

Strengthening Early Childhood in Kansas

WEBINAR JUNE 2, 2021



and Trust Fund

### WELCOME

- General Updates
- Child Care Provider Experience Mapping

**Webinar Agenda** 



## CHILD CARE DEVELOPMENT FUND (CCDF) STATE PLAN

- The Kansas Department for Children and Families (DCF) is hosting a public hearing
  - o June 2, 2021 from 2:00 p.m. to 3:30 p.m. via Microsoft Teams
  - Opportunity for public comment on the CCDF State Plan
  - A teleconference line will be available for individuals who are unable to view the virtual meeting
  - Visit <a href="http://www.dcf.ks.gov/services/ees/Pages/Child\_Care/Child-care-and-early-education.aspx">http://www.dcf.ks.gov/services/ees/Pages/Child\_Care/Child-care-and-early-education.aspx</a> to review the 2022-2024 CCDF State Plan, register for the virtual public hearing, and find out how to submit written comments.

## **Public Hearing**



#### PARENT LEADERSHIP CONFERENCE

#### • The 2021 Parent Leadership Conference is now virtual!

- Starting July 1, watch recorded sessions, visit exhibit booths, learn from Advocacy in Action parents, and network with other parents
- Don't miss special live evening sessions July 27-29 featuring keynote speakers, Q&A sessions with presenters, a Parent Café on Positive Childhood Experiences and Parent Testimony
- Register now! Visit <a href="https://www.eventbrite.com/e/2021-virtual-parent-leadership-conference-tickets-154411162945">https://www.eventbrite.com/e/2021-virtual-parent-leadership-conference-tickets-154411162945</a> to sign up and see full conference details
- Incentives provided for parents who attend all three live evening sessions July 27-29



#### 2020 CHILD CARE SUPPLY DEMAND REPORT

#### Challenges of Child Care in a Pandemic

- Illustrated the difficulty of navigating decisions around closure
- Impact of closures on Family Child Care and overall capacity within the state of Kansas
- Articulates public conversations about ECCE as a critical component of the workforce infrastructure
- Additional demand stressors on an already taxed system
   Full report <a href="https://online.flippingbook.com/view/292534183/14/">https://online.flippingbook.com/view/292534183/14/</a>

## Child Care Aware of Kansas



## ASQ TRAINING SESSIONS

**ASQ**<sup>®</sup>**-3** June 22, 2021 5-8 pm

Registration link <a href="https://www.ksdetasn.org/events/lnjo4w">https://www.ksdetasn.org/events/lnjo4w</a>

**ASQ**<sup>®</sup>: **SE-2** June 24, 2021 5-8 pm

Registration link <a href="https://www.ksdetasn.org/events/heP3qw">https://www.ksdetasn.org/events/heP3qw</a>

Register today!



### FREE CHILD ABUSE PREVENTION TRAININGS

- Examples of free child abuse prevention trainings for the month of June
- Adverse Childhood Experiences
  - Friday, June 18, 2021 11:00am 12:00pm
- Child Abuse and Neglect Recognition and Reporting (Mandated Reporter Training)
  - Wednesday, June 23, 2021 11:00am 12:00pm
- For a current schedule of all trainings through July and descriptions, and to register, please find the listing at <a href="https://www.kcsl.org/training\_events.aspx">https://www.kcsl.org/training\_events.aspx</a>. These trainings are all KDHE approved for child care licensing hours, and all participants will receive certificates of attendance.

## Kansas Children's Service League





PRESENTATION BY MEGHAN KLUTH & ISABELLE SWIDERSKI



# Overview Kansas Child Care Licensing —June 2021

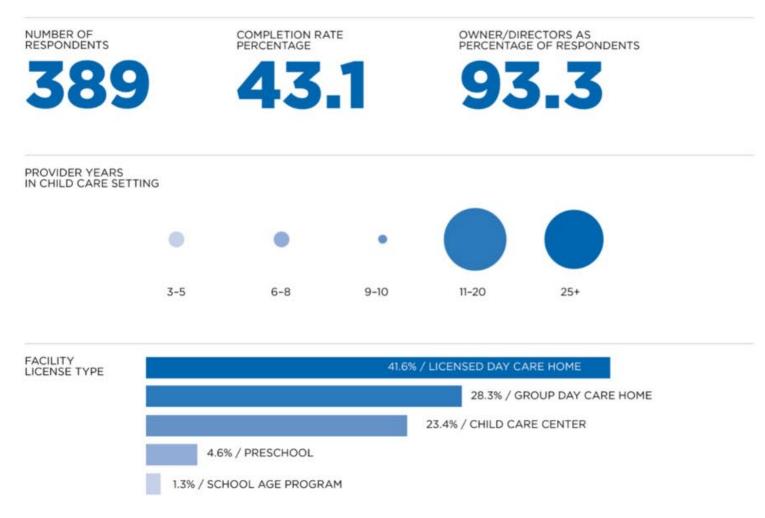


## Kansas Child Care Licensure Flow Findings

Part 1	Desktop research of context
Part 2	Preliminary journey map
Part 3	Survey (Spanish & English)
Part 4	Co-creation session (90 mins)
Part 5	Individual interviews
Part 6	Analysis, refined journey map,
	identify opportunities

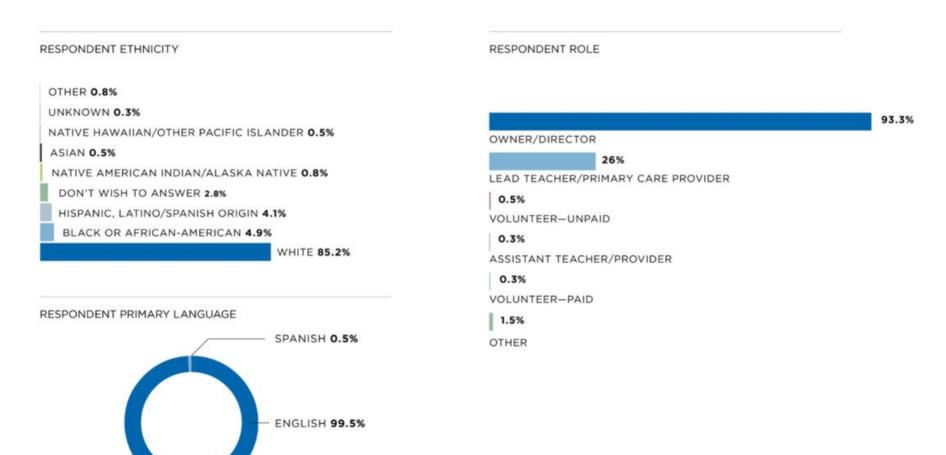


## **Kansas Child Care Licensure Flow Findings**





## Kansas Child Care Licensure Flow Findings





## **Kansas Child Care Licensure Flow Findings**

35%

of child care respondents struggled with understanding where to start, supports available to them, and the licensing application process

31%

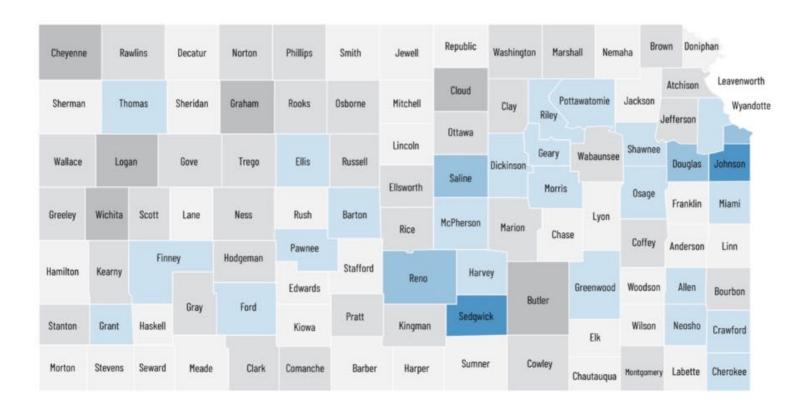
of child care provider respondents reported that they received or are receiving county or local level support from their surveyor.

93%

of child care provider respondents indicated that children, kids, or families were the bright spots in their childcare provider experience.

## **Kansas Child Care Licensure Flow Findings**

## Response Rate by County





0.1- 0.5%

0.6-1%

1-2%

2.1-5%

### Kansas Child Care Licensure Flow In Providers' Own Words

#### Pre-licensing

"I was a stay at home mom and the opportunity came up to watch a friend of mine's newborn, I decided that it would be a good opportunity and so I became

"I have no kids at home. All my children are adults. I do have grandchildren and one of my adopted daughters had gotten pregnant and she had said to me, "mom, I don't know what I'm going to do when I go back to work." And I said, "you're not going to have to worry about it. I'm going to open a daycare." So that was one of the main reasons I opened the daycare and because I love children."

"For me, just getting started only occurred because things kind of fell in place. And I already knew the right people who could tell me and show me the route to go, because I may not have started if I wouldn't have had people that already said, Hey, you need to do this and this and this. That was just by happenstance."

> "We have two children of our own at two and a half year old and then a three and a half month old. So part of our conversations for wanting to start a inhome childcare center was so one of us could be full-time home with our kids."

"It'd be nice to have a little bit of funding to start up because there's a lot of things that we have to buy and do. I mean, let alone the cost of the trainings. Like the orientation costs a hundred something dollars. We each have to take CTR. Um, first aid that costs, there's only one available right now and that costs a hundred dollars. So we each have to do that, but the 18 hour course I referenced was \$20 each license. And then there's like licensing fees and all this other stuff. It's just expensive."

licensed."

"When I first started, I was a group daycare. Back then you could be reqistered and have six kids. I did it by myself. I got burned out really quick. Cause I did six kids during the day and six kids at night. Um, I got bored. I was by myself talking to kids all day. Um, I hated it. I, I mean, I love the work. I love working with the kids, but at the end of the day, I was just like bored. I was, I didn't like it anymore."

"Just getting everything taken care of and all the requirements and waiting for people to email you back, it was a very long process. And well, it's no wonder they're short of people by the time they get you cleared, you can't afford to continue to wait."

"I worked in a center for years but it's not possible to support yourself if you're single working in a center, so I went out on my own" "There wasn't many daycares in my area that were legal, the process was expensive. I was very lucky my husband was working to pay for it."

"Our community [Pittsburg, Kansas] just finished a survey for our County specifically, uh, last month. And for every one childcare that spot that comes open, there are 15 to 20 kids waiting to fill that spot. So we know there's a massive need."

"I actually did foster care and because I worked at a center, I didn't make enough money to adopt the foster children I had had for four years. So I kinda got mad and decided to do in home instead, which then I made enough money to adopt, but you can't have two licenses. So I can't do foster care because I do davcare, So, you know, it was kind of a loss either

POSITIVE EXPERIENCE

NEGATIVE EXPERIENCE

"We got business insurance and through getting business insurance, we found that our homeowners insurance will no longer cover us because of doing childcare. It would have been helpful if it was spelled out in some sort of toolkit would be like check with your homeowners insurance to make sure they won't drop you."



### Kansas Child Care Licensure Flow In Providers' Own Words

"I worked in a center for years but it's not possible to support yourself if you're single working in a center, so I went out on my OWN."—Kansas Child Care Provider



### **Kansas Child Care Licensure Flow** In Providers' Own Words

#### Licensing

"I feel like it [running a HeadStart Center] is more paperwork and more requirements, but it does allow our center to reach a higher goal of quality for our families. And it also allows a more diverse population to be given access to a quality care facility."

"I've read through some of them [rule books for providers] and I just kind of

"When we had that initial orientation, that's where they cover, like everything you need to do, but then, you have the entire legislation document about requirements for childcare licensing, but you're

really on your own once you do that orientation."

laugh. I'm like, okay, it's kind of like when you think about parenting books, Oh, somebody who doesn't have a kid wrote this or books about women."

"The very first thing you have to do is attend this orientation training. They cover everything you have to do, but it's like a two hour training: so much information."

"Well, I definitely wouldn't say easy and seamless. Um, so it's been very confusing actually there, we got connected. Childcare Aware. They have a program for new providers that has been helpful. It's not really formal. It's just like they offer different trainings and stuff."

"I think it was just learning what you can do for each family. Because families are so unique and different in every way possible. I mean, anywhere from a single parent to a level of income, to a family that needs intervention for their children. So I think the biggest challenge was just gathering that information and knowing what to do with that information to best help and then learning how to help your staff too, because they're just as important as your families are."

"I wish there was just a document that was all the steps needed and the recommended way you go through those steps and kind of like a new provider's toolkit that would be, would really spell out all the things you have to do, because we're just piecing it together on our own."

POSITIVE EXPERIENCE

NEGATIVE EXPERIENCE

"We take them because we need the hours to be credited. Most of them we do it because we have to, because it's required, a lot of them have been in it for lots of years. So for them, it's just kind of, I'm sitting here twiddling my thumbs, waiting for the two hours to be up so I can get my certificates."









PROCESS





## Overview The CPPR Landscape

"I wish there was just a document that was all the steps needed and the recommended way you go through those steps—like a new provider's toolkit that would really spell out all the things you have to do, because we're just piecing it together on our own."

-Kansas Child Care Provider

### Kansas Child Care Licensure Flow In Providers' Own Words

#### Post-license

Center for Public Partnerships & Research

"I think that our relationship with our surveyor has improved since we changed the surveyors in the past few years. So we feel more comfortable "The online trainings are great. "During COVID, we got reaching out to the surveyor now. We've had to reach You can take them over and "I think we've been fortunate in Johnson County a lot more emails from out to them a lot during this pandemic because we "The Kansas Network over again and get to know they've been doing child care zoom meetings where if our surveyor that were didn't know, you know, what the next steps were." Facebook page is a surveyors." you want to get on there, they will update. So I feel like more detailed and great resource." here we are very much helped and covered, and we've understandable." been given a lot of information about the Hero grant and all of those things through that. So I feel like here we have been very fortunate." POSITIVE EXPERIENCE NEGATIVE EXPERIENCE "You know what happens when "The surveyors can shut us "It doesn't seem like the communications you have to deal with the state: you down so it's stressful." there with the state. Um, one like your have to leave a voicemail or get put surveyors to say one thing. And then when on hold!" you ask them something about something that has taken place, well, they don't know because KDHE doesn't necessarily communicate with them" "I think the biggest gap is us having different surveyors or " I felt dumb that I, I got those emails and I just deleted "I think a lot of them [providers] just kind of different County health departments, because, my friend [in them. I could have had help, but I didn't understand it feel like they got to deal with things on their Johnson county] is getting all this information per COVID and enough. I thought, well, that's way out of my reach. I'm a own, especially if they're a family childcare and stuff like that while I'm in Osage County. And when COVID home daycare. That's not, that's not for me. That's for fathey don't have help coming from outside. It's hit, we got zero information from our health department and cilities or, you know, that's not, I don't know how to write kind of a lonely thing." we got zero information from our surveyors and I had to go out a grant. How would I do that? So I just would ignore it." and find grants." CONNECTIONS RESOURCES PROCESS **OPPORTUNITIES** 

### Kansas Child Care Licensure Flow In Providers' Own Words

"I felt dumb that I got those emails and I just deleted them. I could've had help, but I didn't understand it enough. I thought that's way out of my reach. I'm a home daycare. That's not for me. That's for facilities or, I don't know how to write a grant. How would I do that? So I just would ignore it."

-Kansas Child Care Provider



## **Survey Questions and Raw Data**



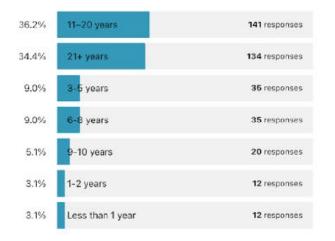
## Kansas Child Care Licensure Flow Survey Questions—General

▼ 1b What is your facility license type?

389 out of 389 people answered this question



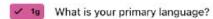
How long have you worked in Kansas licensed child care settings?
389 out of 389 people answered this question



#### ✓ 1f What is your role?

93.3%	Owner/Director	363 responses
26.0%	Lead teacher/Primary Care Provider	101 responses
0.5%	Volunteer—unpaid	2 responses
0.3%	Assistant Teacher/Provider	1 response
0.3%	Volunteer—paid	1 response
1.5%	Other	6 responses

## Kansas Child Care Licensure Flow Survey Questions—General



387 out of 389 people answered this question

99.5%	English	385 responses
0.5%	Spanish	2 responses
0.0%	Chinese	0 responses
0.0%	German	0 responses
0.0%	Vietnamese	0 responses
0.0%	Other	O responses

✓ 1h How would you describe your ethnicity?

386 out of 389 people answered this question

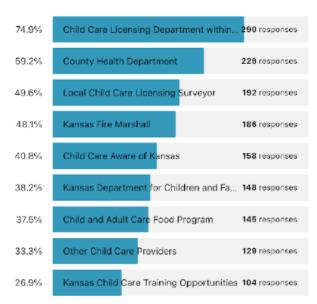
85.2%	White	329 responses
4.9%	Black or African American	19 responses
4.1%	Hispanic, Latino, or Spanish origin	16 responses
2.8%	Don't wish to answer	11 responses
0.8%	Native American Indian or Alaska Native	3 responses
0.5%	Asian	2 responses
0.5%	Native Hawaiian or Other Pacific Islander	2 responses
0.3%	Unknown	1 response
0.8%	Other	3 responses



## Kansas Child Care Licensure Flow Survey Questions—Pre-licensing

#### ✓ 2b What connections did you make during this time?

387 out of 389 people answered this question (with multiple choice)



11.6%	The Family Conservancy	45 responses
11.1%	Other Organizations	43 responses
10.6%	Kansas State Department of Education	41 responses
9.0%	Child Care Aware of Eastern Kansas	35 responses
8.5%	Child Start	33 responses
7.2%	Kansas Association for the Education of	28 responses
4.7%	Child Care Providers Coalition of Kansas	18 responses
3.6%	None of the above	14 responses
3.1%	Links to Quality	12 responses
0.8%	Kansas Quality Network	3 responses
0.5%	Kansas Child Care Health Consultant Netw	2 responses

What resources or supports were missing or did not meet your needs in helping with obtaining your child care business license? This question is required.

35.9%	None, I was able to find everything I nee	. 139 responses
30.2%	Understanding where to start and the su.	., 117 responses
26.4%	Developing a business plan	102 responses
24.0%	Securing insurance	93 responses
21.7%	Obtaining a Federal Tax ID	84 responses
17.8%	Establishing professional goals	69 responses
11.9%	Understanding and/or assuring my space	46 responses
10.1%	Locating a physical space or assuring my	39 responses
9.6%	State and local fire codes	37 responses
7.8%	Completing orientation pre-application w	30 responses
6.5%	Determining my eligibility to be a provider	25 responses
5.2%	Identifying which type of provider I would	20 responses
3.6%	Other	14 responses



## **Kansas Child Care Licensure Flow Survey Questions**



What were the most challenging processes that you experienced during this time?

40.1%	Understanding where to start and the su155 responses
30.5%	Ensuring I had the funding to open my c 118 responses
21.4%	Developing a business plan 83 responses
16.5%	Securing a physical space or assuring my 64 responses
14.5%	Securing Insurance 56 responses
14.0%	Meeting state and local fire codes 54 responses
9.6%	Navigating local zoning challenges 37 responses
6.5%	Registering with the IRS for my Federal T 25 responses
5.7%	Determining my eligibility to be a provider 22 responses
5.7%	dentifying which type of provider I would 22 responses
7.0%	Other 27 responses



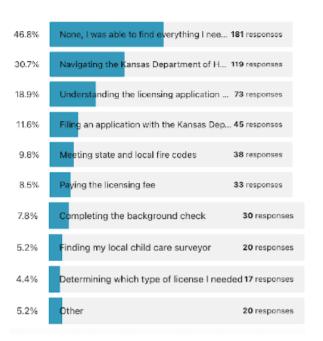
## Kansas Child Care Licensure Flow Survey Questions—Licensing

I≡ 3 Licensing Phase



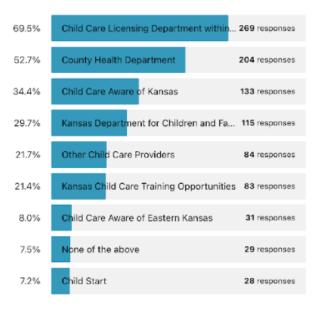
Were there any parts of getting licensed that were difficult to find help for? If yes, please select from the list below or choose Other and describe your own.

387 out of 389 people answered this question (with multiple choice)





#### What connections did you make during this time?



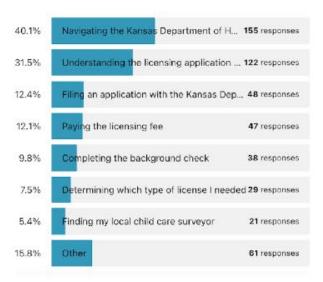
7.2%	Other Organizations	28 responses
7.2%	The Family Conservancy	28 responses
6.7%	Kansas State Department of Education	26 responses
5.7%	Kansas Association for the Education of	22 responses
3.4%	Child Care Providers Coalition of Kansas	13 responses
1.6%	Links to Quality	6 responses
0.8%	Kansas Child Care Health Consultant Net	3 responses
0.3%	Kansas Quality Network	1 response



## Kansas Child Care Licensure Flow Survey Questions—Licensing



What were the most challenging processes that you experienced during this time?

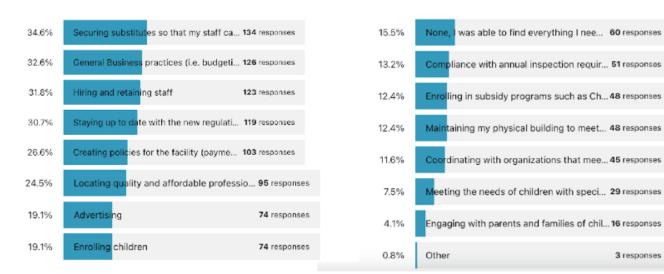


## **Kansas Child Care Licensure Flow Survey Questions—Post-licensing**

Launch and Post-Licensing Phase

What parts of the process, if any, related to launching and operating your child care business were challenging or were difficult to navigate? This question is required.

387 out of 389 people answered this question (with multiple choice)





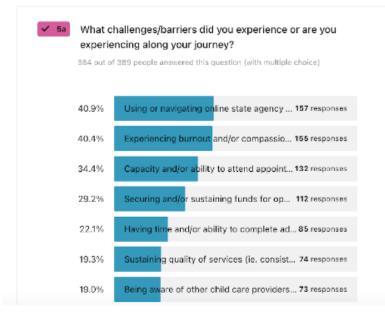
3 responses

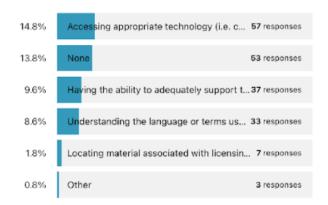
#### What connections did you make during this time?

63.0%	Child Care Licensing Department within	244 responses
48.3%	Child Care Aware of Kansas	187 responses
44.7%	County Health Department	173 responses
37.7%	Kansas Department for Children and Fa	146 responses
30.5%	Kansas Child Care Training Opportunities	118 responses
23.8%	Other Child Care Providers	92 responses
13.2%	Child Care Aware of Eastern Kansas	51 responses
12.7%	Other Organizations	49 responses
12.1%	The Family Conservancy	47 responses
11.4%	Kansas State Department of Education	44 responses
11.1%	None of the above	43 responses
10.1%	Child Start	39 responses
7.5%	Kansas Association for the Education of	. 29 responses
7.0%	Child Care Providers Coalition of Kansas	27 responses
5.2%	Links to Quality	20 responses
3.1%	Kansas Child Care Health Consultant Net.	12 responses
0.8%	Kansas Quality Network	3 responses

## Kansas Child Care Licensure Flow Survey Questions—Post-licensing

I≡ 5 Understanding barriers and supports







## **Kansas Child Care Licensure Flow Recommendations**

We are in a transformational time.

We need to understand which of these opportunities:

- have the most impact in the providers' experience
- are specific to a particular phase of the providers' journey
- are most aligned with everything that is currently happening in the state and within CPPR's existing efforts in the bigger context of child care

Once we gain more understanding of the entire picture with additional stakeholders who are directly involved in the work supporting providers and the licensing process, we can prioritize, plan and implement pilots.

We believe choosing pilots should depend on a 3-tiered approach:

- 1. co-creation with state agencies, surveyors, and providers
- accelerate the projects which are specifically aligned with the state-driven effort around relief and recovery
- 3. pilots/opportunities that might have disproportionate impact in adjacent areas (for example CBCAP)



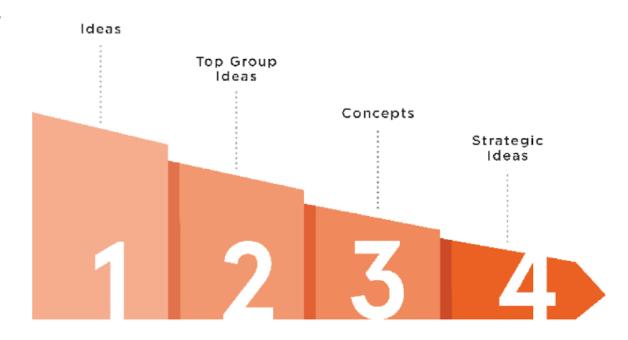
## Overview Co-creation of an Innovation Plan



## Kansas Child Care: Co-creation of an Innovation Plan Methods

Based on findings from Phase 1 of the project, it was determined that a co-creation workshop to identify the most impactful ideas to test would be beneficial. The cross-functional group included:

- Providers
- Surveyors
- State agency representatives
- Researchers



- May Co-Creation Session Overview
  - Kansas Department of Health and Environment and Department for Children and Families staff, Child Care Licensing Surveyors and Providers
  - Half day session to collaboratively imagine solutions and opportunities related to the child care provider journey
  - Prompt: How might we make Kansas the best place for quality child care for everyone involved?



### Innovation Plan: Actionable Ideas x Testing Horizon

#### EASE OF IMPLEMENTATION







Easy to Implement

Medium Level Effort to Implement

Hard to Implement

High

Concept 4: Provide starter kits to new providers Concept 8: Regularly scheduled accessible and open contact with surveyors and KDHE staff (office hours). Concept 28: Checklist and timeline of all steps for starting and licensing a child care business

Concept 11: Start up grants for the providers to start a center or group home

Concept 12: Create a central repository for starting a childcare center information

Concept 14: A wide variety of on demand, in the format you need, quality trainings for providers readily available Concept 26: Self-sustaining peer support model for providers, focusing on platform and how to moderate

Concept 29: Campaign to educate parents on quality child care

Concept 5: Providing retirement for providers would bring many new people to our field as a recruitment tool

Concept 17: Allow providers access to state employee insurance

Concept 18: Living wage for providers

Concept 25: Infant care

IMPACT

Low

Concept 2: Community education event on the value registered childcare

Concept 3: Educate parents and community about the importance of brain development in the first years Concept 20: Public provider appreciation receptions systematize

Concept 21: At onboarding phase, more informal check-ins between providers and surveyors

Concept 1: Recognition for providers based on community discounts at stores, etc. (similar to teachers and first responders)

Concept 6: Focus on the steps needed to start a program including entrepreneurial training

Concept 7: Digital tools for onboarding new employees

Concept 9: Reduce competition between providers

Concept 15: A campaign to promote community buy-in and why quality child care is important

Concept 16: Attracting new providers through educational incentives

Concept 19: Increase accessibility to high quality face-to-face trainings for rural providers

Concept 22: Incentivize and reward experience in child care Concept 23: How to better utilize surveyors to make funding

opportunities clear to providers

Concept 24: How to redefine the definition of quality of care Concept 27: Ongoing trainings for seasoned child care providers Concept 13: Health insurance plans for providers

Concept 10: Ongoing stipends and tax incentives for providers

Test Immediately

Consider Testina

Monitor & Reassess





- Mapping findings and ideas have been shared with:
  - Kansas Department of Health and Environment
  - Kansas Department for Children and Families
  - Kansas Children's Cabinet and Trust Fund
  - State Directors Team
  - Early Childhood Recommendations Panel
  - Child Care Systems Improvement Team



- The mapping findings will be available on Cabinet website soon.
- We encourage you to use the data and ideas generated in your work.
- These ideas are starting points consider how they can be developed or tweaked locally.
- Example how can you recognize providers or build awareness in your community?



- This project is a valuable source of provider input that we all can build on to ensure ongoing opportunities for providers to share their voices.
- Thank you to the providers who participated and to our partners who supported the process!
- Interested in getting involved or have questions?
   Contact Meghan Kluth at <a href="mkluth@ku.edu">mkluth@ku.edu</a>



#### REMINDERS AND NEXT STEPS

- Early Childhood Recommendations Panel Meeting (6/18)
  - Registration and YouTube Viewing Information on the Cabinet website.
- Next Biweekly Webinar Wednesday, June 16th
  - Let us know what topics you're interested in, or if you have information to share in the webinars or weekly emails.
- Cabinet and Stakeholder Group Meeting (8/6)
- Share feedback! <a href="https://kschildrenscabinet.org/share/">https://kschildrenscabinet.org/share/</a>

## Early Childhood System



https://kschildrenscabinet.org

