Health and Safety Closing Session

DATE
Meeting Objectives

◆ Participants will

- engage in conversations that will assist in developing and implementing a health and safety system;
- discuss updates to the Tribal Child Care and Development Fund (CCDF) Plan, if applicable;
- enhance their understanding of different approaches to developing an effective health and safety system;
- explore and share implementation considerations, opportunities, challenges, and strategies; and
- reflect on the Health and Safety Peer Learning Group (PLG) experience and discuss next steps and resources that are available.
Check-In Question

- What questions do you still have about health and safety?
Tips and Tools for Developing and Implementing a Health and Safety System

- Use the Tribal Child Care Management Systems Framework and guiding questions to build your health and safety system.

Tips and Tools, con.

- **Early Childhood Systems Building Resource Guide: Leadership** shares leadership approaches and challenges that happen during times of change, including change management, governance, teams, decisionmaking, conflict resolution, and partnerships. It also shares leadership resources.

Implementation Considerations

◆ Explore the session presentation *From Planning to Action: Implementing Management Systems and Strategic Planning in CCDF Tribal Lead Agencies.*

Mapping Activity Spotlight
The mapping activity provided Tribal Lead Agencies a creative way to develop a systematic approach to implementing the health and safety requirements.

Each section of the map was created during each session.

Mapping allowed the Tribal Lead Agency to move from one location to another—representing that a health and safety location is their program which was equal to standards, training, and monitoring.
Sample Mapping: Provider Categories

ABC Tribe - Large Allocation

Categories of Care
- x Center based
- x Tribally operated Center
- x Family Child Care
- x In-Home Provider

Direct Services
- x Certificate/credential
- Grant/contracts
- CCDF Funded too
- only
- relatives are exempt

DEF Tribe - Small Allocation

Tribally operated Center only
- Tribal Standards (I adopted) from ABC Tribe with the support of IHHS.

Certificate/credential all state licensed providers I pay w/ by certificate/credential will follow the standard for center based care.
Sample Mapping: Standards

**ABC Tribe - Large Allocation**

- Categories of Care
  - Center based
  - Tribally operated Center
  - Family Child Care
  - In-home Provider

- Direct Services
  - Certificate/voucher
  - Grant/contracts
  - CCDF-funded (not only)

**DEF Tribe - Small Allocation**

- Tribally operated Center only
  - Tribal Standards (I adapted from ABC Tribe with the support of ITAH)

- Certificate/voucher
  - All state licensed providers I pay w/ by certificate/voucher will follow the standards for center-based care.
Sample Mapping: Training

ABC Tribe - Large Allocations
- Direct Services
  - X Certificate/Voucher
  - Grant/Contracts
  - CCP Funded, TOC only
- Relatives are exempt

Standards
- X Center based - CFC/State Licensing
- X Tribal operated - Tribal/BHS
- X Tribal Child Care - Tribal
- X In-Home Provider - Tribal

DEF - Small Allocations
- Tribal operated Center only
  - Tribal Standards (I created them from ABC Tribe with the support of IHS)

Pre-service Orientation
- Center based - 12 training topics/12 hours
- TOC - 12 training topics/12 hours
- POC - 6 training topics/6 hours
- In-home - 6 training topics/6 hours

During/Ongoing Training: Orientation/Annual
- Side by Side - TLA
- Pre-Service - TLA
- Ongoing - TLA

For all categories
Sample Mapping: Monitoring
Amendment
Amendment

◆ Tribal Lead Agencies are required to request approval from the Administration for Children and Families (ACF) whenever a “substantial” change occurs in the Tribal Lead Agencies’ approved CCDF Plans.

◆ Please refer to the ACF program instruction regarding CCDF Plan amendments (CCDF-ACF-PI-2019-03) for specific details and timelines specific to the Plan amendment process.

Submitting Plan Amendments

- "Discuss with OCC [Office of Child Care] Regional Office where to amend the Plan”
- “Make changes to the Tribal CCDF Plan fillable PDF where applicable”
- “Save as ‘FY2020-2022 Tribal CCDF Plan [Tribal Name] Amendment 1.pdf’ in order to document the specific changes made”
- Complete the amendment log with amended information
- “Send an email to OCC Regional Office”
  - “Body of email:”
    - Amendment log
    - “Proposed effective date”
      - “Up to 60 days prior to submitting amendment”
- “Attach amended Tribal CCDF Plan as a complete file”

Activity
What Does the Tribal Child Care Management Systems Framework Look Like for Your Program?

Activity: Tribal Child Care Management Systems Framework

<table>
<thead>
<tr>
<th>System</th>
<th>Program(s), Department(s), or Agency(s) Responsible</th>
<th>Point(s) of Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership and Coordination (outer ring)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Management Planning, Integrity, and Accountability Systems (second ring)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Planning and Design (third ring)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data and Evaluation (third ring)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fiscal Management (third ring)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Needs Assessment (third ring)</td>
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</tr>
</tbody>
</table>

Strategies
Discussion Question

◆ Please share an approach or strategy you have used within your CCDF program to evaluate your health and safety.

◆ “We are in the process of hiring a Compliance Specialist to monitor day care facilities and home care.”

◆ “We are planning on advertising for an Outreach Team to reach more communities since we received increased funding - we have doubled in size so far and now that the advertisements that are required are out, we are facing an increased amount of work on each individual here in the office.”
Health and Safety Standards
Poll Question Responses

Poll Question Log:

1. What health and safety standards did you select for your center-based care?

<table>
<thead>
<tr>
<th>Response Options</th>
<th>Percentage</th>
<th>Number Selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum health and safety standards</td>
<td>25%</td>
<td>2</td>
</tr>
<tr>
<td>Caring for Our Children Basics</td>
<td>25%</td>
<td>2</td>
</tr>
<tr>
<td>Head Start or Early Head Start, or both</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>State licensing standards</td>
<td>25%</td>
<td>2</td>
</tr>
<tr>
<td>Combination of standards</td>
<td>13%</td>
<td>1</td>
</tr>
<tr>
<td>Other (please describe in the chat box)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>We do not offer this category of care</td>
<td>13%</td>
<td>1</td>
</tr>
</tbody>
</table>
Poll Question Responses

2. What health and safety standards did you select for your Tribally operated center?

<table>
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<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>State licensing standards</td>
<td>38%</td>
<td>3</td>
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<tr>
<td>Combination of standards</td>
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<td>0</td>
</tr>
<tr>
<td>Other (please describe in the chat box)</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>We do not offer this category of care</td>
<td>13%</td>
<td>1</td>
</tr>
</tbody>
</table>
Poll Question Responses

3. What health and safety standards did you select for your family child care providers?

<table>
<thead>
<tr>
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<th>Percentage</th>
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</thead>
<tbody>
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<tr>
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</table>
Health and Safety Standards Considerations

- **Adopting** an existing set of health and safety standards
- **Adapting** an existing set of health and safety standards
- **Writing** your own set of health and safety standards
- **Using a combination of** standards
Discussion Question

- Do Tribal Lead Agencies have the power to enforce standards outside of reservation boundaries? Does the state have the ability to enforce their standards within reservation boundaries? What about providers who are receiving Tribal subsidy outside of Tribal lands but are license exempt from state requirements?

- “We came to an agreement with the State to accept their license.”

- “The 5 Centers on the Rez are licensed. We now are open to serving off Rez providers, so we agreed to honor their license for those providers living in their area.”
Discussion Question

◆ Why is knowing how to access your state’s licensing website so important?

◆ “The state licensing site helps me understand how they meet standards and gives me ideas on how to implement on my own.”

◆ “I also use the State's CCDF plan for ideas.”
Discussion Question

- Do you have written agreements in place with the state? The providers?

- “We know that we will need to get this information and have been figuring out if a MOU is needed. We recognize that a MOU would be best practice.”
Health and Safety Training
How did you determine the number of training hours?

“We determined ours from the state’s standards, and we adjusted them just a little to make it more convenient for the center. We close the daycare once a month for deep cleaning and training.”
Responses from the IdeaBoardz

**Preservice and/or Orientation Training**

H&S PLG 4 #1

<table>
<thead>
<tr>
<th>Questions</th>
<th>Votes</th>
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</thead>
<tbody>
<tr>
<td><strong>What are the benefits for training during preservice?</strong></td>
<td></td>
</tr>
<tr>
<td>Providers will be prepared</td>
<td>0</td>
</tr>
<tr>
<td>Providers would have the knowledge prior to serving children - Char</td>
<td>0</td>
</tr>
<tr>
<td>Providers are prepared for emergencies</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Questions</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>What are the challenges for training during preservice?</strong></td>
<td></td>
</tr>
<tr>
<td>Scheduling for training</td>
<td>0</td>
</tr>
<tr>
<td>Providers could begin to feel overwhelmed with all the trainings if done all at once</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Questions</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>What are the benefits for training during orientation?</strong></td>
<td></td>
</tr>
<tr>
<td>Parents and providers know the rules and their obligations</td>
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</tr>
<tr>
<td>An in-house trainer eliminates the time and scheduling conflicts if you are relying on IHS, Public Health etc. - Pigeon</td>
<td>0</td>
</tr>
<tr>
<td>Providers could share their knowledge with each other and develop a good working relationship, learning together</td>
<td>0</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Questions</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>What are the challenges for training during orientation?</strong></td>
<td></td>
</tr>
<tr>
<td>Scheduling as we use a outside entity</td>
<td>0</td>
</tr>
<tr>
<td>It could be difficult to get all trainings done within 3 months.</td>
<td>0</td>
</tr>
</tbody>
</table>
Responses from the IdeaBoardz

### Exempting Relative Providers

**H&S PLG 4**

<table>
<thead>
<tr>
<th>What are the benefits of exempting relative providers?</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relatives might be more interested if they know they will be exempt from certain standards</td>
<td>0</td>
</tr>
<tr>
<td>May increase interest for offering services. Potential providers might be inclined to participate in CCDF if there are 'friendly' policies.</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What are the challenges of exempting relative providers?</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to materials or time for training.</td>
<td>0</td>
</tr>
<tr>
<td>May require programs to develop different polices for the provider type.</td>
<td>0</td>
</tr>
</tbody>
</table>
Grantee Question

How are people addressing safe sleep practices with infants that come in with cradle boards?

- “We are just starting to take infants. We don’t have infants yet in care. Our CCDF group for Oregon are meeting and talking with our State’s early learning division about that very thing. Specifically, about the use of cradle boards and how to articulate that in our Plans, so it can be allowable and how it can be implemented safely. I don’t have an example because we aren’t doing it yet, but it is something we are talking about right now.”

- “We have infants in cradle boards - we have a waiver that lets cradle boards in as a cultural aspect of our society. The teachers are always within hearing distance of the babies, and they are checked on regularly.”
Discussion Question

- Who could you partner with to provide training to your caregivers, providers, and staff?

- “Health department, HIS, clinics and care about child care”

- “An in-house trainer eliminates the time and scheduling conflicts if you are relying on IHS, Public Health, etc.”
Session 6 Health and Safety

Temporary Health and Safety Standard

<table>
<thead>
<tr>
<th>Practice drills: all drills and exercises should be recorded.</th>
<th>Lockdown, or sheltering in place and have written plans, accordingly.</th>
<th>Having them scanned into the cloud prior</th>
<th>Create written plans that would be posted in each classroom and areas used by children.</th>
<th>Working from home and being able to access the documents you need to continue services</th>
<th>Contents of a child records: consider what you would want to collect from families to serve school age children.</th>
</tr>
</thead>
<tbody>
<tr>
<td>+0</td>
<td>+1</td>
<td>+0</td>
<td>+1</td>
<td>+0</td>
<td>+0</td>
</tr>
</tbody>
</table>

How would it look for re-certification of child care virtually?

+0
Health and Safety Monitoring
Discussion Question

◆ What are the challenges with implementing these requirements?

◆ "We did some virtual inspections for those centers not open to outsiders during most of the shutdowns."
Grantee Question

- Do most Tribes come up with their own health and safety forms?
- “Some Tribes use a copy of the state's form or the samples in the NCTECD Monitoring Toolkit, or they develop their own based on their Health and Safety Standards.”
Monitoring and Enforcement Strategies

How do you monitor your providers for compliance with your training requirements? +

- Request Merit Employee Report

What enforcement strategies for health and safety trainings are working best for your program? +

- Quarterly review of PD logs
- Provide trainings yearly for our providers

- Provide required trainings annually during pre-service
- We pay for trainings and our early learning coach has STARs Trainer Certification

Which enforcement strategies for health and safety trainings present a challenge? +

- Since we do not have a center, it is hard to get directors and staff to show up for trainings

+ 0

+ 0

+ 0
Poll Question

What support do you need to complete your health and safety system?

- One-on-one sessions with Regional Office and technical assistance
- Peer-to-peer meeting (meeting with another Tribal Lead Agency)
- More group learning opportunities
Questions and Reflections?
Check Out

- Take a minute and reflect on our series.
  - Did you connect with any of the information shared?
  - If so, what might you do with the information you learned?
Health and Safety Worksheet

- Reflective worksheet
  - Track your journey
  - Reflect and record ideas and strategies
  - Write down goals
  - Note next steps
In step 1, you wrote down your categories of care or provider types and how you were funding them.

In step 2, you wrote how those provider types were receive training. You decided if the training would take place during preservice or orientation and decided on an annual training schedule. You also decided who might do the trainings.

In this final step, you started from the top of your map and worked your way down to monitoring. In the monitoring section, you wrote down who will monitor all of your provider types.

- We want you to think through each provider type and make decisions on who the monitor will be and what they will monitor. You will also want to decide, if you select the State as the monitor, how you will ensure you receive the monitoring reports.
Don’t Forget! To Make the Connection

Policies and Procedures

Training

Health and Safety Standards

Monitoring
National Center on Tribal Early Childhood Development:
https://childcareta.acf.hhs.gov/centers/national-center-tribal-early-childhood-development
Resources

- National Center on Tribal Early Childhood Development. *FY 2020–2022 CCDF Tribal Plan Preprint trainings: Section 1: Define CCDF leadership and coordination with relevant systems (for all tribes).*

- National Center on Tribal Early Childhood Development. *FY 2020–2022 CCDF Tribal Plan Preprint trainings: Section 2: Establish standards and monitoring processes to ensure the health and safety of child care settings (for all tribes).*

- Office of Child Care. *Child Care and Development Fund Reauthorization.*
  https://www.acf.hhs.gov/occ/ccdf-reauthorization
Resources


Resources


Resources

  

  

  
Resources

- National Center on Tribal Early Childhood Development. *Health and safety resource list: Staff training and support.*
  https://childcareta.acf.hhs.gov/sites/default/files/public/hs_resource_list_-_staff_training_and_support.pdf


- Office of Child Care. *Guidance on alternative approaches for purposes of conducting background checks of child care staff and monitoring and inspection of child care providers (CCDF-ACF-PI-2019-05).*
Resources

- National Center on Tribal Early Childhood Development. *Developing Child Care Monitoring and Enforcement Systems for American Indian and Alaska Native Child Care and Development Fund Programs*. [https://childcareta.acf.hhs.gov/sites/default/files/public/developing_monitoring_and_enforcement_systems.pdf](https://childcareta.acf.hhs.gov/sites/default/files/public/developing_monitoring_and_enforcement_systems.pdf)


Resources


◆ Office of Child Care. Statewide Disaster Plan (or Disaster Plan for a Tribe’s service area) for Child Care [CCDF-ACF-IM-2017-01]: https://www.acf.hhs.gov/occ/policy-guidance/statewide-disaster-plan-or-disaster-plan-tribes-service-area-child-care


Resources

◆ National Center on Tribal Early Childhood Development. *Policies and Procedures Checklist for Child Care and Development Fund Tribal Lead Agencies.*

https://ecep.uark.edu/_resources/pdf_other/01_additional_resources/caring_for_our_children_4thed.pdf

◆ National Center on Tribal Early Childhood Development. Sample Policies and Procedures for Health and Safety.