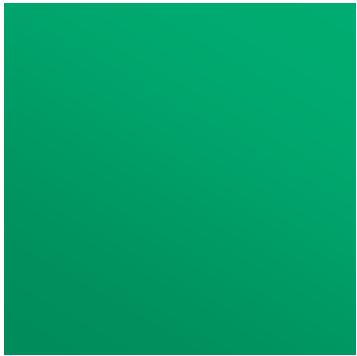


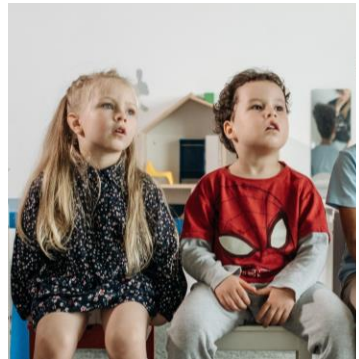
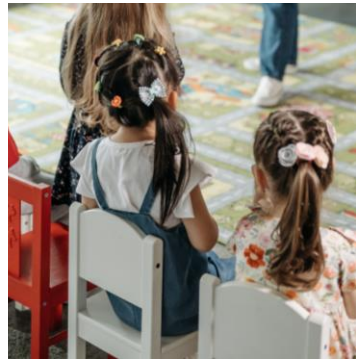
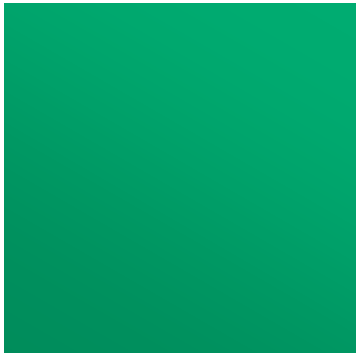
Correct Survey QR Code for
Making Childcare a Priority
Presented by Courtney Penn
(sorry for the error)





Office of Early Childhood & Out-of-School Learning

Making Child Care a Priority





Courtney Penn

Director of the Office of Early Childhood and Out-of-School Learning

About

- An experienced and passionate early education leader who started her career as a classroom educator and center director before expanding to leadership roles throughout the system.
- Committed to partnering with the field to strengthen program access and quality - especially for those most vulnerable in our state.

Professional Background

Director of Child Care Licensing



Early Childhood Specialist



Deputy Director of Program Supports



Director of Statewide Child Care Resource and Referral Team



Foster Care Therapist and Behavioral Clinician



Center Director



Classroom Educator



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Discussion Topics

- Making the Connection to your “Why” and your “What”
- Leadership Authenticity and Transparency
- Innovative Practices for the Future of Early Childhood
- Tools for Engaging Key Partners and Stakeholders



Table Talk Questions

5 minutes to chat with those at your table

Questions:

- Why did you want to enter the human services field?
- What concerns you about the future of early childhood?
- What makes you excited about the future of early childhood?





“Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things, they never thought they could.”- Steve Jobs



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The Power of Authenticity in Leadership

- Do you understand how you show up in spaces?
- Are you open to allowing others to show up as their true selves?
- Have you embraced the impact you make?
- The gift of yes and no



Indiana's Innovative Path Forward for the ECE Field



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Indiana's Opportunity

Amid current challenges, employers are uniquely positioned to help address child care barriers while generating positive business returns that stand to positively impact their workforce and, ultimately, their bottom line.

Recognizing this opportunity, the state announced a \$25M innovative grant program for employer-sponsored child care using a portion of the state's remaining federal relief funds from the COVID-19 pandemic. The effort, which Gov. Holcomb detailed in his 2023 Next Level Agenda, is planned to roll out early this fall and aims **to mobilize Indiana's business community to support the state's growing child care needs by increasing the presence of employer-sponsored care.**



Indiana's Early Learning System Goals & Priorities

Goals:

1. Ensure that Hoosier children – especially vulnerable children – have access to early learning opportunities capable of preparing them with the foundational skills required to thrive in kindergarten and beyond.
2. Ensure that Hoosier families have convenient access to reliable and effective early learning opportunities that facilitate participation in the labor force.

Priorities:



Improve learning and readiness for kindergarten



Increase the supply and sustainability of high-quality providers



Increase affordability, particularly for vulnerable families



Improve and increase system capacity



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It's a New Day in Early Care and Education in Indiana

- In 2022, Gov. Holcomb signed **legislation to expand the role of Indiana's Early Learning Advisory Committee (ELAC)** and establish system priorities.
- Indiana launched an **Office of Kindergarten Readiness** within the IDOE to work with OECOSL to ensure children are prepared for kindergarten.
- The administration's Next Level Agenda included **expanding CCDF and On My Way Pre-K eligibility**.
- In addition to the \$1B+ in federal child care relief funding, Indiana has received **increases in both state and federal funding** for the system.
- Alongside the state's work, there is **unprecedented community interest and support for early learning**.



Child Care Expansion Grant Effort

- Indiana's Child Care Expansion Grant program is a **\$10M competitive grant initiative** for early childhood and school-age providers to grow seat capacity to serve more CCDF and On My Way Pre-K families. The grant **prioritizes access for underserved communities and priority age groups**, such as infants and toddlers, where significant gaps currently exist.
- Child care providers applied for funding across two tracks.



Existing Program Expansion Track

Up to \$200,000 per site to update existing facilities and operations to create or reposition* additional child care seats.



New Program Creation Track

Up to \$750,000 per site to establish a new child care program in an underserved area. Applicants must be the intended program operator of the site.



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True Cost of Care CCDF Reimbursement Rates

- Historically, rate structures were based on market rate surveys. While a helpful input, market rates do not reflect the difference between child care costs and a family's ability to afford it.
- During this period, Indiana embarked on a comprehensive analysis of cost-modeling data using Stabilization Grant applications. Cost data has been collected for 3,100+ providers and 8,984 classrooms and used to inform a new cost-based reimbursement model.
- **Indiana has invested \$34M to increase rates for all care types and settings by 20%. Thus, no provider should expect less than they are receiving today with Emergency Relief Grant payments.**
- Additional increases can be seen in specific care types and settings, particularly within infant and toddler care (across all settings) and in rural geographies, where data showed increased costs in delivering care.
- On average, providers saw an increased reimbursement of \$23.73 per child per week.



Business & Mental Health and Wellness Supports



The screenshot shows the SPARK Learning Lab website. At the top, there is a navigation bar with links for SPARK SUPPORTS, REGIONAL ADVISORY COUNCILS, ABOUT SPARK, and CONTACT US. Below the navigation bar, the main heading reads "Calm App". The central image displays a smartphone and a laptop, both showing the Calm app interface with a serene mountain landscape. To the right of the image, there is a "Follow Us On Social" section with icons for Facebook, Twitter, Instagram, and YouTube. Below that is a "Sign Up For Our Newsletter" section with input fields for "First Name", "Last Name", and "Your Email Address", and a "Sign Up" button. At the bottom of the page, there is a paragraph of text: "SPARK Learning Lab is excited to partner with Calm, the world's #1 app for mental health. Calm is open to individuals who own, work or volunteer in an Indiana-based early childhood education or out-of-school care program, as well as the household family members and dependents of those individuals. Fill out this short form to access a FREE Calm Premium subscription through February."

897 child care provider educators have accessed and engaged to date!



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Business & Mental Health and Wellness Supports

Provider support groups



SPARK Learning Lab is offering an opportunity to talk about successes and challenges faced by program leaders in a safe, confidential, online setting with your peers and a Licensed Clinical Social Worker. This one-hour, weekly opportunity is designed for connecting with peers, sharing of issues, discussion of ideas and suggestions for follow-up.

Groups met once a week for 12 weeks beginning the week of April 10th, 2023.

New group starts this week!



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What is IN Kids?

IN Kids is a modernized child care management system for subsidy, licensing, quality and background checks being built to replace many of the legacy systems you use today.



What does it solve for?

IN Kids combines all the functions related to subsidy, licensing, quality and background check into one system. It enables seamless data sharing across the board and gives you the opportunity to access information previously not easily available to you to help serve our families, providers and educators more effectively.

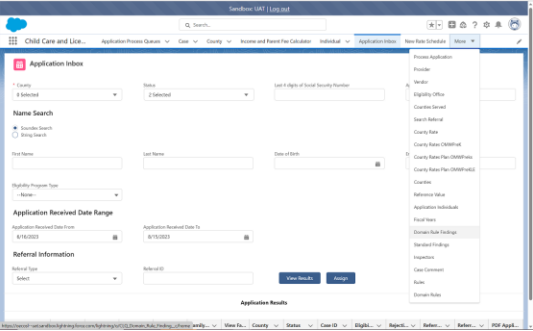


How will we get there?

There are many milestones along the way to prepare for the changes coming. Today is the first step with our entire team to review the system and share the plans going forward to ensure we are all ready for go live.

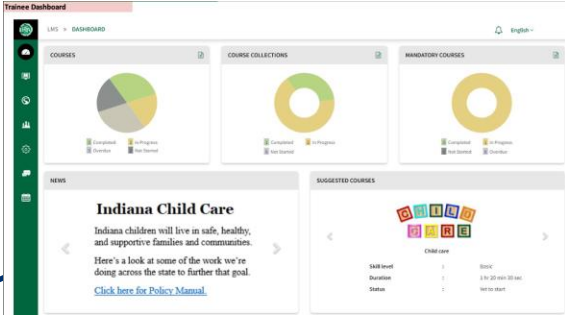


IN Kids System



Case Management System

Legacy Systems:
AIS – CCIS - PCFS - WWF



Learning Management System

Legacy System:
Indiana Learning Paths



IN Kids



Provider / Educator Portal

Legacy System:
I-LEAD



Family Portal

Legacy System:
EEC

IN Kids will interface with partnering systems such as QASE, Child Care Finder, Fire Marshal, IDOE, IEDSS, TEACH, Kaplan/Lakeshore, Payment vendors, Postmasters, etc.

Educator Job Board

- Indiana is expanding its [Educator Job Board](#) is to help early learning and out-of-school time (OST) programs find high-quality educators. This expansion is a result of the partnership between the Indiana Department of Education and FSSA's Office of Early Childhood and Out-of-School Learning (OECOSL).
- Hosted by Nimble, the platform operator and provider of recruitment software for educational institutions, the job board's expansion will provide a strengthened overall educator pool for children from birth to grade 12.
- Providers without an existing applicant tracking system may choose to take advantage of Nimble's applicant tracking system at no cost.



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Child Care Licensing and Compliance Analysis

The following work is underway in response to ELAC's charge to assess and make recommendations for strengthening the current ECE regulatory and compliance structure. Findings from these efforts will be combined and used to create comprehensive recommendations for the state to consider as it builds the system's sustainability and ensures families have access to high-quality, affordable care.



Provider Licensing
Workgroup



Compliance Structure
Review and Crosswalk



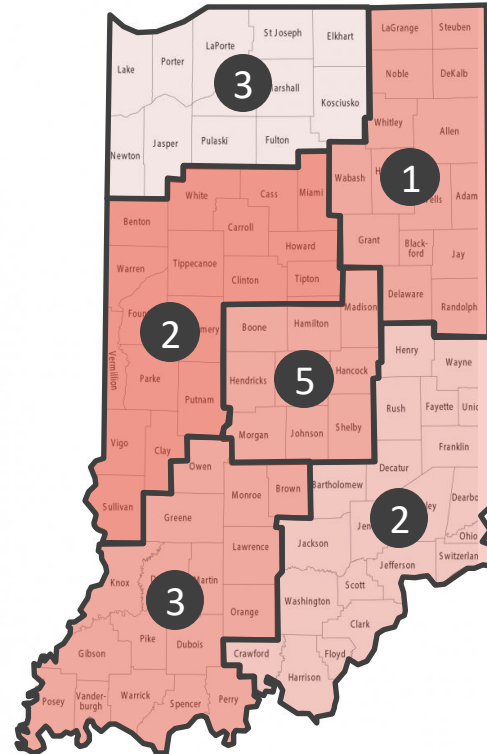
Policy
Analysis



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Regulatory Reform: Licensing Workgroup

- Last fall, OECOSL established a provider workgroup to help identify barriers within the current regulatory structure.
- 362 providers applied to participate in the workgroup, with 15 selected to represent the diversity of the state’s ECE system.
- Facilitated by 3rd party vendor, Opportunities Exchange, a nonprofit consulting firm.
- Participants were compensated for their involvement using federal relief funding.



Race/Ethnicity	Program Type	Program Age
6 Black or African American	7 Licensed Center	4 0-5 Years
10 White or Caucasian	4 Licensed Family	2 5-10 Years
0 Other	5 Registered Ministry	10 10+ Years

* We did have a Hispanic provider participate for a few of the sessions but had to step away from the group later.



Highlighted Findings

General



- Revise and consolidate the licensing rules to build clarity and understanding for providers.
- Shift the culture of licensing from finding violations to finding solutions.
- Increase communication with providers about expectations, especially when a new rule or change is introduced.

Structure and Organization



- Explore alternative leadership approaches, especially for small sites in rural areas for children.
- Enable a waiver if a slot is not yet available to move the child into a classroom with older children.
- Revise the definition of an infant in center-based care to align with other licensed settings.

Workforce



- Consider opportunities for portable background checks to make it easier for workers to move among employers.
- Revise rules for CPR and First Aid Training and make them widely available free of charge.
- Introduce new workforce prep models, including ones that allow staff to obtain training/credentials



Substitute Educator Pilot

- For Phase I of the pilot with Monroe Smart Start, began with 12 associated providers and 5 Early Learning Substitute Educators (ELSE).
 - These included licensed family childcare homes, licensed childcare centers, and registered ministries
- The pilot uses a platform called Childcare Matters to post and assign jobs from associated providers to ELSEs.

Successful launch of
Phase 1 with 5 subs
January 2023



First substitute
assignment
February 2023



15 subs available
for work
July 2023



Key Partnerships & Stakeholder Engagement for Change



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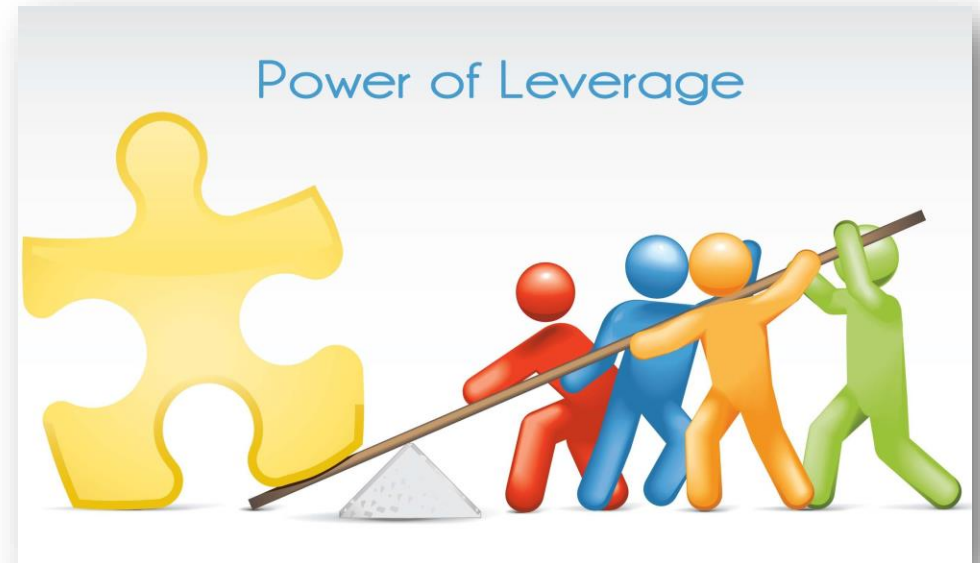
Engaging Officials Quick Tips

- Have your 1-minute elevator pitch
- Be precise and stick to facts...not feelings
- Have data to drive your passion and your requests
- Help them make connections to what matters most to their work
- Leave them with a quick reference
- Speak to and build upon current impact



Leveraging Your CCR&R Network: Tips for State Leaders and CCDF Administrators

- Trust in their expertise!
- Lean into their statewide and local connections and relationships.
- Engage them as thought partners for solutions.



“Everybody has a calling. And your real job in life is to figure out as soon as possible what that is, who you were meant to be, and to honor that in the best way possible for yourself”

Oprah Winfrey



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Remember to give it your A.L.L.!

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