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
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
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
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

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
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

### CPR & First Aid
- Preventative Health & Safety Practices
  - (upcoming CCDBG requirements)

### Quality Improvement Training

### Technical Assistance & Training
- CPR & First Aid
- Preventative Health & Safety Practices

### Technical Assistance

---

<table>
<thead>
<tr>
<th>License Exempt Providers who are interested in licensure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caring for children from only one other family</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Family Child Care APPLICANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals interested in licensure</td>
</tr>
</tbody>
</table>

| LICENSED Family Child Care Providers |

<table>
<thead>
<tr>
<th>CCR&amp;R &amp; CCIP Staff – 69 Local Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff receives CCIP Training Module and other training.</td>
</tr>
<tr>
<td>R&amp;Rs provide outreach, training, and ongoing support to FCC Providers.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>California Child Care Resource &amp; Referral Network (Network) – 4 Regional Offices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network staff develop training content, provide training and ongoing TA to all local R&amp;Rs</td>
</tr>
</tbody>
</table>
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](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
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
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
   

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
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

- Community Care Licensing
- Refugee Organizations

Collaborations
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
<table>
<thead>
<tr>
<th>Generation</th>
<th>Born Between</th>
<th>Characteristics</th>
<th>Stereotyped as</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baby Boomers</td>
<td>1946 - 1964</td>
<td>• Youthful self identity</td>
<td>• Self-centered</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Optimistic</td>
<td>• Unrealistic</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Team player</td>
<td>• Political</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Competitive</td>
<td>• Power-driven</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Workaholic</td>
</tr>
<tr>
<td>Generation X</td>
<td>1964 - 1981</td>
<td>• Balanced (Work/life quality)</td>
<td>• Slackers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Self-reliant</td>
<td>• Selfish</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Pragmatic</td>
<td>• Impatient</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Cynical</td>
</tr>
<tr>
<td>Millennials</td>
<td>1982 – 2002</td>
<td>• Fast pace/ Multitasking</td>
<td>• Short span of attention</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fun-seeking</td>
<td>• Spoiled and disrespectful</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Technology savvy</td>
<td>• Tech dependent</td>
</tr>
</tbody>
</table>
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

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 of 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

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
- Early Head Start: Full range of services to the neediest children

Beginner | Improving | Strengthened

- Statewide Training and Technical Assistance: Train other agencies on generating quality practice throughout 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](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
  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
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](http://allourkin.org/IWPR_article%202005.pdf)

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

- **Staffed Support Networks and Quality in Family Child Care: Findings from the Family Child Care Network Impact Study** (Executive Summary)
  
Resources for Agency Staff and Directors

- **Supporting FCC Providers Who Serve Infants and Toddlers Build Cultural Competence**
  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](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](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](http://www.rrnetwork.org/ccip)

- **All Our Kin**
  The Family Child Care Toolkit Licensing Project
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)**

- **How to Care for Infants and Toddlers in Groups**

- **Challenge or Strength? Caring for Infants and Toddlers in Mixed-Age Groups in Family Child Care** by Suzanne Williamson

- **Building Partnerships: Guide to Developing Relationships with Families**
Resources for Family Child Care Providers

- **First Children’s Finance**
  Business Resource Center for Family Providers

- **Business Administration Scale (BAS)**
  McCormick Center for Early Childhood Leadership
  [http://mccormickcenter.nl.edu/program-evaluation/business-administration-scale-bas/](http://mccormickcenter.nl.edu/program-evaluation/business-administration-scale-bas/)

- **National Association for Family Child Care (NAFCC) Accreditation**
  [https://www.nafcc.org/Accreditation](https://www.nafcc.org/Accreditation)

- **All Our Kin**
  Resources for Providers
  [http://www.allourkin.org/resources-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](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](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