SHARED SERVICES ON THE WEB:
Supporting Organizational Capacity
PRESENTED BY:

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‘Spring’ into Action!

Use the start of the new season as a reminder to ‘spring’ into action and make eliminating environmental threats to children’s health a top priority. Start by evaluating your environment and cleaning practices to reduce potential environmental threats.

Start Now ▶

New and Noteworthy

- Savings Program: Quorum E-Learning
- Tax Proposals that Support Working Families
- Access to Quality ECE Supports

Staples

Staples does more than offices supplies, gloves, diapers and wipes! Use your exclusive discount to stock up on your green cleaning supplies. Use the Green Cleaning Shopping List to get started.

Save Now ▶

Eco-Friendly at Home

Share these handouts with families to educate them on the impact hazardous chemicals in the environment have on a child’s health and help them seek safer alternatives.

View Now ▶

Community Group Support

Our Community Tab offers five options supporting Family Child Care providers, directors, the QR process and more!

Join In ▶
Welcome to Early Childhood Share DC, the website just for childcare providers in Washington, D.C. You'll find forms, handbooks, policies, savings and more. With just a few clicks you can save time, reduce costs and improve quality. Enjoy!
Healthy Mouth, Healthy Body

Spread the message about the importance of healthy oral hygiene practices and the connection between a healthy mouth and healthy body. Use the downloadable tools, posters, and newsletters to teach healthy habits to children and share with families.

New and Noteworthy

- Learn Not to Burn - Spanish
- Emergency Care Plan - Spanish
- ITERS-R shopping lists
- ECERS-R shopping lists
- FCCERS-R shopping lists

Your Chance to Win!

KAPLAN EARLY LEARNING COMPANY

Take advantage of your 17% savings and free shipping with Kaplan today! Use the available Classroom Shopping Lists to get started.

Free Posters

Did you know you can print free posters on everything from emergency preparedness to diapering, handwashing and proper gloving technique?

Today's Reading News

What America Can Learn About Smart Schools in Other Countries
Posted: Thu, 08 Dec 2016

Turn children on to science through reading
Posted: Thu, 08 Dec 2016

Introducing the Expanded Children's Book Week 2017
Posted: Thu, 08 Dec 2016

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Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Margaret Mead
THE ROLE OF INNOVATION IN BUILDING ORGANIZATIONAL CAPACITY
INSANITY

Doing the same thing but expecting different results.
CONVERSATIONS IN THE FIELD

- Isolation
- Reports that people are clamoring for information
- Providers are used to hearing about really great initiatives but then it goes away
- Free? = Providers are skeptical
- Business sustainability
WHY BUILD ORGANIZATIONAL CAPACITY

- The Role of Innovation

- State of Current Business Practice
- Challenge Current Beliefs and Ideas
- Look Through New Lens
- Adopt New Way of Working

- Bolstering staff AND providers
- Building leadership capacity
Staff Motivation/ Reducing Turnover
Collaboration Between Staff, Parents, Children, Community
Kindergarten Readiness
Tools for Evaluation and Review of Your Program
Assessing Your Leadership Style
Supervising and Developing Staff Competence
Work-Life Balance
Staff Appraisal for Values Clarification
Marketing Your Program
BUSINESS SUMMIT

- Program Finance and Profitability
- HR Issues and Staff Motivation
- Risk Management
- Cost and Time-Saving Resources
- Maximizing Your Food Dollars
- Moving Staff Through Change
EXPANDING ORGANIZATIONAL CAPACITY
GEORGIA – GETTING STAFF ON BOARD

- Formalized evaluation system (Efforts to Outcomes)
TA Referrals to GA Alliance

- Community: 347 (11%)
- Cost Savings: 246 (8%)
- Raising Quality: Quality Rated: 595 (20%)
- Marketing: 126 (4%)
- Classroom: 626 (21%)
- Family Engagement: 10 (0%)
- Regulations: 104 (4%)
- Library: 252 (8%)
- Training: 278 (9%)
- Program Admin: 347 (11%)
- Human Resources: 131 (4%)
- Program Admin: 347 (11%)

Total: 1,086
EXAMPLE OUTCOMES FROM TA VISIT

**Response Option**

Examined the Georgia Alliance website to locate playground safety information to implement in the program to reduce the safety hazards observed and discussed during outdoor play. Provider will use the daily safety checklist for the outdoor play area.

Formulated a plan with provider to revise the daily schedule to accommodate the ages of the children enrolled in the program per FCCERS-R tool. Visit Georgia Alliance website to locate daily schedule for family child care providers. Provider will re-evaluate daily schedule and create a schedule that appropriate and works for all children in care. Provider will make changes to the daily schedule and posted in classroom. Provider is in the process of expanding location and will need to hire new staff. TA assist provider with locating resources that would assist with the hiring process.

**Not Answered**

Quality Rated training calendar and Georgia Alliance website were explored to locate free training to increase professional development and meet BFTS training requirements. Provider will register via website for QR trainings. Discussed labeling toy containers to aid in cleaning efforts and support early literacy development. Located appropriate labels on Georgia Alliance website. Center signs will also be added to the learning environment.

Specialist encouraged provider to watch videos on “Birth to 5: Watch me Thrive” Recognizing Developmental Milestones.
EXPANDING ORGANIZATIONAL CAPACITY DISTRICT OF COLUMBIA

- Taking it to scale
- Leveraging stakeholders
- Creating a sense of shared ownership
The only person who likes change is a wet baby!

- Roger von Oech
BEST PRACTICES TO ADVANCE WORK

- Be ready to tear down some walls
- Requires doing something different than used to
- Setting expectations
  - Spend time learning the platform
  - Modeling behavior that is desired
  - Embed this work in:
    - Everyday Conversations
    - Job Descriptions
- The platform is a phenomenal support to CCR&Rs and organizations that perform technical assistance, coaching and training
FUNDING...
A NECESSARY ASPECT TO ADVANCE YOUR WORK
FUNDING STRATEGY
PUBLIC

- Federal RTT-ELC (CO, NM, OR)
- Federal EHS-CC Partnerships (CO)
- Federal/State CCDF (GA, MO, VA, WV)
- State General Funds (NY)
- School Readiness Tax Credits (LA)
- Local Taxes (FL)

(Source: Shared Services on the Web: Summary of Funding Sources, Louise Stoney; May 2016)
FUNDING STRATEGY
PHILANTHROPY

- Arizona
- California
- Colorado
- District of Columbia
- Georgia
- Kentucky
- Louisiana
- Maine

- Mississippi
- Nebraska
- New Hampshire
- New Jersey
- Pennsylvania
- Tennessee
- Vermont

(Source: Shared Services on the Web: Summary of Funding Sources, Louise Stoney; May 2016)
FUNDING STRATEGY
CREATIVE

- Ohio – used operating reserves
- Leverage existing philanthropic investments
- Always tie it to quality and to child outcomes
- Incorporate it in the state system
- Think of it as a tool / be creative
- Don’t be tied to one funding source
- Membership fees
UNLOCKING RESOURCES

Return on Investment
TIME SAVINGS

Creating Job Descriptions

BEFORE (14 Hours)

• TA can cover more than job descriptions during visits
• Extra time means TA can scale to assist more programs

AFTER (7 Hours with ECE SR)

TA Saves 5 Hours
Director Saves 2 Hours
FINANCIAL SAVINGS

Payroll - $280
Office Supplies - $300
School Supplies - $580
Food - $7,900
$9,000 of Savings to Invest in Quality
Is ECE Shared Resources Right for you?
ECE Knowledge Hub Sponsoring Organizations by Organization Type

- CCR&R: 53%
- Foundation or Nonprofit Orgs.: 33%
- AEYC: 14%
WHAT CLIENT STATES THINK ABOUT THE VALUE OF THE PLATFORM

- **93%**
  An Extremely Valuable Tool

- **100%**
  Integral to Improvement

- **97%**
  A ‘Go-To’ Hub for Best Practices
QUESTIONS
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