



# DEFINING STAFFED FAMILY CHILD CARE NETWORKS

April, 2020

## PEDAGOGICAL LEADERSHIP

### TIER 1



#### Sharing Information

*Services Offered:*

- ▶ Training/Professional Development aligned with licensing/standards

**PURPOSE:**

- Compliance with regulations/standards

**METRIC COLLECTED:**

- Hours and content delivered
- Number served
- Provider surveys

- ▶ Credit bearing Professional Development

**PURPOSE:**

- Career growth + improved practice

**METRIC COLLECTED:**

- Number of providers that attain degrees or credentials

### TIER 2



#### Networking

*Services Offered in Tier 1, PLUS the following:*

- ▶ PD followed up with on-site coaching based on defined quality standards; Support for providers in using a child assessment tool

**PURPOSE:**

- Ensure application of content
- Improved teaching practices
- Increased compensation<sup>1</sup>

**METRIC COLLECTED:**

- Data tracking aligned with quality standard (e.g. -% at QRIS Level, EHS standards, or Accreditation)
- FCCERS Scores
- Child Assessment Tool (TS Gold, etc.)

### TIER 3



#### Sharing Back Office/Staff Sharing

*Services Offered in Tiers 1 + 2, PLUS the following:*

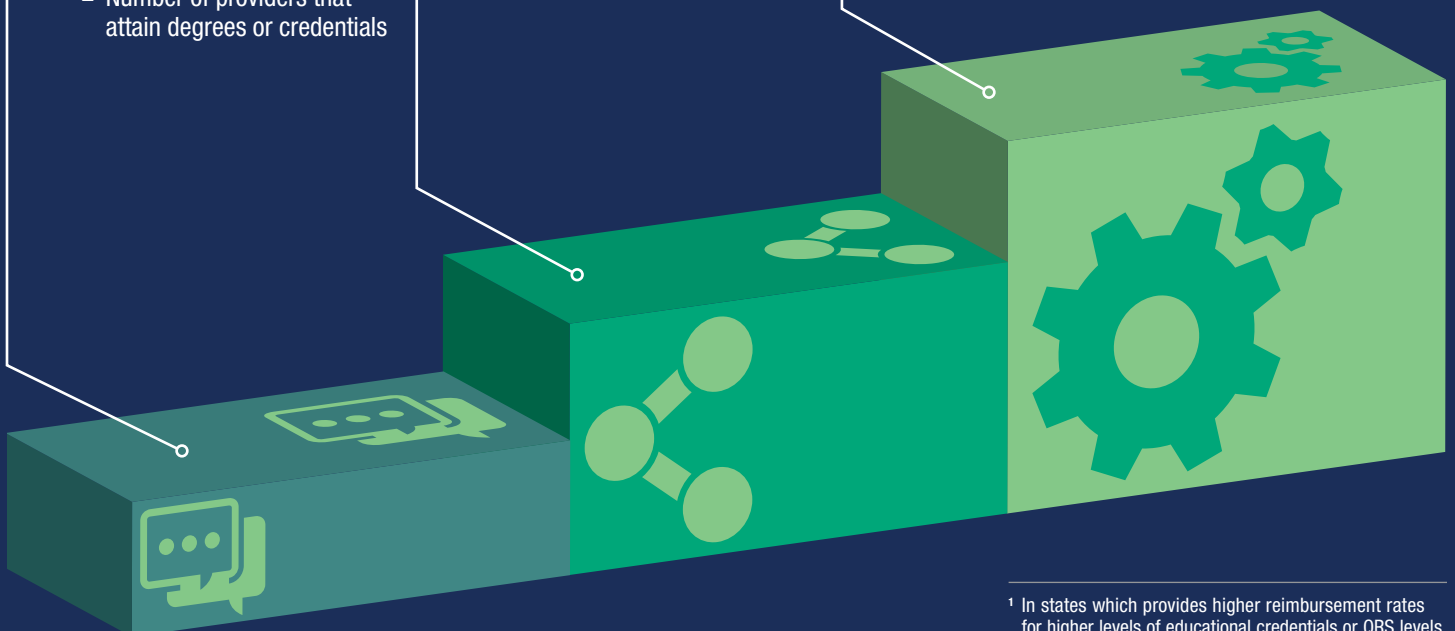
- ▶ Regular, sustained Professional Development experiences with embedded Reflective Practice; Substitute pool for PD release time; Access to comprehensive services (health, early intervention, etc.) for children and families

**PURPOSE:**

- Individualized, developmentally appropriate instruction informed by authentic, ongoing child assessment
- Higher reimbursement rate linked to credential of network coach and/or staff for comprehensive services
- Comprehensive services + supports for children + families

**METRIC COLLECTED:**

- CLASS Scores
- Number paid hours spent in reflective practice (planning, evaluating, refining)
- % of children screened and % receiving comprehensive services/supports



<sup>1</sup> In states which provides higher reimbursement rates for higher levels of educational credentials or QRS levels.

## TIER 1



### Sharing Information

Services Offered:

- ▶ **Business Practice Training; Group purchasing discounts**

**PURPOSE:**

- Improved program administration
- Increased understanding of business/administration issues

**METRIC COLLECTED:**

- Hours/content delivered
- Numbers served
- Provider surveys

## TIER 2



### Networking

Services Offered in Tier 1, **PLUS** the following:

- ▶ **Business Practice Supports, including:**
  - Tax preparation training
  - Coaching for financial management
  - Business automation tools
  - Marketing supports

**PURPOSE:**

- Improved financial sustainability
- Improved retention
- More stable and predictable income

**METRIC COLLECTED:**

- Business Administration Scale
- Self-report on Iron Triangle (enrollment rate, collections, revenue)

## TIER 3



### Sharing Back Office/Staff Sharing

Services Offered in Tiers 1 + 2, **PLUS** the following:

- ▶ **Collect fees/payments from all sources on behalf of providers through common, automated data platform**

**PURPOSE:**

- Ensure full and timely collection of revenue (including reconciliation of subsidy reimbursement)

**METRIC COLLECTED:**

- Network Hub collects data on bad debt, aging receivables

- ▶ **Marketing and Enrollment services (eligibility for subsidy, HS, etc.)**

**PURPOSE:**

- Ensure full enrollment

**METRIC COLLECTED:**

- Network Hub collects data on vacancy/enrollment

- ▶ **Budget/Revenue Strategies:**

- Pricing assistance
- Record keeping and tax prep
- Negotiating reimbursement rates, blended funding streams, etc.
- **Generating data to inform public policy**

**PURPOSE:**

- Reduce turnover/recruit new providers
- Improve earnings/more personal time
- Rates informed by cost modeling
- Contracts (vs. vouchers) for high quality networks

**METRIC COLLECTED:**

Network Hub tracks:

- Annual earnings of providers (via tax returns)
- Hours worked/week by providers
- Number of providers, turnover rate, new providers entering the field



**CLICK HERE FOR MORE INFORMATION.**



Opportunities Exchange

