



State and Territory CCDF Administrators Meeting
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Impact Project Overview

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State Capacity Building Center

Impact Staff

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Purpose of the Impact Project

- To assist states and territories as they develop and expand their capacity for planning, investing in, and implementing quality early childhood systems, policies, and practices

How Impact Fits Into the State Capacity Building Center

The Impact Project is a service of the State Capacity Building Center (SCBC). The SCBC has three priorities:

- ◆ Advancing early childhood systems building
- ◆ Supporting implementation of the Child Care and Development Fund
- ◆ Improving quality and supply of infant and toddler services

What is the Impact Project?

- States identify a **state-specific project based on the state vision and priorities**; projects may be new or underway
- **Shoulder to shoulder** intensive consultation and technical assistance to support the work and to strengthen and support state capacity
- States must include systems and services supported through the **Child Care and Development Fund that include the goal of addressing the needs of working families by providing more low-income families with quality child care services**

What Informed the Design of the Impact Project

- ◆ Key informant interviews with more than four dozen individuals
- ◆ Literature review

How Does the Impact Project Work?

- Each state team must have a lead and a colead with sufficient leadership responsibility and authority to oversee the state's project
- Teams finalize their project plan (design, implementation, or both) with support from the SCBC
- Teams designate a state official executive sponsor (who may be a lead or colead)

How Does the Impact Project Work? (cont.)

- Each team must include those who are essential to design and implementation in the team, no later than 6–9 months into the project
- Each team must ensure meaningful family and stakeholder communication and partnership
- Each team must participate in regular communication with the SCBC
- Each state must convene the management team and SCBC consultants for regular in-state meetings (at least four times a year) to facilitate planning and problemsolving

How Does the Impact Project Work? (cont.)

- The lead, colead, or executive sponsor regularly brief the head(s) of the sponsoring agency and the early learning council on the project and gain their input
- The lead or colead track progress toward completion of the state's action plan; reassess and revise strategies
- The lead or colead complete a semiannual survey (provided by the SCBC) to assess quality of services from the Impact staff and to self-assess progress and capacity

SCBC Consultants: Responsibilities for the Impact Project

- Designates a dedicated senior consultant for each state
- Supports the lead, colead, and management team in their progress on the project
- Provides appropriate types of consultation, to be specifically determined based on each state's application and follow-up conversation, to meet the needs of the state
- Secures additional expertise from the rich array of experts at the federally funded Early Childhood Training and Technical Assistance System, as relevant to each state's project

SCBC Consultants: Responsibilities for the Impact Project (cont.)

- Provide opportunities for the state management team to learn the skills and develop the capacity to sustain the project and be able to develop and implement new projects so that project management, documentation and analysis, facilitation, and other system-building skills identified by the state and SCBC are embedded in the team at the end of the project
- Provide intensive assistance throughout the project period through telephone and email consultation and onsite visits that occur four times a year

SCBC Consultants: Responsibilities for the Impact Project (cont.)

- Provide leadership and coordination to promote strengthened capacity to accomplish the proposed project
- Provide formative and summative evaluations for ongoing action planning, progress monitoring, and outcome assessment, including use of a semiannual assessment tool

Current Impact Projects

- Colorado is supporting its workforce through the development of a qualified substitute pool for center and family child care.
- Florida is fostering a comprehensive early learning system by integrating current quality initiatives and enhancing its Early Learning Performance Funding Project.
- Georgia is taking a multipronged approach to strengthening its infant and toddler care system by increasing professional development opportunities and providing financial supports connected to its child care assistance program.

Current Impact Projects (cont.)

- Indiana is developing key quality systems, including a training registry, a trainer and training approval system, a revised quality rating and improvement system (QRIS), and an enhanced coaching network.
- New Hampshire is enhancing its workforce by developing new incentives for teacher retention, expanding workforce diversity, providing alternative professional development opportunities to meet teacher qualifications, addressing compensation, and examining its governance structure.
- North Dakota is developing a strategic plan and an implementation plan to improve infant and toddler care and education.

Current Impact Projects (cont.)

- Northern Mariana Islands is focusing on comprehensive strategies to develop its workforce and increase the supply of infant and toddler care.
- Oregon is updating its QRIS, monitoring, licensing, and training systems; implementing new approaches such as integrated monitoring; and developing an infant/toddler plan.
- South Carolina is focusing on early childhood and family mental health by establishing provider competencies and a network of mental health and wellness coordinators across the state.

Feedback

- “Senior Consultant had to learn all of these systems. She has learned these **quickly**. That has been super helpful. She has taken the lead on a lot of **research** which has been very helpful to us. She has **pushed us to think of things that we would not have thought of on our own**, and to take the **provider side more specifically into account**. It has been really wonderful to have the supports and **I don’t think we would be where we are without this support.**”

Feedback (cont.)

- “We have **experienced a lot of flux**, with a new leader and a lot of external things happening, and this has caused us to alter our priorities. The value of the Impact Project is that it is **a specific, intensive model and it does keep us accountable. Impact has helped us stay on track. The Senior Consultant provides us with project management and content expertise.** This helps us move things forward. The really important features of this work are having **face to face meetings. We focus on problem solving and strategizing about how to move forward.** Staff has enjoyed having someone to talk to, and having a **thought partner**, and to challenge ourselves. It has been a positive and helpful experience. **This is the most helpful TA we have ever received.**”

Feedback (cont.)

- “Senior Consultant has been very **responsive** in following up with questions and providing information. She **provides the state with lead in questions**, which rather than ‘giving an answer’ has the state think about the direction that they would like to go. She is also very thoughtful in **meeting planning** and how to bring stakeholders together and get the most out of meetings.”
- “Senior Consultant ties us into a **wealth of technical assistance and content resources**. Her ability to ask the **hard questions** helps us move through our projects with greater perspective. Senior Consultant’s attention and consultation with both content and process is very appreciated.”

Feedback (cont.)

- “The value of the Impact Project includes **adding credibility** to the work. Having external involvement has been helpful with the range of stakeholders. **Capacity building** has been very helpful.”
- “I (Executive Sponsor) was initially skeptical but I now see the value add of this approach with a state application, a competition, and state priorities with support provided.”

What Works?

- State choice of focused state project
- Structure that includes state leads, management team, workplan, project focused work, and capacity building
- Consulting services that are responsive and flexible and deploy many methods of TA (facilitation, planning, thought partnership, etc.); services provided continuously, including four onsite visits each year
- Long-term partnership with clear expectations all around

What's Next?

- Nine states started in Round 1; 2 are completing their work after 24 months
- Competition open now to add up to 5 more states
- Adding new capacity “modules” in areas including: Decision Making, Performance Management, Managing Contractors and Business Partners, and Stakeholder Engagement



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