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
- **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

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1 In states which provides higher reimbursement rates for higher levels of educational credentials or QRIS levels.

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BUSINESS LEADERSHIP

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.

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