Strengthening Family Child Care Quality Peer Learning Group

Session IV: Staffed FCC Networks as a Support to Quality, Part 1

April 26, 2018
Today’s Agenda

- Brief introductions
- Family Child Care Networks: A Research Perspective
- *Escaleras* Project: Recruiting and Training Friend and Neighbor Providers
- Discussion
- Next Steps
Guest Speakers

Juliet Bromer, Ph.D.
Research Scientist, Herr Research Center for Children and Social Policy

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Engagement Coordinator, Southeast Regional Key at Public Health Management Corporation (PHMC)
Staffed Family Child Care Networks: A Research-Informed Strategy for Supporting High-Quality Family Child Care

Family child care networks: A research perspective

Juliet Bromer, Erikson Institute

Family Child Care Peer Learning Group
April, 2018
Acknowledgements

Funders:
Pritzker Children’s Initiative
W. Clement & Jessie V. Stone Foundation

Collaborators:
Toni Porter, Early Care & Education Consulting

Faculty and staff at Erikson Institute:
Jon Korfmacher
Tricia Molloy
Gabrielle Laberge
Leanne Beaudoin-Ryan
Cristina Gonzalez del Riego
Maggie Reardon
What is a staffed family child care network?

Family child care networks offer a menu of ongoing supports to providers including visits to homes, training, and other targeted supports through a qualified specialist.

Family child care networks operate on different platforms. They may be stand-alone organizations or embedded in the work of other types of agencies:

- Child care resource & referral agencies
- Head Start, Early Head Start, Migrant/ Tribal Head Start
- Early care & education or youth-serving agencies (e.g. social services agency with an early childhood department, school district, organizations that serve centers and family child care, family support programs)
Prior research on FCC networks

- Network affiliation ~ higher quality care
- Promising features of networks ~ higher quality care:
  - Combinations of services
  - Frequent quality-focused provider visits/in-home consultation
  - Training, group and peer supports
  - Relationship-based support
  - Specially-trained staff

Bromer et al., 2009; Lanigan, 2011; McCabe & Cochran, 2008; Musick, 1996; Porter & Reiman, 2015
Four essential elements of staffed FCC networks¹

- A theory of change model to identify desired outcomes and guide network services
- Network service delivery strategies
- Staff-provider relationships
- Training and support for network staff

¹Bromer & Porter (2016) Staffed Family Child Care Networks: A Research-Informed Strategy for Supporting High-Quality Family Child Care
Conceptual model for high-quality support

Factors
- Organizational & staff characteristics
- Child care & provider characteristics

High-quality supports
- Types of services
  - Support positive provider-child interactions
  - Sustainability of child care services
- Implementation practices
  - Relationship-based approaches
  - Fidelity practices

Outcomes
- Provider outcomes
- Caregiving & environment quality
- Child & family well-being

References


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Discussion
ESCALERAS Pilot Project

A partnership between
Public Health Management Corporation
and
Fathum Learning Solutions Inc.
What is ESCALERAS?

Per Fathum Inc. (www.fathuminc.com):

- **ESCALERAS** is a professional development model designed to meet the needs of immigrant and/or non-English speaking home-based childcare providers.

- **ESCALERAS** means “STAIRS” or “LADDERS” in Spanish and the program was originally designed specifically for Latina home-based childcare providers.
What is ESCALERAS?

Per Fathum Inc. (www.fathuminc.com):

- **ESCALERAS** provides a basic, well-rounded introduction to early care and education, health, hygiene, safety, and the professional standards necessary to operate a family child care program.

- **ESCALERAS** uses a relational hybrid training model that combines video and face-to-face instruction, is visually and emotionally engaging, and narrows the digital divide.
Lead Partners in ESCALERAS Project

- Southeast Regional Key at PHMC (SERK) & Fathum Learning Solutions Inc.
  - Fathum Learning Solutions Inc. - Learning solutions company with experience supporting and training culturally and linguistically diverse home-based child care providers
  - SERK at PHMC - Agency responsible for administering the Keystone STARS Quality Rating and Improvement System (QRIS) in Southeastern Pennsylvania and serving as an agent of the PA Office of Child Development & Early Learning (OCDEL)
Funding

- CCDBG Funds & Race to the Top Early Learning Challenge Grant (RTT-ELC)
  - PA Office of Child Development & Early Learning (OCDEL)
    - SERK at PHMC (CCDBG & RTT-ELC Funding)
      - Fathum Inc.
    - Child Care Information Services (CCIS) of Northeast Philadelphia (CCDBG Funding)
- Other funding:
  - Philadelphia Freedom Valley YMCA (PFVY) Family Child Care Network - W.K. Kellogg Foundation
Pilot Project Rationale

- Pilot project sparked by changes in CCDF program requirements and new PA requirement for all home-based F/N providers receiving subsidized child care funds to become certified FCC home providers and by availability of RTT-ELC funding targeted at hard-to-reach providers serving at-risk children

-Focused on immigrant/Spanish-speaking F/N providers receiving subsidy funds to care for 1-3 children from economically at-risk families

-Partnered with local CCIS subsidized child care office to connect to these providers
Pilot Project Goals

- To support Spanish-speaking and/or immigrant Latina home-based Friend/Neighbor (F/N) child care providers receiving subsidized child care funding in becoming City of Philadelphia licensed and Commonwealth of Pennsylvania certified family child care home owners/operators

- To improve the health, safety, and school readiness of DLL children receiving subsidized child care funds in a child care home operated by a Spanish-speaking and/or immigrant Latina home-based child care provider
Data Collected

- Used local CCIS subsidized child care provider database to identify potential participants
- Collected data via initial Application/Survey:
  - Basic Demographic information
  - Educational Background
  - English/Spanish Proficiency (speaking, reading, writing)
  - Housing
  - Access to and Proficiency with Technology
  - Child Care Experience
  - Interest in ESCALERAS
Data We Could Have Used

- Home ownership status
- Zoning code status
- Ability to access high school diplomas or to pursue GEDs
- Availability of GED preparation classes in Spanish in Philadelphia
- Home visits during application phase to pre-assess homes for certification potential
Engaging with Providers

- Relationship-Building/Cultural Responsiveness are Key!
  - Utilized bilingual staff to reach out to over 150 friend/neighbor providers that were receiving subsidized child care payments
  - Held initial introductory meeting in a location familiar to the participants and at a time convenient to participants
  - Provided breakfast and allowed time for participants to meet, socialize, and begin bonding
  - Asked the women what they wanted to get out of the program, ACTIVELY LISTENED to them, and incorporated their ideas into the program
Project Support

- Significant support provided to ESCALERAS project:
  - Southeast Regional Key (SERK) at PHMC contracted with Fathum Inc. to create ESCALERAS learning modules and to consult on project using Race to the Top Funds.
  - SERK at PHMC staffed the ESCALERAS Project: a project coordinator, a project specialist, and multiple bilingual instructors, along with support from SERK Director.
  - Child Care Information Services of Northeast Philadelphia, a program of Federation Early Learning Services, provided assistance with recruitment and space for training.
Project Support

- Significant support provided to ESCALERAS project:
  - Philadelphia Freedom Valley YMCA (PFVYMCA) Family Child Care Network
    - Purchased and distributed items needed for participants to meet city and state Health & Safety inspection requirements.
    - Once participants became licensed & certified family child care homes, PFVYMCA Family Child Care Network supplied them with furniture, learning materials and books to support the creation of a developmentally appropriate care and learning environment.
Project Support

- Additional partners that supported the ESCALERAS project:
  - OCDEL Regional Certification Office: accommodated providers when attending mandatory FCC orientation; prioritized review of applications received
  - City of Philadelphia Department of Public Health: provided mandatory city health department training to ESCALERAS participants at ESCALERAS training site
  - Regional TA Consultants: Provided coaching to ESCALERAS participants around completing applications, developing emergency plans, acquiring mandatory clearances, and meeting various city and state requirements
Cost of Support

- Significant cost to offer the strong level of support provided through the ESCALERAS Project:
  - Cost to contract with Fathum Inc. for learning modules and ongoing consultation services
  - Cost of project coordination and implementation (multiple staff/time, training materials)
  - Cost of multiple bilingual instructors and TA consultants
  - Cost for recruitment (staff, time, equipment)
  - Cost for use of space and health & safety items
Strengths

- Committed collaboration among various organizations that value and support family child care

- Sufficient funds through CCDBG, RTT-ELC, and other sources to support project

- Staffed support network and strong peer support among participants

- Culturally and linguistically responsive
Challenges

- Sustainability when RTT-ELC funds are no longer available
- Ability of current staff to continue to provide same high level of support to currently participating providers and to recruit and work with new participants
- Availability of services and resources in languages other than English
- Deciding when to end our supportive relationship and refer providers to other support programs
Lessons Learned

- Relationships, collaboration, & cultural responsiveness are key!
- Strong recruitment efforts are essential.
- Pre-assessment of homes and “ownership/zoning” information is needed during the application process.
- Substantial ongoing support by staff is required and expensive.
- Home visits to prepare for inspections should be incorporated into the project.
Where are we now?

- Three ESCALERAS graduates are certified FCC providers and are pursuing quality improvement through Keystone STARS. Two more graduates are actively pursuing FCC certification at this time.

- Project partners are working with Juliet Bromer & Toni Porter through a planning grant from the William Penn Foundation to develop a sustainable FCC Collaborative Network to support FCC providers in Philadelphia through all phases of operation and at all levels of quality.

- One ESCALERAS graduate serves on the FCC Leadership Committee of the FCC Collaborative Network planning group and serves as a peer mentor to the ESCALERAS network.
ESCALERAS Participants
Questions/Comments

Thank you!
Contact Information

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Discussion
Next Steps

◆ Complete the action planning tool
◆ Session V: Individual Team calls (April-May)
◆ Session VI: May 31, 2018; Staffed FCC Networks as a Support to Quality, Part 2