

# Planning a Philadelphia Family Child Care Collaborative

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A Tool Kit

## Slides & Agendas

- Stakeholder Meetings Slides
- Provider Meetings Agendas

## Exercises:

- Mapping Service Delivery and Implementation (Stakeholder Meeting 1)
- Identifying Options for Future Work (Stakeholder Meeting 3)

FEBRUARY 2019

## **Acknowledgments**

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# PLANNING A PHILADELPHIA FAMILY CHILD CARE COLLABORATIVE

## First Stakeholder Meeting

**Juliet Bromer**, Erikson Institute  
**Toni Porter**, Early Care & Education Consulting

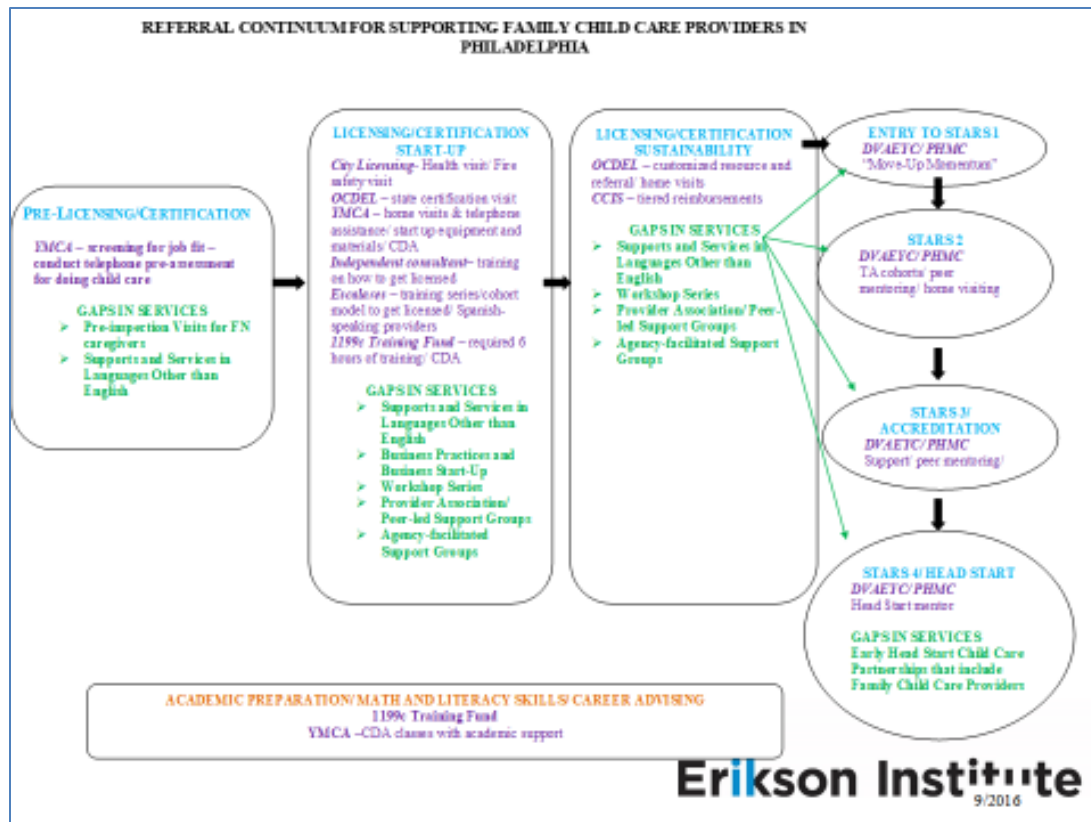
Philadelphia  
October 27, 2017

**Erikson Institute**

## Agenda

- |              |  |
|--------------|--|
| 8:30-9:00:   | Breakfast  |
| 9:00-9:20:   | Introductions and overview                                     |
| 9:20-9:50:   | Family child care provider panel                               |
| 9:50-10:30:  | Policy update & discussion                                     |
| 10:30-10:35: | Break  |
| 10:35-11:05: | Mapping services for family<br>child care across organizations |
| 11:05-11:30: | Revisiting the referral<br>continuum                           |
| 11:35-11:50: | Reporting out  |
| 11:50-12:00: | Future meeting dates   |

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### Discussion Exercise: Three Questions

- Does the Referral Continuum still make conceptual sense as a “pipeline of support” for providers?
- In context of ELRCs & STARs changes, where are there still gaps for providers?
- How does this discussion map onto the Referral Continuum?

## **Next Meeting Date**

**January 16, 2018**

**9a-12p**

**PHMC**

**Erikson Institute**

## **Contact Information**

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**Erikson Institute**

# PLANNING A PHILADELPHIA FAMILY CHILD CARE COLLABORATIVE

## Second Stakeholder Meeting

**Juliet Bromer**, Erikson Institute  
**Toni Porter**, Early Care & Education Consulting

Philadelphia  
January 16, 2018

**Erikson Institute**

## Agenda

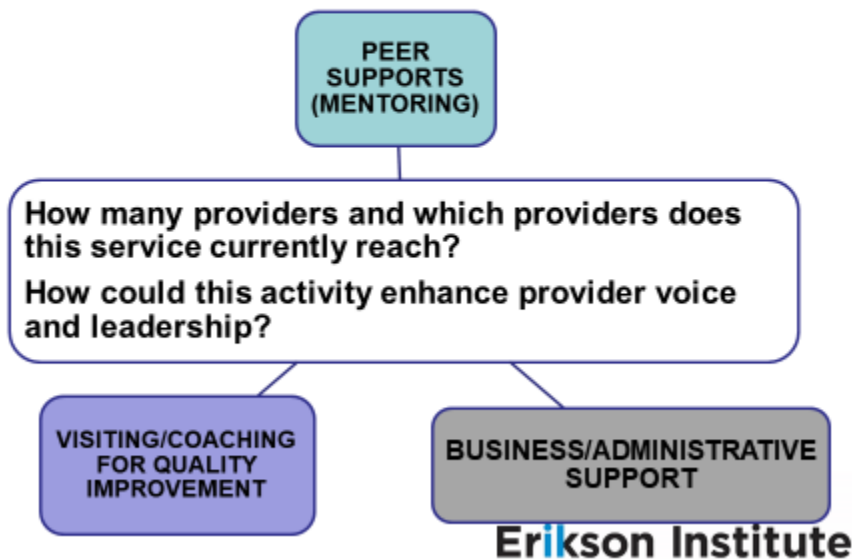
- |              |   |
|--------------|---|
| 8:30-9:00:   | Breakfast                                     |
| 9:00-9:20:   | Introductions and overview                    |
| 9:20-9:50:   | Family child care provider panel              |
| 9:50-10:15:  | Policy update & discussion                    |
| 10:15-10:35: | Supporting provider leadership<br>development |
| 10:35-10:45: | Break   |
| 10:45-11:35  | Unpacking services for providers              |
| 11:35-12:00: | Reporting out                                 |
|              | Next meeting = Tuesday, April 10              |

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## What do we mean by provider leadership?

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### Unpacking services for providers



## Next Meeting Date

Tuesday, April 10<sup>th</sup>

9-12 am

PHMC

**Erikson Institute**

## Contact Information

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# PLANNING A PHILADELPHIA FAMILY CHILD CARE COLLABORATIVE

## Third Stakeholder Meeting

Juliet Bromer, Erikson Institute  
Toni Porter, Early Care & Education Consulting

Philadelphia  
April 10, 2018

## Agenda

- 9:30-10:45 Introductions and overview
  - Policy update
  - Provider Panel
  - Results from services discussion
- 10:45-11:00 Break
- 11:00-12:30 Goal of the Collaborative and Future Directions
  - Organization of the Collaborative
  - Proposal Development 101
  - Next steps and close

## Policy Update & Provider Panel

## Summary of Services Across Programs

**Visits/ Coaching**  
**Peer supports**  
**Business supports**

## Visits/Coaching (9 programs)

- **Target population:** Mostly licensed; small numbers served (10-50 providers); mostly experienced; some Spanish
- **Dosage:** mostly “as needed”; 2x/week to less than monthly; ongoing
- **Content:** literacy; provider-child interactions; health & safety; environment; admin; Creative Curriculum
- **Staff qualifications:** in-service training (para professionals) vs. higher education degree (BA or MA)
- **Data:** Service delivery and compliance

## Peer supports (3 programs)

- **Target population:** All licensed; 20-30 providers
- **Dosage:** monthly; Saturday; 2 hours, ongoing
- **Content:** not specific; provider needs, English only
- **Incentives:** food
- **Staff qualifications:** mentors may have higher qualifications; provider leaders vary

## Business supports (4 programs)

- **Target population:** Newly licensed
- **Dosage:** as needed
- **Content:** record keeping, business planning, contracts, connecting to resources, navigating systems
- **Incentives:** food

Break

## Goal of the Collaborative and Future Directions

Options	Need	Benefit	Feasibility
Business supports to providers for sustainability of family child care			
Peer support for family child care (groups, peer mentoring) for reduced isolation of providers			
Cross-training of staff who work with family child care			
Annual landscape mapping: tracking gaps/overlaps in services to family child care			
Policy tracking: A forum for sharing, understanding, and responding to new policy initiatives and updates locally and at the state level.			
Improved cross-agency communication and referral system (implementing a referral continuum so providers know where to go for which types of supports and resources)			
Other (please specify)			

# Organization of the Collaborative

## Small Group Discussion

- Structure
- Financing
- Membership

# Proposal Development 101

## Proposal Development 101

- Need
- Background: Previous Work
- Proposed Work:
  - Objectives,
  - Activities,
  - Workplan,
  - Staffing
- Anticipated Outcomes
- Budget

## PLANNING A PHILADELPHIA FAMILY CHILD CARE COLLABORATIVE

### Provider Leadership Meeting 1 Agenda

October 27, 2017

1. Ice breaker: Tell Me about Your Name
2. Design question: What role can providers play in strengthening support for family child care in Philadelphia?
  - a. Strengths/ Opportunities/ Challenges (3 flip chart pages)
  - b. Each participant has different color post-its
    - i. Strengths: What strengths do family child care providers bring to this process?
    - ii. Opportunities: What are family child care providers already doing to strengthen support and make connections?
    - iii. Challenges: What challenges do family child care providers face in trying to strengthen support for and recognition of FCC?
3. Moving toward a design
  - a. What is the initiative you want to create? What will it look like? [index cards for ideas]
4. Next steps
  - a. Before January: Identify at least 3 family child care providers and talk to them about what role providers can play in supporting FCC in Philadelphia

Prepare to report back in January



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Provider Leadership Meeting 2  
Agenda

January 16, 2018

- Icebreaker
- Recap of Stakeholder Meeting: Reactions
- Developing the Value Proposition for the Group
- Exercise: Moving Forward
- Identifying Specific Next Steps

PLANNING A PHILADELPHIA FAMILY CHILD CARE COLLABORATIVE

Provider Leadership Meeting 3  
Agenda

April 10, 2018

- Icebreaker
- Recap of Stakeholder Meeting: Reactions
- Updates on QIP and ICA provider cooperative
- Provider participation in a collaborative

## October 2017 Meeting Exercise: Mapping service delivery and implementation

TYPE OF SERVICE APPROACH (COACHING/PEER SUPPORT/BUSINESS SUPPORT)	Agency/ Program A	Agency/ Program B	Agency/ Program C	Agency/ Program D	Agency/ Program E
<b>Target population</b>					
Who is the target population? E.g. FCC, FFN, or both?					
What is their career status? E.g. new to providing child care, new to subsidy system/STARS, mid-career, experienced providers?					
What languages do the providers speak?					
<b>Dosage</b>					
How often is this service offered? E.g. weekly, biweekly, monthly, 1 to 6 times a year, as needed					
Over what time period? E.g. single visit, 1- 2 months, 2 -5 months, 6 -12 months, more than 1 year, as needed					
When is this service offered? E.g. daytime, evenings, weekend					
How long is each session/visit? E.g. 1 to 2 hours, 3 hours, 5+ hours					
<b>Content</b>					
What content is covered? E.g. health and safety, child development, environment, interactions with children, recordkeeping, information about systems					
What curriculum, if any, is used? E.g. Creative Curriculum					
In what languages is this service offered?					
<b>Materials needed</b>					
What materials are needed? E.g. handouts/tip sheets, program manuals, quality assessments such as the FCCERS, child assessments such as the ASQ, business assessments such as the PAS or the BAS, safety equipment, child-related materials such as books, manipulatives					
In what languages are these materials offered? E.g. English, Spanish					
<b>Incentives for participation</b>					
What incentives are offered for providers? E.g. Refreshments, transportation, child care, certificates/recognition, increases in reimbursement/mini-grants, raffles					
<b>Staff qualifications &amp; training</b>					
What training or qualifications do staff have for this job? E.g. educational levels, specialization in a field such as early childhood, social work, mental health, business					
What in-service training topics, if any, are offered to staff in this job? E.g. adult learning styles, relationship-based practice, child development					
What supervision do staff have for this job? E.g. individual or group meetings with supervisor?					
<b>Evidence of effectiveness</b>					
What kinds of data are collected? E.g. service delivery tracking, provider participation/attendance, changes in provider knowledge/practice, child outcomes, family outcomes					
How are these data collected? E.g. surveys, observations					

## APRIL 2018 MEETING EXERCISE: IDENTIFYING OPTIONS FOR FUTURE WORK

THE FOLLOWING ARE POTENTIAL AREAS OF FOCUS FOR A COLLABORATIVE IN PHILADELPHIA THAT WOULD SUPPORT FAMILY CHILD CARE THROUGH COORDINATION OF RESOURCES AND SERVICES ACROSS AGENCIES AND ORGANIZATIONS.

PLEASE RANK EACH OPTION WITH 1-3, WITH 3 BEING HIGHEST. BASE YOUR RANKING ON YOUR EXPERIENCE, YOUR KNOWLEDGE AND YOUR WISHES.

### DEFINITIONS:

- *NEED*: GAP TO BE FILLED
- *BENEFIT*: RELEVANCE TO PROVIDERS' NEEDS

OPTIONS	NEED	BENEFIT	TOTAL
1. BUSINESS SUPPORTS FOR SUSTAINABILITY	72	72	144
	3.0	3.0	3.0
2. PEER SUPPORT FOR REDUCED ISOLATION	65	67	132
	2.7	2.8	2.8
3. CROSS-TRAINING OF STAFF WHO WORK WITH FAMILY CHILD CARE	60	64	124
	2.5	2.7	2.6
4. ANNUAL LANDSCAPE MAPPING: TRACKING GAPS/OVERLAPS IN SERVICES	60	59	119
	2.5	2.5	2.5
5. POLICY TRACKING	61	63	124
	2.5	2.6	2.6
6. CROSS-AGENCY COMMUNICATION WITH EACH OTHER AND REFERRAL SYSTEM (REFERRAL CONTINUUM)	69	65	134
	2.9	2.7	2.8

### OTHER POTENTIAL AREAS OF FOCUS WERE ALSO NOTED, INCLUDING:

- MARKETING/REACHING OUT TO MARGINALIZED/UNENGAGED PROVIDERS
- PUBLIC AWARENESS
- MAKING IT EASIER FOR FCC TO PARTICIPATE/REACH STARS
- CREATING A HUB THAT IS ACCESSIBLE FOR FCC
- PROVIDER LEADERSHIP DEVELOPMENT

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