

## Compensation in publicly-funded PreK systems

Payment received by a PreK educator for teaching PreK children (e.g., on a per-child or per-slot basis). Can include wages as well as bonuses, benefits, and any additional or supplemental payments related to providing PreK services for families.

#### Comprehensive services for children and families

The holistic support of children and families beyond delivery of early care and education. Comprehensive services include the delivery or referral to health, vision, dental, early intervention services for children aligned with the Head Start Performance Standards. In addition to services and resources for children, comprehensive services also may include the delivery or referral to supports for families such as counseling, employment, housing, food, and other basic needs. Comprehensive services may also include informal and relationship-based approaches to supporting children and families.

### **Equity**

Equity is not the same as equality. Equality means giving everyone the exact same thing. Equity means making sure everyone has what they need to thrive, even if that is not the same for everyone. In the United States, where histories of racism and oppression of Black, Indigenous, and other people of color have informed our laws and policies, this might mean being giving extra resources to groups that have been marginalized based on their identity (including their race, gender, or class) to make up for previous unfairness. A focus on equality may lead to one-size-fits all approaches whereas a focus on equity considers the ways that access to opportunities and positive outcomes are shaped by unequal access and injustice.

#### Equity-centered early care and education system

An equity-centered system ensures that all children and families have access to high-quality early care and education and that access is not determined by their social identity, including their race, place, and class. An equity-centered system also values the diversity, strengths, and assets of all early care and education settings, programs, and educators including family child care. An equity-centered system seeks to intentionally uproot and transform historical and contemporary racism, sexism, and classism that continue to influence the contemporary early care and education landscape.

## Family child care

Early care and education delivered in an educator's own home. Typically, family child care homes offer care for small mixed-age groups of children from birth to age 12. Family child care is regulated by state licensing, registration, or certification policies.

## Mixed-delivery system

The delivery of early care and education services through multiple settings in a community. Typically, PreK is delivered through public schools. A mixed-delivery system offers PreK in community-based child care settings including center-based preschools and/or family child care homes.

### **Publicly-funded PreK**

Targeted or universal preschool or prekindergarten programs for 3- and/or 4-year-old children. As defined by the National Institute for Early Education Research (NIEER), state PreK programs are distinct from, but may be coordinated and integrated with, the child care subsidy system, and/or may be a part of a broader birth-to-five early childhood system. Public PreK funding streams can include both state and local (i.e., city or county) PreK programs.

# Qualifications in publicly-funded PreK systems

The level and types of knowledge, skills, experience, and competencies that PreK educators and staff are required to have in order to receive public funding to deliver PreK services to children and families. Qualifications may include degree requirements and/or professional development requirements.

# Staffed family child care networks

Networks are a promising type of local infrastructure to support PreK implementation in family child care homes. Networks typically offer a menu of supports tailored for family child care professionals at all career stages, including supporting quality improvement, business sustainability, shared services, peer support, and leadership development. Dedicated network staff deeply understand the family child care context and are well positioned to bridge policy and practice in the context of PreK implementation.





