

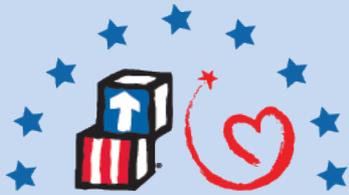


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An Orientation to Strengthening State and Territory Infant/Toddler Child Care System Policies and Practices: A Tool for Advancing Infant/Toddler Child Care Quality





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Acknowledgments

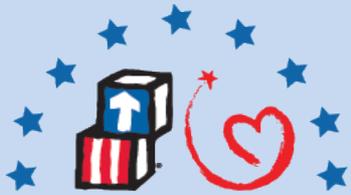
With permission, Zero to Three's *Infants and Toddlers in the Policy Picture: A Self-Assessment Toolkit for States* (2012) was the inspiration and initial framework for this tool.

Objectives

To consider the context of infant/toddler child care system policy

To explore the tool

- Background
 - Overview
 - Using the tool
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The Context of State and Territory Infant/Toddler Child Care System Policy

Targeting a system within a system

Infant/Toddler Quality Improvement Activities Reported by States and Territories

Infant/Toddler Quality Activities	# of States Investing Quality Funds
Establishing or expanding high-quality community- or neighborhood-based family and child development centers	18
Establishing or expanding the operation of community- or neighborhood-based family child care networks	18
Providing training and professional development to promote and expand child care providers' ability to provide developmentally appropriate services for infants and toddlers	55
Providing financial incentives to increase the supply and quality of infant/toddler care	30
Providing coaching or technical assistance on this age group's unique needs from statewide networks of qualified infant/toddler specialists	44
Coordinating with early intervention specialists who provide services for infants and toddlers with disabilities under Part C of the Individuals with Disabilities Education Act	34
Developing infant and toddler components within the State or Territory's quality rating and improvement system	31
Developing infant and toddler components within the State or Territory's child care licensing regulations	30
Developing infant and toddler components within the early learning development guidelines	47
Improving parents' ability to access transparent and easy-to-understand consumer information about high-quality infant and toddler care	37
Carrying out other activities determined by the State or Territory to improve the quality of infant and toddler care provided in the State or Territory	37

Infant/Toddler Child Care: A System within Systems

- ◆ Infants, toddlers, and families are served within loosely coupled early childhood comprehensive systems (ECCSs)
- ◆ Historically, infant/toddler (I/T) initiatives have taken a back seat to more popular and affordable policy drivers, such as preschool initiatives
- ◆ Recent ECCS progress—and federal leadership—has enabled an increased focus on infants and toddlers
- ◆ How can we take advantage of these trends to better support the I/T workforce and the families they serve?

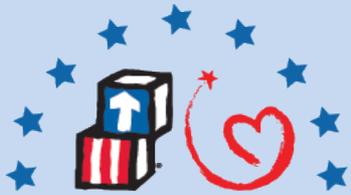
Why Focus on Infant/Toddler Child Care Systems Policy?

- ◆ Child Care and Development Fund (CCDF) rules require States to systematically assess and improve the overall quality of I/T care
- ◆ Relationship-based care does not happen by accident—it requires intentionality and cross-system policy expertise
- ◆ Providing high-quality care costs more for infants and toddlers than for other populations, and the politics can be challenging. We need creative funding and training and technical assistance approaches
- ◆ Licensing, quality rating and improvement system (QRIS), child care resource and referral (CCR&R), and professional development (PD) players may have very different understandings of what needs to be done to support infants and toddlers

Assessing Progress and Moving Forward

- ◆ High-quality I/T systems development is an involved process; it's helpful to take an honest look at where you are and what help you may need
- ◆ Challenging I/T policy deserves a deeper focus and may also support family engagement or family child care (FCC) efforts





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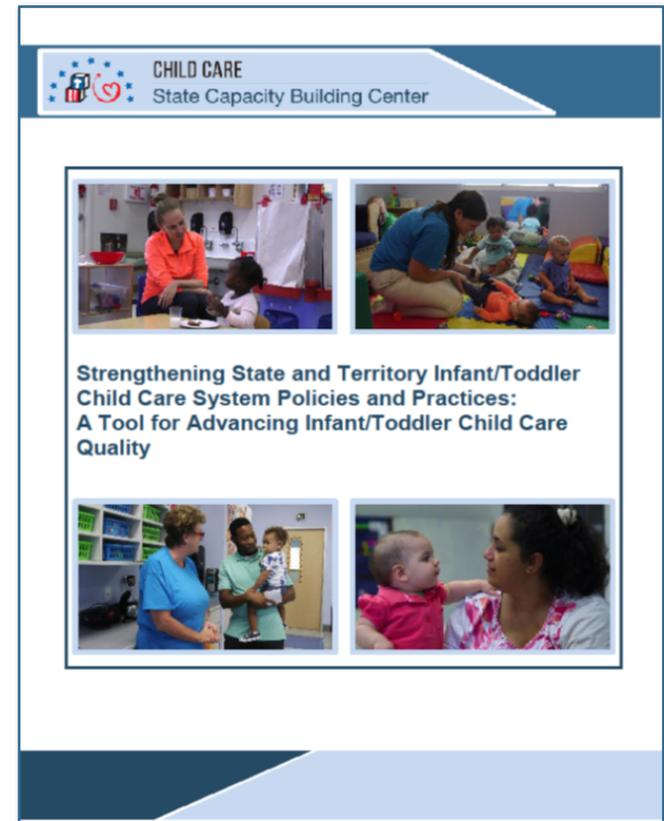
Strengthening State and Territory Infant/Toddler Child Care System Policies and Practices: A Tool for Advancing Infant/Toddler Child Care Quality

Background, purpose, design

Where Can I Find the Tool?

The Strengthening Policy tool is a component of the Infant/Toddler Resource Guide. It is available on the Early Childhood Training and Technical Assistance System website at

https://childcareta.acf.hhs.gov/sites/default/files/public/itrg/StrengtheningInfantToddlerChildCarePolicy_170421.pdf.



Purpose

◆ Support States and Territories

- to examine their infant/toddler child care system policies and practices landscape
- to answer the question,
“How is our State or Territory working to strengthen the quality and supply of child care services and programs for infants, toddlers, and their families?”

Background and Timeline

Evolution

Office of Child Care
Identification of Need

BUILD and State
Capacity Building
Center 2016
Infant/Toddler Peer
Learning Group

Conceptual Framework/Drivers

Policy Levers/State
Child Care Partners

PITC Essential
Program Practices

User Friendly

Strategies with Biggest
Impact on Quality

Continuous Quality Improvement

BUILD Infant/Toddler
Peer Learning Group

ZERO TO THREE
Policy Center

CCDF Child Care State
Administrators

National Technical
Assistance Centers

State and Territory
Volunteers

Tool Content and Organization

Section I: *Policies Inventory*

- Assessment of strategies across five goal and subdomain areas
- Identification of:
 - Implementation readiness
 - Priority level
 - Child care system partner stakeholders

Section II: *Action Planning*

- Designed to help states and territories easily identify:
 - Data-informed priorities and goals
 - Individualized next steps for infant/toddler child care policy implementation
 - Essential resources to support state and territory infant/toddler child care policy
 - COMING SOON: Online Interactive format

Section III: *Continuous Quality Improvement (CQI) Check*

- States and Territories:
 - Check in on status of policy development, integration, and/or implementation
 - Revisit policy goals, assess planning and implementation and celebrate progress
- COMING SOON

Goal and Subdomain Areas

Infants and Toddlers are Supported

- PITC Essential Program Practices
- Primary care, small group size, continuity of care, individualized care, culturally sensitive care, inclusion of children with special needs

Families are Supported

- Engaged
- Networked
- Equity in access

Infant/Toddler Workforce is Supported

- Integrated professional development systems
- Access to professional development
- Compensation
- Workplace conditions

Quality Infant/Toddler Care Settings

- Supply
- Health and safety
- Supports for sustainability
- Community

Infant/Toddler-Focused and Aligned Cross-Sector Systems

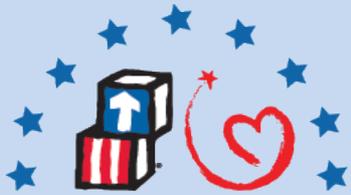
- Alignment
- Connectedness, access, referrals
- Infant/toddler driven coordination
- Governance (data, evaluation, CQI)

Sample Policy Indicator

Indicator	Relevant Child Care System Partner(s)	Priority Level	Implementation Stage	Comments
1.1.1 Implement an infant/toddler workforce recruitment initiative to attract and retain an infant-toddler workforce.	<input type="checkbox"/> Licensing <input type="checkbox"/> Professional development system <input type="checkbox"/> Subsidy <input type="checkbox"/> Quality Framework/QRIS <input type="checkbox"/> Unsure	<input type="checkbox"/> Low <input type="checkbox"/> Medium <input type="checkbox"/> High <input type="checkbox"/> Unsure	<input type="checkbox"/> Not Started <input type="checkbox"/> In review <input type="checkbox"/> Implementing <input type="checkbox"/> Fully Implementing <input type="checkbox"/> Unsure	

Sample Policy Indicator in Action Plan

Policy Indicator	Priority Level	Child Care System Stakeholder(s)	Implementation Stage	Potential Action Step(s)	Desired Completion Date	Resources to Support Policy Adoption and Implementation	Comments
1.1.1 Implement an infant/toddler workforce recruitment initiative to attract and retain an infant-toddler workforce.	High	All	Not Started	<p>Develop infant/toddler workforce recruitment and retention workgroup.</p> <p>Develop targeted infant/toddler workforce assessment</p> <p>Request technical assistance/peer-to-peer with states that have successful workforce recruitment initiatives</p>	January 2018	<p><u>National Resources and Support</u></p> <p><u>Policy Statement on Early Childhood Career Pathways</u></p> <p><u>Build It Better: Indicators of Progress to Support Integrated Early Childhood Professional Development Systems</u></p> <p><u>Strengthening the EC and SA Workforce: A Tool to Improve Workplace Conditions, Compensation, and Access to Professional Development.</u></p> <p><u>State Examples and Supports</u></p> <p><u>Colorado's Early Learning Professional Development System Plan</u></p> <p><u>Wisconsin: Attracting, Recruiting, Sustaining a Qualified Workforce</u></p>	Will also want to engage higher education partners in achieving this goal



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Tool Use, Facilitation, and Implementation

How do I use this resource?

Preparation for Using this Tool

- ◆ Recruit representatives from each child care system partner who have the appropriate policy context and knowledge.
- ◆ Ask partners to gather and/or research the data you need to answer the questions prior to convening.
- ◆ Consider having partners complete section(s) of the policy inventory/assessment *before* coming together as a larger group.
- ◆ Use the facilitator's guide... 😊 Coming soon!

Is It a Good Fit?



- ◆ Does your State or Territory need to collect data on your infant/toddler child care system practices?
- ◆ Do you want to learn about how you can strengthen your infant/toddler child care system?
- ◆ Have you identified strengthening your infant/toddler child care system as a priority in your State or Territory's early childhood systems planning?

Instrument Pioneers: Pennsylvania Strategic Planning, Integration, and Strengthening of Infant/Toddler Child Care

- ◆ Connecting its usage with a larger, upcoming, statewide infant/toddler strategic planning process *
- ◆ Using it as a needs assessment
- ◆ Providing context for the facilitator in advance *
- ◆ Gathering a diverse group of stakeholders *



This Tool Is Designed For...

- ◆ Child care system stakeholder groups committed to strengthening statewide or territory-wide infant/toddler child care programs and services
- ◆ Infant/toddler quality initiative leaders who want a data-informed action plan to target infant/toddler child care policy change
- ◆ Other relevant infant/toddler child care partners interested in assessing and improving statewide or Territory-wide infant/toddler child care programs and services

Potential Tool Uses

Conducting a needs assessment to inform opportunities for strengthening infant/toddler child care services and programs

Providing data-informed decision making for strategic planning and prioritizing specific infant/toddler quality activities

Answering this CCDF Plan question:

Describe the measures relevant to this activity that the State/Territory will use to evaluate the State's progress in improving the quality of child care programs and services in the State/Territory (7.3.2)

Next Steps

- ◆ Contact your Infant-Toddler Specialist

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Kelley Perkins Infant/Toddler Specialist Region III	Kelley.Perkins@icfi.com	908-246-1716
Holly Wilcher Infant/Toddler Specialist Region IV	Holly.Wilcher@icf.com	303-330-7970
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Julie Weatherston, Infant/Toddler Specialist Region X	jweathe@wested.org	650-380-0348

- ◆ COMING SOON: State and Territory Infant/Toddler Child Care System Instrument Facilitator's Guide



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Thank you!



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