This is Your Ideal QRIS
Reimagining Beyond the Stars

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Presenters

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Introduction

A QRIS is extremely difficult to implement well:

- Measuring quality = Psychometrics.
- Program improvement = Understanding assessment, curriculum, PD.
- Parental Awareness = Communication theory.
- Quality Incentives = Behavioral economics (motivation) and advocacy (funding).

Critical points in the evolution of QRIS:

- RTT–ELC validation studies results: QRIS can distinguish quality levels, but levels are not predictive of child outcomes.
- Need to be responsive current context: What role does a QRIS play in promoting equity?
Strategies to Move QRIS “Beyond the Stars”

- Using *guiding stars* to navigate design
- Challenging *current systems* thinking
- Looking beyond the ECE world for *innovation*
- Exploring a *hypothetical QRIS* model
Guiding Star #1
Measure what matters and measure it well.
Traditional QRIS Model

Quality Measures

Process Quality
- Teacher-child interactions

Classroom Structural Quality
- Learning environment & materials
- Structure & routines
- Curriculum

Program-Level Supports
- Staff qualifications/training
- Ratios & group sizes
- Staff compensation & well-being
- Leadership & program management

Health & Safety
- Minimizing injury & illness
- Promoting health & nutrition

Family Partnerships
- Family-sensitive practices
- Communication & involvement

Uses for Data

Supporting Parent Choice

Technical Assistance

Program Supports & Incentives
Insights Beyond ECE

**Chronic Disease Management**
- Treatment compliance is increased when goals are defined by a patient’s “ultimate why” (values).

**Top Chef: Restaurant Wars**
- Successful teams develop the concept first and then the menu.
- Dishes on the menu all have to “go together” to tell a cohesive story.

**Marie Kondo: The Life-Changing Magic of Tidying Up**
- Unpack everything in one pile; ask if it “sparks joy.”
- Declutter and give everything a home.
Reimagined QRIS Model
Modular measures that can be reorganized by outcome
Reimagined QRIS Model
Modular measures that can be reorganized by outcome and purpose

Uses for Data

Supporting Parent Choice
Technical Assistance
Staff Supports & Incentives

Quality Measures

Teacher–Child Interactions
Family Engagement Practices
Health & Safety Practices

Program-Level Supports
Classroom Structural Supports
Ask the Audience

What are the desired outcomes in your state’s QRIS? (poll)
Guiding Star #2
Ensure supports match the needs.
**Traditional QRIS Model**

- One size fits all.
- Compliance and monitoring culture.

**Insights from Beyond ECE**

**Response to Intervention**

- Interventions of increasing intensity.
- Finding appropriate support level to enable success.
- Relationship- and team-based approach.
Reimagined QRIS Model
Varying levels of monitoring & TA based on needs

Differential Monitoring

Tier 1
Universal Quality Assessment & Support

Tier 2
Targeted Quality Assessment & Support

Tier 3
Intensive Quality Assessment & Support

ALL classrooms assessed on process quality on an ongoing basis

SOME classrooms assessed on process quality + learning environment with higher frequency

FEW programs assessed on program structural features
Reimagined QRIS Model
Varying levels of monitoring & TA based on needs

Differential Monitoring

Tier 1
Process quality COACHING

Tier 2
Targeted process quality + learning environment COACHING & TRAINING

Tier 3
Intensive Quality Assessment & Support

Tiered Technical Assistance

Wrap-around program quality SUPPORTS

FEW programs assessed on program structural features

SOME classrooms assessed on process quality + learning environment with higher frequency

ALL classrooms assessed on process quality on an ongoing basis
Rate your state’s monitoring and TA on a spectrum of “one-size-fits all” to “tailored supports.” (poll)
Guiding Star #3
Laser-like focus on the desired change and the changemakers.
Traditional QRIS Model

- Incentives offered at the program level may not “trickle down” to motivate and support individual staff.
  - Change in teacher behavior drives higher classroom quality.
  - Change in administrator leadership practices drive program-level improvements.

Insights from Beyond ECE

*Activity Tracker (e.g., Fitbit) Dashboard*

- Set specific behavior-change targets.
- Feedback key to changing behaviors.
- “Micro-incentives” encourage progress toward larger goal.
How well does your state align the specific behaviors you would like to see in the classroom with supports and incentives for staff to develop these skills and practices? (poll)
Guiding Star #4
Shift from “best for all” to “best fit” for families.
Traditional QRIS Model
• Families receive composite star-rating.
• Assumed universal set of values and preferences related to quality.

Insights from Beyond ECE
*eHarmony Dating Compatibility Profiles*
• Matches prospective partners by compatibility across multiple dimensions.

*Common Sense Media Ratings*
• Provides information across multiple dimensions to support parent decision making and account for individual differences.
Media Ratings for Parents

Traditional MPAA Ratings

- GENERAL AUDIENCES
  - G

- PARENTAL GUIDANCE SUGGESTED
  - PG

- PARENTS STRONGLY CAUTIONED
  - PG-13

Common Sense Media Ratings

- We think this movie stands out for:
  - Character Strengths

A LOT OR A LITTLE?
The parents’ guide to what’s in this movie.

- Educational Value
- Positive Messages
- Positive Role Models & Representations
- Violence & Scariness
- Sexy Stuff
- Language
- Consumerism
- Drinking, Drugs & Smoking

Source: MPAA Ratings, MSNBC
Source: Common Sense Media, Ratatouille
Reimagined QRIS Model
Invite parents to define quality for their child and family.

HELPING YOUR CHILD LEARN & DEVELOP

What types of classroom experiences are most important to you?
Rank the following in order of importance

- Sensitive, responsive teacher-child interactions
- Classroom practices that support positive behavior
- Experiences that support language & literacy development

MEETING YOUR FAMILY'S UNIQUE NEEDS

I want a program specializing in:
Check all that apply

- Health, nutrition, and well-being
- Serving children with disabilities
- Anti-bias & cultural responsiveness
- Communicating with and involving families

KEEPING YOUR CHILD HEALTHY & SAFE

Which statement do you most agree with?

- I would never consider a program that has any health & safety violations.
- I would consider a program that had some minor violations if they had a plan in place to correct these issues.
- I would like to consider all programs that meet my other criteria and will consider any violations on a case-by-case basis.
Reimagined QRIS Model
Invite parents to define quality for their child and family.

PROMISING MATCHES IN YOUR AREA

Promising matches based on what matters most to you and your family

Creative Years Early Learning Center
95% MATCH

Happy Ladybug Family Child Care
92% MATCH

Otter Creek Child Development Center
84% MATCH

Great Beginnings Preschool
75% MATCH

Creative Years Early Learning Center
95% MATCH for what matters most for you and your family

HELPING YOUR CHILD LEARN & DEVELOP

90% MATCH

Creative Years Early Learning Center

Classrooms in the following ranges:
- Responsive Interactions
- Behavior Support
- Supports for Learning

Teachers in this program specialize in:
- Language & Literacy
- Early Math Development
- Family, Community, & Culture
Ask the Audience

How effective is your current system at supporting parents in finding the “best fit” child care options for their families? (poll)
Guiding Star #5
Use QRIS as a tool to disrupt systemic racism and inequities, not perpetuate them.
Traditional QRIS Model

• Quality may be defined and measured to reflect and benefit a middle-class, white perspective.
• Financial incentives based on quality may exacerbate inequities.
• Quality standards related to staff education are tied to a higher education system that perpetuates white privilege.
• Disproportionate access to high-quality programs.

Insights from Beyond ECE

Targeted Universalism

• Setting universal goals that can be achieved through targeted approaches based on needs and circumstances.
Reimagined QRIS Model
Set universal goals with targeted supports to achieve them.

### Universal Goals
- **All programs are continually improving quality**
- **All staff demonstrate proficiency on core workforce competencies**
- **All families can afford the ECE setting of their choice**

### Targeted Strategies
- Need-based quality improvement grants with tiered oversight
- Progress-based incentives
- Staff can “test out” of education/training requirements by demonstrating proficiency
- Additional supports provided to those who need them
- All families pay up to 7 percent of their household income on child care tuition
- CCAP covers gap for any family who needs it
Which inequities do you think your state’s current QRIS model may perpetuate? (poll)
Discussion and Next Steps

• What are some of your initial reactions to the strategies presented in the hypothetical QRIS? (chat box)
  - What was an “a-ha” moment you had?
  - What ideas do you find most exciting?
  - What potential challenges do you foresee?

• Identify one thing you can do when you get back to work to start or inform a conversation in your state on a reimagined QRIS model. (chat box)
References


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