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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Acknowledgements

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.
Agenda

- Welcome
- Infant/Toddler Child Care System Policy Context
- Infant/Toddler Child Care System Policy Resource
  - Background
  - Overview
  - Using the Instrument
- Questions and Reflections
- Thank you
Who is with us today?

What Child Care system(s) partner(s) do you represent?

- Child Care Licensing
- Professional Development Systems
- Subsidy
- Quality Frameworks/Quality Rating and Improvement Systems
- Others?
State and Territory Infant/Toddler Child Care System Policy Context

Targeting a system within a system
### Activities to Improve the Supply and Quality of Child Care Programs and Services for Infants and Toddlers Reported by States and Territories

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

- Infants, toddlers and families (I/T) are served within loosely-coupled Early Childhood Comprehensive Systems (ECCS)
- Historically, I/T initiatives have taken the 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 I/T
- 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?

- 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 I/T high quality care costs more than other populations, and the politics can be challenging. We need creative funding and TTA approaches
- Licensing, QRIS, CCR&R, PD players may have very different understandings of what needs to be done to support I/T’s
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 FCC Efforts
Resource Overview

Background, Purpose, Design
Purpose

- Support States and Territories identify infant/toddler child care system policies and practices landscape

- Intended to answer the question
  - “How is our state/territory working to strengthen the quality and supply of child care services and programs for infants, toddlers and their families?”.
Background

**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
Infant/Toddler Child Care Instrument System- Level Focus

States/Territories Address:
- Desired Priority Level
- Relevant Child Care System Policy Partner(s):
  - Child Care Licensing
  - Subsidy
  - Professional Development
  - Quality Frameworks/Quality Rating and Improvement
- Indicator Implementation Stage
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 later in 2017: 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 later in 2017
### Goal and Subdomain Areas

<table>
<thead>
<tr>
<th>Subdomain Area</th>
<th>Specific Areas</th>
</tr>
</thead>
</table>
| 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

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Relevant Child Care System Partner(s)</th>
<th>Priority Level</th>
<th>Implementation Stage</th>
<th>Comments</th>
</tr>
</thead>
</table>
| 1.1.1 Implement an infant/toddler workforce recruitment initiative to attract and retain an infant-toddler workforce. | ☐ Licensing  
☐ PDS  
☐ Subsidy  
☐ Quality Framework/QRIS  
☐ Unsure | ☐ Low  
☐ Medium  
☐ High  
☐ Unsure | ☐ Not Started  
☐ In review  
☐ Implementing  
☐ Fully Implementing  
☐ Unsure |
## Sample Policy Indicator in Action Plan

<table>
<thead>
<tr>
<th>Policy Indicator</th>
<th>Priority Level</th>
<th>Child Care System Stakeholder(s)</th>
<th>Implementation Stage</th>
<th>Potential Action Step(s)</th>
<th>Desired Completion Date</th>
<th>Resources to Support Policy Adoption and Implementation</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1 Implement an infant/toddler workforce recruitment initiative to attract and retain an infant-toddler workforce.</td>
<td>High</td>
<td>All</td>
<td>Not Started</td>
<td>Develop infant/toddler workforce recruitment and retention workgroup. Develop targeted infant/toddler workforce assessment Request technical assistance/peer-to-peer with states that have successful workforce recruitment initiatives</td>
<td>January 2018</td>
<td>National Resources and Support&lt;br&gt;&lt;br&gt;<em>Policy Statement on Early Childhood Career Pathways&lt;br&gt;</em>&lt;br&gt;<em>Build It Better: Indicators of Progress to Support Integrated Early Childhood Professional Development Systems&lt;br&gt;</em>&lt;br&gt;<em>Strengthening the EC and SA Workforce: A Tool to Improve Workplace Conditions, Compensation, and Access to Professional Development.&lt;br&gt;</em>&lt;br&gt;<em>State Examples and Supports&lt;br&gt;</em>&lt;br&gt;<em>Colorado's Early Learning Professional Development System Plan&lt;br&gt;</em>&lt;br&gt;<em>Wisconsin: Attracting, Recruiting, Sustaining a Qualified Workforce</em></td>
<td>Will also want to engage higher education partners in achieving this goal</td>
</tr>
</tbody>
</table>
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
- Before convening, have partners gather and/or research the data you need to answer the questions
- 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/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/Territory 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 the facilitator lots of context in advance
- Gathering a diverse group of stakeholders
This tool is designed for...

- Child care system stakeholder groups committed to strengthening State/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 State/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 the 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

<table>
<thead>
<tr>
<th>Specialist Name</th>
<th>Region</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ronna Schaffer, Infant/Toddler Specialist</td>
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<td><a href="mailto:Ronna.Schaffer@icf.com">Ronna.Schaffer@icf.com</a></td>
<td>774-254-2794</td>
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<tr>
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<td>609-865-5699</td>
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<td>908-246-1716</td>
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<td>303-330-7970</td>
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<td>815-540-0770</td>
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<td><a href="mailto:edu@wested.org">edu@wested.org</a></td>
<td>408-464-7245</td>
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<tr>
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<td>707-888-4900</td>
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<td>t <a href="mailto:jimine@wested.org">jimine@wested.org</a></td>
<td>408-892-2591</td>
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<td><a href="mailto:nhartma@wested.org">nhartma@wested.org</a></td>
<td>510-299-0426</td>
</tr>
<tr>
<td>Julie Weatherston, Infant/Toddler Specialist</td>
<td>Region X</td>
<td><a href="mailto:jweathe@wested.org">jweathe@wested.org</a></td>
<td>650-380-0348</td>
</tr>
</tbody>
</table>

- COMING SOON: State and Territory Infant/Toddler Child Care System Instrument Facilitator’s Guide
Reflections and Questions?
Thank you!
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A Service of the Office of Child Care

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