.
 - FCC providers who cultivate connections with other FCC providers are able to receive and provide valuable support to one another.
 - FCC providers benefit from engaging in discussions, decision-making, and problem solving with others in the ECE professional community.
 - **Physical**—natural and human-made, indoor and outside
 - All FCC licensees, assistants, and substitutes have needs for safety, health, well-being, and convenience in the work environment. The work environment should be maintained to meet those needs.
 - Per the California Family Child Care Health Act of 1973, all adults that large FCC healthful work



Training: Quality Improvement (cont.)

- Webinars
 - Orientations
 - Year-end Reporting
 - Monthly Webinars for new staff
- Annual Conference
- Special Topic Trainings, funding permitting
- Trainings in Spanish for trainers (through 2011)
- Regional Trainings

- Ongoing CCIP Training Module Development
- Alignment with Competencies
- Adaptation to Spanish

Additional Trainer Support:

- Project Plans and Training TA
- ECE Shared Resources
- CCR&R Trainer & Community Trainer Recommendations

Supporting the Model (cont.)

4. Technical Assistance

ECE Shared Resources

<http://www.ccaglobalpartners.com/divisions/cca-for-social-good>

5. Ongoing Support & Retention

Advanced Trainings

Partnerships

Quality Improvement programs & Higher Education

Incentives



Contract Monitoring & Reporting

- Policies & Procedures (Network TA)
- Program Requirements (CDE, EESD)
- Project Plans, including Training plans
- Budgets & Fiscal Reports
- State Match TA
- Quantitative Reporting: Mid-year and year-end via web-based database
- Qualitative Reporting: Year-end reports via Formstack

Please e-mail me your questions



Domenica Benitez, California Child Care Resource & Referral Network

dbenitez@rrnetwork.org

Family Child Care Trainings & Collaborations



YMCA Child Care Resource Service

Debra Boles
Resource & Referral
Program Manager
dboles@ymca.org



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

SUPPORTING FAMILY CHILD CARE

YMCA CHILDCARE RESOURCE
San Diego County, California
September 28, 2016



FAMILY CHILD CARE TRAINING

- Ticket to a Successful Family Child Care Business Series
 - 6 training sessions
 - Baby's First Year's
- The Business of Family Child Care
 - 3 advanced training sessions



QUALITY CARE AND CONNECTIONS

Collaborations

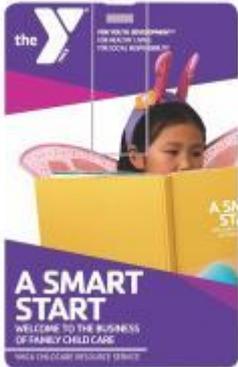
- Community Care Licensing
- Refugee Organizations



A SMART START WELCOME BUSINESS GUIDE



CREDIT CARE STYLE FLASH DRIVE



Training at Alliance for African Assistance





THANK YOU





First Children's Finance

RESOURCES TO SUPPORT FAMILY CHILD CARE
PROVIDERS SERVING INFANTS AND TODDLERS

HEIDI HAGEL BRAID

HEIDIHB@FIRSTCHILDRENSFINANCE.ORG



What We Do

First Children's Finance helps children, families and communities thrive by increasing the availability of quality child care and early education.

We focus on “**the business side**” of child care:

- Providing **loans** and **business development assistance** to high-quality child care businesses serving low- and moderate-income families, and
- **Building partnerships** that connect these vital businesses with the resources of the public and private sectors.



Programs and Services

Business development programs

- Business Leadership Cohorts
- Growth Fund

Products

Business consulting

Training and technical assistance

Loan fund

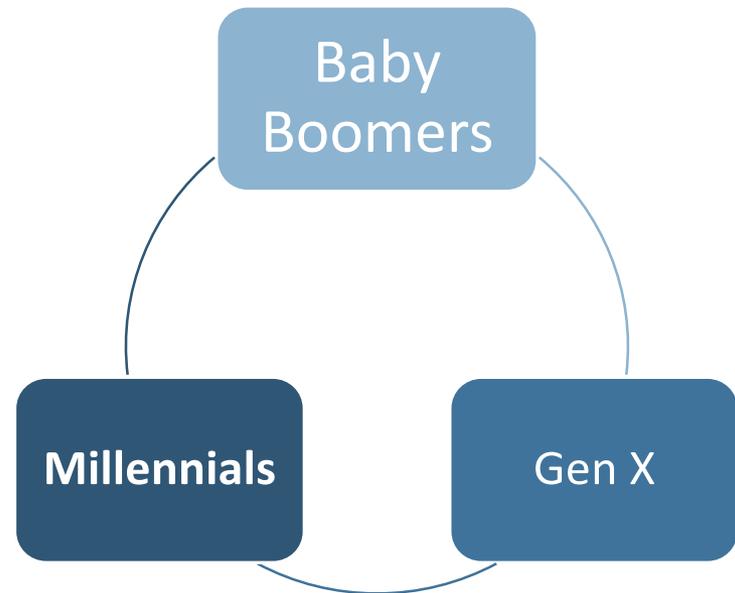
Generation	Born Between	Characteristics	Stereotyped as
Baby Boomers	1946 - 1964	<ul style="list-style-type: none"> • Youthful self identity • Optimistic • Team player • Competitive 	<ul style="list-style-type: none"> • Self-centered • Unrealistic • Political • Power-driven • Workaholic
Generation X	1964 - 1981	<ul style="list-style-type: none"> • Balanced (Work/life quality) • Self-reliant • Pragmatic 	<ul style="list-style-type: none"> • Slackers • Selfish • Impatient • Cynical
Millennials	1982 – 2002	<ul style="list-style-type: none"> • Fast pace/ Multitasking • Fun-seeking • Technology savvy 	<ul style="list-style-type: none"> • Short span of attention • Spoiled and disrespectful • Tech dependent



Millennial Family Child Care Providers

Working with Millennials: (Born After 1981)

- Fast paced
- Tenacity/Directness
- Entrepreneurial
- Global diversity
- Technology savvy
- Value fun





Millennial Providers' Characteristics

- Optimistic and confident
- Expect to participate
- Sociable
- Don't like to focus on “non-stimulating” stuff
- Multi-taskers
- Ambitious, focused on a “higher cause”
- Street smart



Recruiting Millennial Providers

- Minimize hierarchy
- Create a plan for their future involvement in community life
- Nurture their development
- Want to know their work is making a difference
- Build connections to peers, POSITIVE mentors, be invited to participate in decisions
- Personal “thank you’s” and conversations go a long way



Recruiting Infant and Toddler Providers

Diverse economic zones or millennials

- Change the narrative
 - Frame as a viable career choice
 - Entrepreneurship with a link to the greater good
- Sound business planning, financial analysis of start-up process
- Link to quality, best practices and research on infant and toddler development
- Orientation to licensing regulations; seek innovation inside requirements



Resources for New Providers

The screenshot displays the website's interface. At the top left is the logo and name 'FIRST CHILDREN'S FINANCE'. Below it is a vertical navigation menu with icons and labels: Marketing, Money Management, Contracts and Policies, Legal & Insurance, Recordkeeping and Taxes, and How to Start. The main content area has a header 'Building stronger child care businesses' and a search bar. The breadcrumb trail reads 'Home > Online Resources > Family'. The main heading is 'Business Resource Center for Family Providers'. The text below reads: 'Welcome to the First Children's Finance online Business Resource Center for Family Providers! Busy child care providers face multiple challenges every day. Although you are focused on the children, you also run a small business. To help you "on the business side" of child care, we've created this online Business Resource Center for Family Providers. (If you manage a childcare center, please use the Business Resource Center for Childcare Centers.) As you see, we've organized these free, online resources according to the most important aspects of running a successful child care business. Within each topic, you'll find "Tools" you can use right away, "Knowledge" on the topic, and "Connections" to related online resources. We have also provided a convenient list of links to other national organizations you may find helpful. Links to state-specific resources and organizations are located on the regional pages under the Contact Us menu.' In the center is a graphic of a smartphone displaying a grid of icons for Marketing, Managing Money, Contracts & Policies, Legal & Insurance, Record Keeping, and How to Start. On the right side, there is a 'Welcome to our online Business Resources Centers' section with a feedback request and contact information.

FirstChildrensFinance.org



“How To Start” Tab

Are You Ready to Start a Family Child Care Business?

This short questionnaire can help you assess your strengths and weaknesses as a potential business owner.

[Download Are You Ready to Start a Family Child Care Business Document](#)

Starting a Family Child Care Business Checklist.

This checklist identifies a number of steps for a new child care provider to consider as they start down the path of business owner.

[Download Starting A Family Child Care Business Checklist](#)

Family Child Care Business Plan

This checklist identifies a nine point plan to help you get started.

[Download Family Child Care Business Plan](#)

Family Child Care Budget Projection

This interactive budget template allows you to make a quick projection of your annual income and expenses.

[Download Family Child Care Budget Projection](#)

Cash Flow Projection and Rate Calculation Worksheet

A cash flow projection is a projected monthly accounting of your income and expenses over a period of time. These two worksheets allow you to create an annual cash flow projection that will help you anticipate the rise or fall of your income and expenses. This, in turn, will help you decide when you can afford to buy something or put extra money aside.

[Download Cash Flow Projection and Rate Calculation Worksheet](#)

Family Child Care House Project Worksheet

This worksheet allows you to track house project costs and the source of funds for the projects.

[Download Family Child Care House Project Worksheet](#)

How Much Money Do You Want to Earn as a Family Child Care Provider?

This worksheet can be used to determine how much you will need to charge per child to meet your own income goals.

[Download How Much Money Do You Want to Earn as a Family Child Care Provider Document](#)



Business Analysis Tools

Thorough financial analysis of family child care business

Produces:

- Profit and loss statement
- Cash flow projection
- Budget framework
- Creates scenarios for enrollment, pricing, hiring employees, and more

Available for group purchase in late Fall 2016



Heidi Hagel Braid
Regional Director, Minnesota &
the Dakotas

heidihb@firstchildrensfinance.org



Family Child Care Trainings & Collaborations



Child Care Aware of North Dakota

Verla Jung

Community Engagement and Start-up Manager

verla@ndchildcare.org

Jennifer Prince

Continuous Quality Improvement Manager

jennifer@ndchildcare.org

Child Care Start-up

Support for new providers

- Technical assistance
- Required documents for licensing
- Business management resources
- Health & Safety
- Environment
- Planning for Children





Simple Ways to Engage Infants and Toddlers

Educate providers on appropriate infant and toddler play activities to incorporate in their program

- Build relationship
- Provide materials and resources
- Demonstrate appropriate practice
- Provider “Homework”
- Reflect together



FCC Network: All Our Kin, Connecticut



Source: Connecticut Commission on Children Web site, used with permission, 4/28/2016

Outcomes



Supply

Licensed providers in New Haven increased 74% from 2000 to 2011



Quality

97% of All Our Kin providers show increases in quality



Earnings

Nearly 60% of All Our Kin providers earn \$5,000 more after licensure



Education

50% of providers All Our Kin helps license achieve child development associate credential or a two-year degree

General Resources for States, Tribes, and Territories

- ◆ **Office of Child Care (OCC) Webpage: National Resources to Support Family Child Care**
<https://childcareta.acf.hhs.gov/national-resources-family-child-care>
This webpage contains a variety of online resources and written products that specifically address the family child care setting. Resources address both licensed and license exempt care.
- ◆ **Quality Improvement in Home-Based Child Care Settings: Research Resources to Inform Policy**, Child Care and Early Education Research Connections, updated 2016
<http://www.researchconnections.org/childcare/resources/30913/pdf>
This **Topic of Interest** provides a comprehensive list of research in the *Research Connections* collection that was published in 2005 or later addressing issues related to quality improvement specifically in home-based child care.
- ◆ **Characteristics of Home-Based Early Care and Education Providers: Initial Findings from the National Survey of Early Care and Education**, Office of Planning, Research & Evaluation (OPRE), March 2016
<http://www.acf.hhs.gov/opre/resource/characteristics-home-based-early-care-education-findings-national-survey-early-care-and-education>

Resources for Agency Staff and Directors



◆ Retention Efforts

In Our Own Backyards: Local and State Strategies to Improve the Quality of Family Child Care

http://allourkin.org/IWPR_article%202005.pdf

◆ Supporting Family, Friend, and Neighbor Child Care Strategic Planning Tool Kit

<https://www.zerotothree.org/resources/464-supporting-family-friend-and-neighbor-child-care-strategic-planning-tool-kit#chapter-896>

◆ ***Staffed Support Networks and Quality in Family Child Care: Findings from the Family Child Care Network Impact Study***

(Executive Summary). Chicago, IL: Erikson Institute. Bromer, J., Van Haitsma, M., & Daley, K. (2009). Retrieved from

http://www.erikson.edu/wp-content/uploads/Full_report_web.pdf

Resources for Agency Staff and Directors

- ◆ **Supporting FCC Providers Who Serve Infants and Toddlers Build Cultural Competence**
<https://www.pakeys.org/uploadedcontent/docs/Higher%20Ed/2011%20Conference/LL%20Szczyrek%20Embracing%20Family%20Diversity%20Handouts.pdf>
Contains two articles exploring diversity in infant and toddler care and building relationships with families. Training strategies are provided to build self-awareness, cultural competence, communication skills, as well as exercises for reflection and self-assessment.
- ◆ ***Culture Card: A Guide to Build Cultural Awareness***
American Indian and Alaska Native
<https://store.samhsa.gov/shin/content/SMA08-4354/SMA08-4354.pdf>
- ◆ **Child Care Initiative Project (CCIP) Fact Sheet**
https://d3n8a8pro7vhmx.cloudfront.net/rrnetwork/pages/34/attachments/original/1460064966/CCIP_FACT_SHEET_Feb._2016.pdf?1460064966
- ◆ **CCIP Provider Recruitment and Training**
<http://www.rrnetwork.org/ccip>
- ◆ **All Our Kin**
The Family Child Care Toolkit Licensing Project
<http://allourkin.org/toolkit.php>



Resources for Family Child Care Providers

- ◆ **Family Child Care Business Analysis Tool**
Heidi Hagel Braid, Regional Director, Minnesota, North Dakota, and South Dakota
First Children's Finance
- ◆ **Head Start Early Learning Outcomes Framework (Ages Birth to Five)**
<https://eclkc.ohs.acf.hhs.gov/hslc/hs/sr/approach/pdf/ohs-framework.pdf>
- ◆ **How to Care for Infants and Toddlers in Groups**
<http://www.zerotothree.org/early-care-education/child-care/caring-for-infants-and-toddlers-in-groups.html>
- ◆ ***Challenge or Strength? Caring for Infants and Toddlers in Mixed-Age Groups in Family Child Care*** by Suzanne Williamson
<http://auma.pair.com/~kjsdandt/mondayam/YCWilliamson.pdf>
- ◆ **Building Partnerships: Guide to Developing Relationships with Families**
<http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/family/docs/building-partnerships-developing-relationships-families.pdf>

Resources for Family Child Care Providers

- ◆ **First Children's Finance**

Business Resource Center for Family Providers

<http://www.firstchildrensfinance.org/businessresourcecenter/family-2/>

- ◆ **Business Administration Scale (BAS)**

McCormick Center for Early Childhood Leadership

<http://mccormickcenter.nl.edu/program-evaluation/business-administration-scale-bas/>

- ◆ **National Association for Family Child Care (NAFCC) Accreditation**

<https://www.nafcc.org/Accreditation>

- ◆ **All Our Kin**

Resources for Providers

<http://www.allourkin.org/resources-providers>



Resources for Parents



- ◆ **How to Choose Quality Child Care**

<https://www.zerotothree.org/resources/84-how-to-choose-quality-child-care>

- ◆ **Your Baby's Development: Age-Based Tips from Birth to 36 Months**

<https://www.zerotothree.org/resources/series/your-baby-s-development-age-based-tips-from-birth-to-36-months>

- ◆ **Consumer Education Materials for Parents of Infants and Toddlers**

(coming soon from the Office of Child Care)



Next Steps

State Capacity Building Center

A Service of the Office of Child Care

Infant Toddler Specialist Network (ITSN)

Region I – Ronna Schaffer, ronna.schaffer@icfi.com

Region II – Lisa Ojibway, lisa.ojibway@icfi.com

Region III – Kelley Perkins, kelley.perkins@icfi.com

Region IV – Holly Wilcher, holly.wilcher@icfi.com

Region V – Jeanne VanOrsdal, Jeanne.vanorsdal@icfi.com

Region VI – Evelina Du, edu@wested.org

Region VII – Julie Law, jlaw2@wested.org

Region VIII – Tina Jiminez, tjimine@wested.org

Region IX – Michelle Soltero, msolter@wested.org

Region X – Julie Weatherston, jweathe@wested.org

Phone: 877-296-2401 CapacityBuildingCenter@icfi.com

**State Capacity Building Center,
A Service of the Office of Child Care**

9300 Lee Highway

Fairfax, VA 22031

Phone: 877-296-2401

Email: CapacityBuildingCenter@ecetta.info

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CHILDREN & FAMILIES