

Oregon Shared Services Alliance Overview

An Innovative Approach to Reinventing Child Care

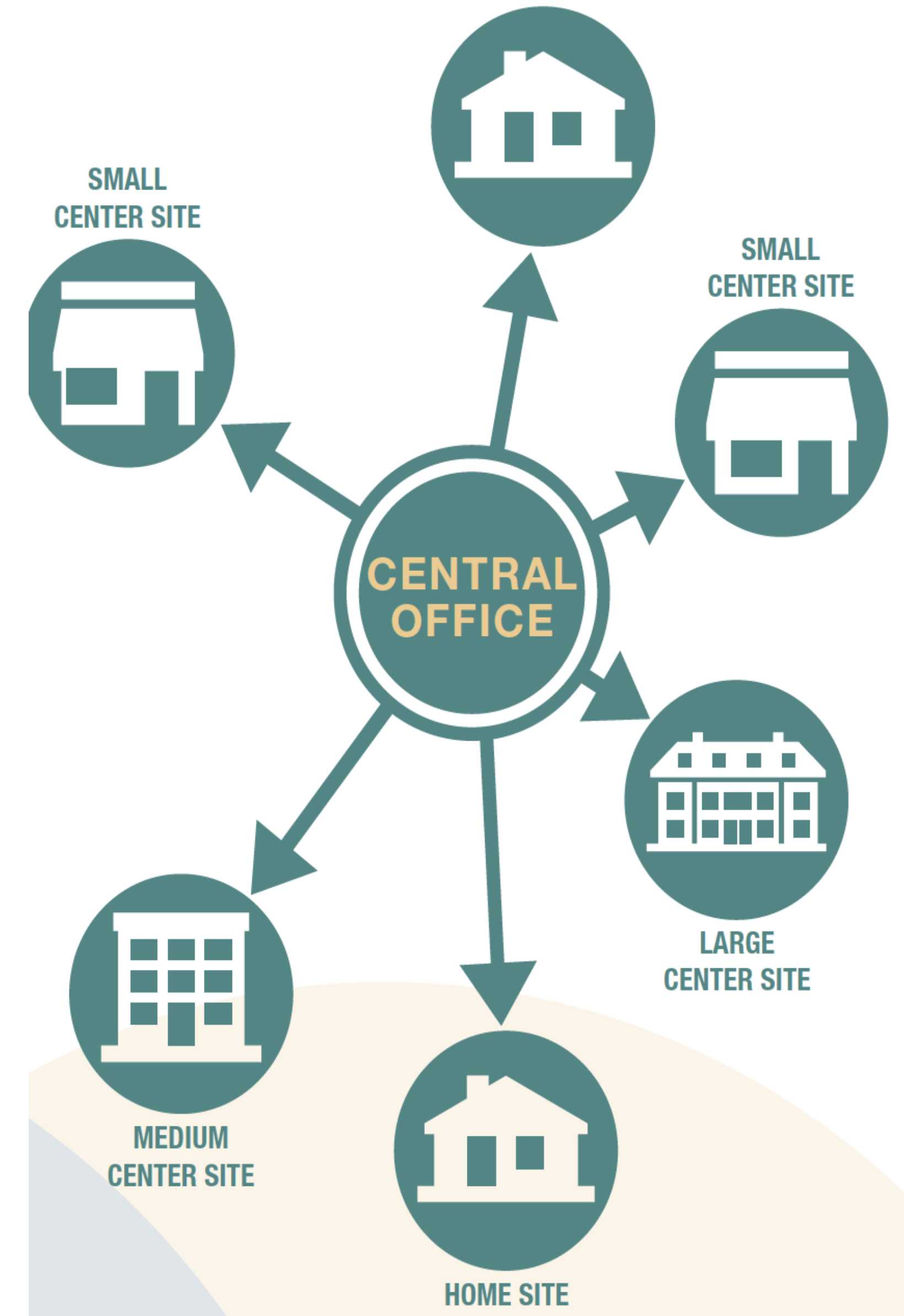
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What is Shared Services?

- Shared Services is an approach to child care management and leadership designed to help small child care businesses achieve financial sustainability and enable strong childhood outcomes and family supports.
- Shared Services builds capacity by identifying common needs and creating a structure to share resources (staff, technology, information, funds) among a network of centers or homes.



A Focus on Systemic Change

Address Inequity

- Empower small business owners with the tools to succeed and access to financial resources
- Strengthen leadership pathways, improve job quality, and greater focus on children and families

Improve Compensation

- Re-deploy resources for teacher wages
- Director as pedagogical leader > higher quality > better working conditions (time for teachers to think + plan)

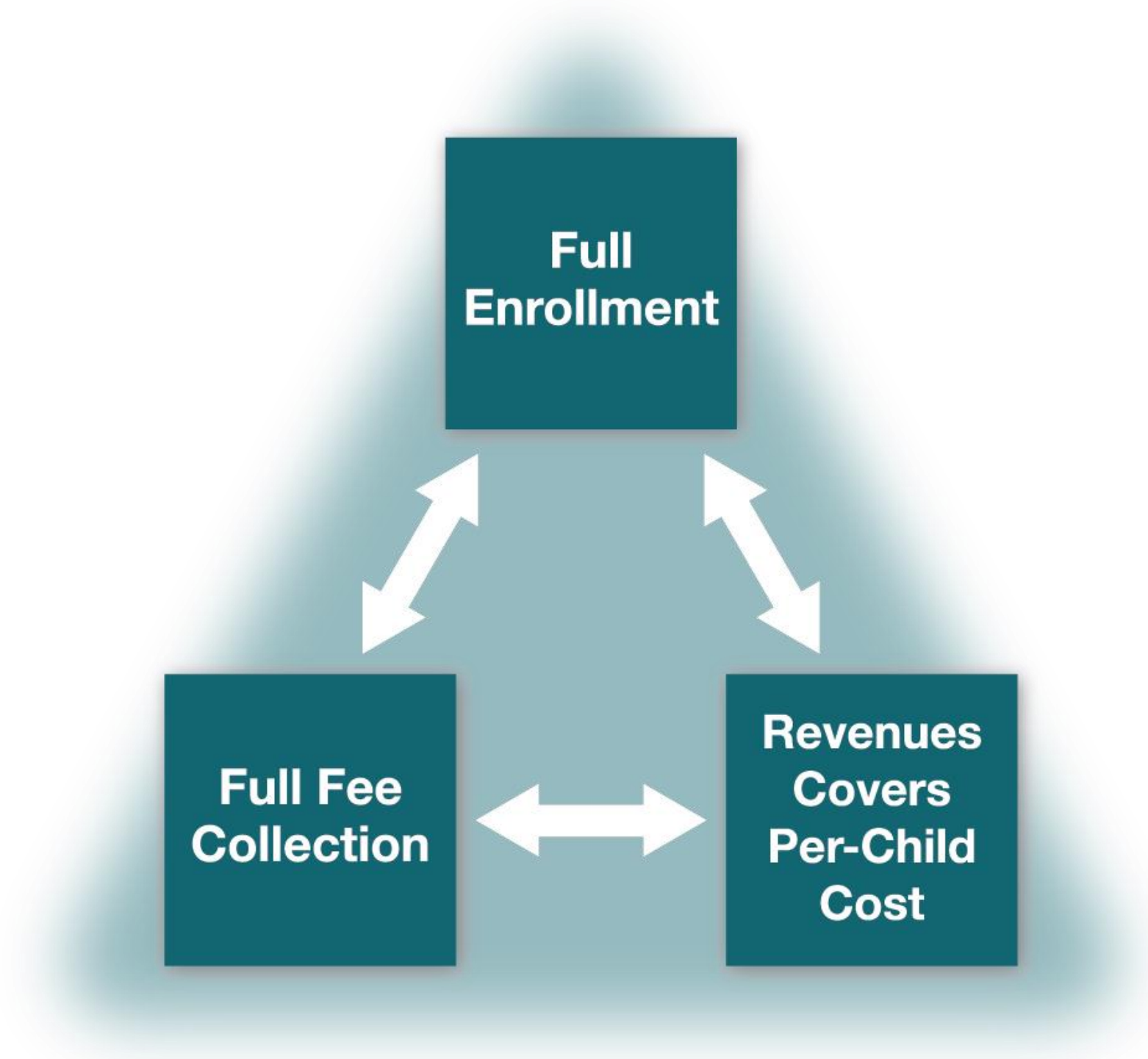
Stabilize Businesses

- Better business metrics
- Reduce time spent on collecting and reporting data
- Increase accuracy of data collected and reported
- Make informed business decisions

What's Unique About Shared Services?

- EMPOWER businesses with tools for change vs Monitor compliance with standards (Power with vs Power Over)
- Focus on IRON TRIANGLE of ECE Finance
- Embrace TECHNOLOGY
- Help teachers/directors free up TIME to focus on what matters most

The Iron Triangle of ECE Finance

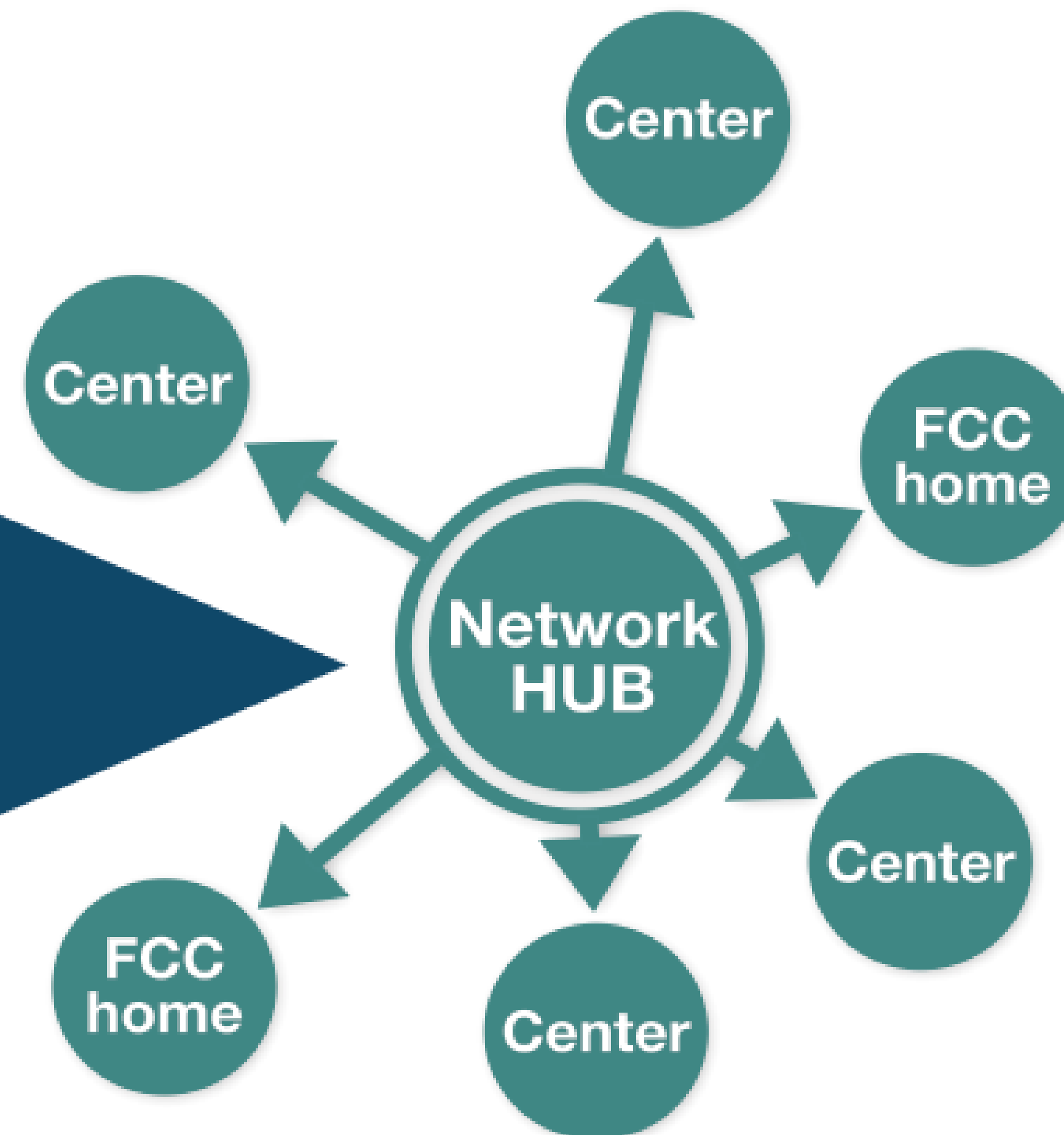


Shared Services Enables Scale + Sustainability

The Network Hub
becomes part of
the solution.



- Marketing + Enrollment
- Eligibility Determination
(child care, PreK, Head Start, etc)
- Tuition Collection (private + subsidy)
- P+L – Business Metrics
- Automation + Technology support
- Accounting + Tax Prep Support
- Licensing Compliance
- Coaching/PD/scholarships
- Family Supports
- Child Assessments + screening
- Fundraising + Development



Change Focused on Results

The Change

- Joined a Shared Services Alliance
 - ✓ Fully Implemented automated Child Care Management System
 - ✓ Leveraged business expertise
 - ✓ Streamlined site-based admin staff
- Made boosting teacher wages and job-embedded coaching a priority

The Results

- Improved teacher compensation
 - ✓ health insurance
 - ✓ 401K Plan
 - ✓ Wage increase for classroom teachers
- Time for director to focus on instructional leadership
 - ✓ 17 more hours per week to work with teachers in classrooms

Co-Design Team Members & Charge

- Pilot participants: 3 Rural and 2 urban center & home-based child care providers, 1 leader from a BIPOC community based organization, 1 leader from Latinx child care network, 3 CCR&R's, 2 Early Learning Division representatives
- Developed the structure for statewide framework with a centralized backbone organization that would partner with local CCR&R's and/or culturally specific organizations
- Selected a Child Care Management Software System, Wonderschool
- Developed criteria/core skills for a network of skilled coaches that will support providers access Wonderschool and improve business practices that increase profitability
- Prioritized a set of services for the launch of Shared Services in 3 pilot regions in 2021 with more regions in subsequent years

Our Vision for Oregon's SSA

- Form a relationship-driven alliance of providers working together to support sustainable business practices, increase program profits, and protect/support provider well-being.
- Work for all provider types and center equity and access for BIPOC and linguistically diverse providers.
- Reduce business overhead by creating efficiencies and streamlining day to day operations.
- Increase time available for providers to focus on pedagogical leadership and relationships.
- Increase equitable access to and use of technology.
- Ensure providers maintain autonomy over business decisions while getting support to become financially viable and efficient.

SSA Core Services

- Automated enrollment & support
- Automated fee collection
- Coaching to maximize automation & support sound business practices
- Access to supports such as tax preparation, bookkeeping, legal consultation
- Shared purchasing
- Human resources support
- Document support

Child Care Management System

- Enterprise management system
- Automates core parts of business management
 - Automated enrollment support through online forms, wait list, record keeping
 - Invoicing and fee collection
 - Easy, well management document storage
- Core tool that supports providers to manage to the iron triangle.

Ideal Backbone Organization

- Strong track record working to support child care and/or small business owners.
- Strong track record working with BIPOC and linguistically diverse communities.
- Understanding of the needs, assets, and challenges of very small business owners.
- Growth mindset
- Strong business operations capabilities
- Track record coaching businesses to succeed
- Trustworthy, respectful, and strong at partnership building
- Embraces automation and has the capacity to use state of the art technology

Oregon SSA Launch

- Coos Curry County 1st in Oregon 2020 – Funded by South Coast OCF Leadership Council
- Central Oregon, Multnomah, Southern Oregon 2021 – Funded by OCF and TFFF
- Plan to add 3 regions next year and each subsequent year