



Oregon Department of Early Learning and Care

Joint Committee on Ways and Means – Subcommittee on Education

Alyssa Chatterjee, Early Learning System Director

January 31, 2023



DELC: Building an Early Learning and Care Sector

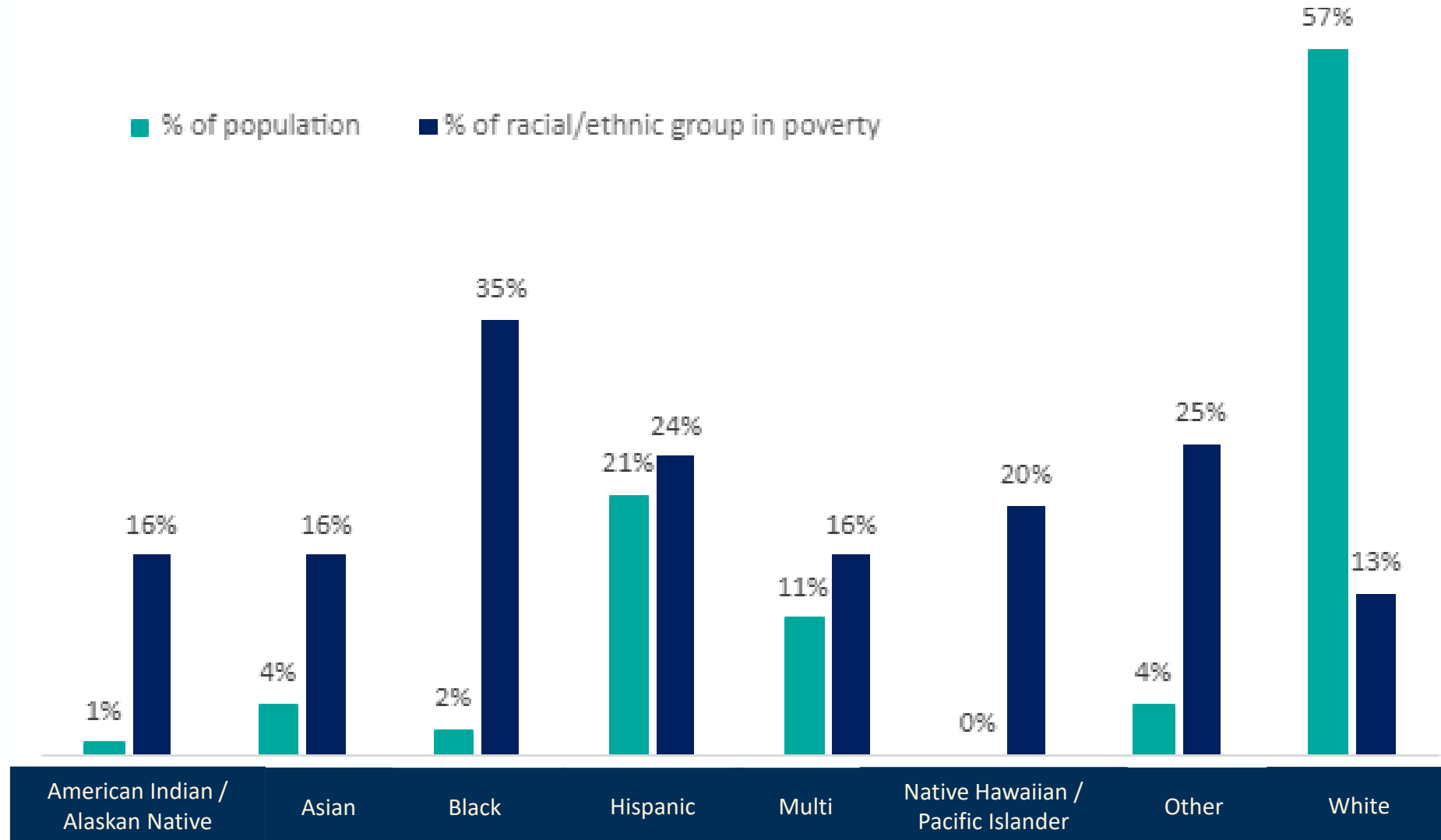
What is the Early Learning & Care Sector?

What are the biggest challenges facing this sector?





Oregon's children under 5 by race and poverty

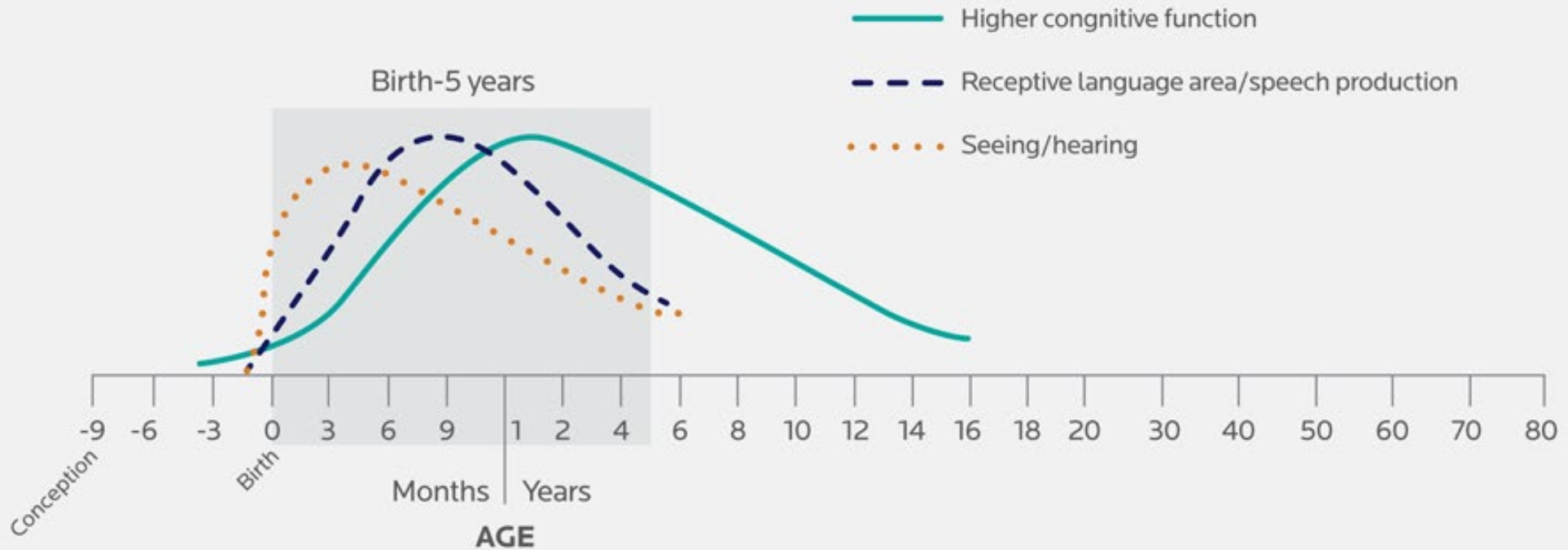




Why Early Learning and Care Matters

The science of child development underscores the importance of the first 2,000 days of childhood.

Figure 1. Synapse formation in the developing brain^{vii}





What does the Early Learning and Care Sector look like?

Led by knowledgeable, skilled, well-compensated **early childhood educators**



Provides educational **environments and experiences** that promote children's learning and development



Supports children's **families** as their lifelong teacher(s)



Early Learning and Care is delivered across a variety of settings. This is why it is known as a "mixed-delivery" system.

Small and Large Family
Child Care Homes

Family, Friend and
Neighbor Care

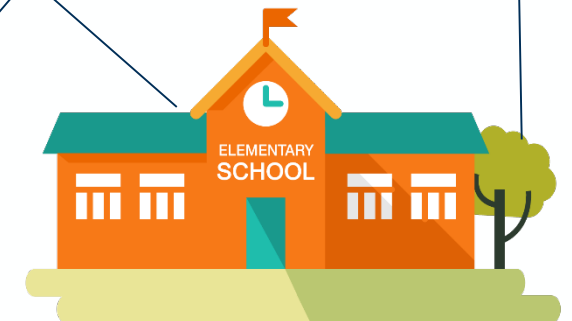
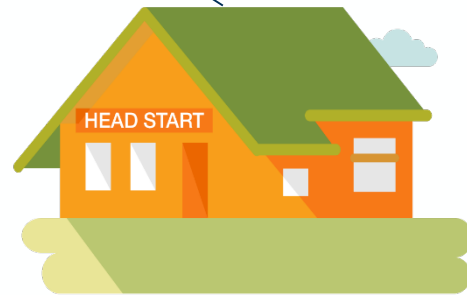
Community Based Organizations,
including Culturally Specific
Organizations

Child Care Centers

Public Schools

Head Start
Centers

Before/After School-
Age Care





Who funds the Early Learning & Care Sector?*



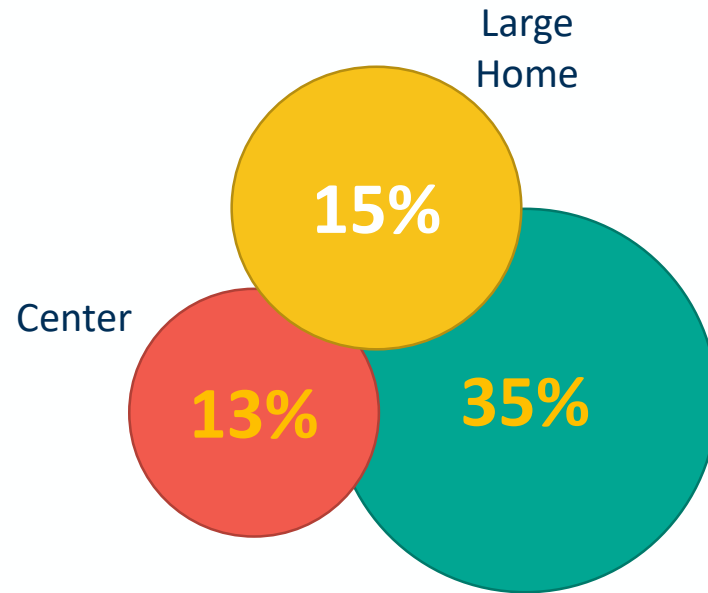
*Prior to the Student Success Act



Who makes up the Workforce?



of the workforce identify as a person of color



Language Diversity

of the workforce report a primary language other than English



As of early 2020*, there is inadequate regulated child care supply across Oregon - especially for infants & toddlers

Public funding plays a major role in creating Oregon's child care supply - especially for preschoolers



There are 7 infants & toddlers for a single child care slot in Oregon

A child care desert is a community with 3 or more children for a single child care slot.



All 36 Oregon counties are child care deserts for infants & toddlers



3/4 of Oregon counties have fewer than 25% publicly funded regulated infant/toddler slots

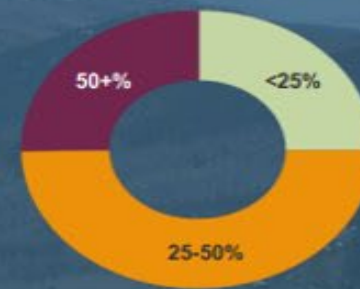


There are 3 preschool age children for a single child care slot in Oregon



All but 11 Oregon counties are child care deserts for preschool age children

Without publicly funded slots, 8 additional counties would be child care deserts.



Only 1/4 of Oregon counties have fewer than 25% publicly funded regulated preschool age slots

Definitions: **Infants & toddlers** are 0-2 year olds. **Preschool age children** are 3-5 year olds. **Regulated child care** includes certified centers, registered family homes, certified family homes, and exempt providers who have publicly funded slots. **Publicly funded slots** include Oregon Head Start Prekindergarten, Early Head Start, Preschool Promise, Federal and Tribal Head Start, and Federal Migrant and Seasonal Head Start managed by OCDC.

*As a baseline prior to the pandemic, this report describes the supply of child care as of March 1, 2020 (pre-COVID).

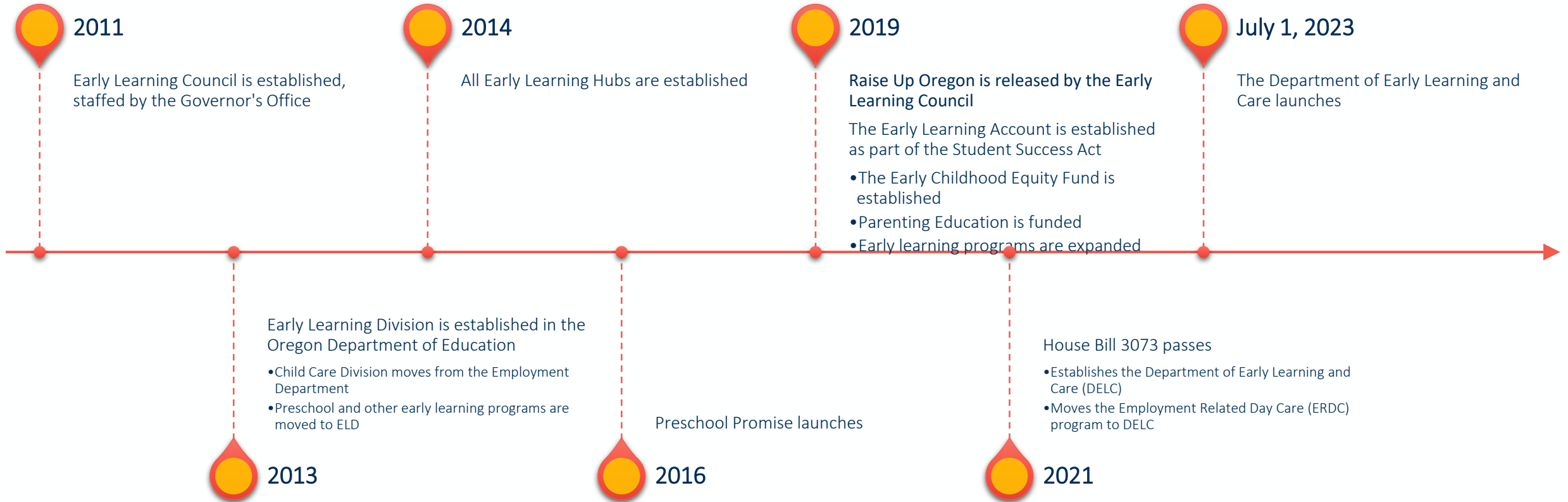
Reference: Oregon's Child Care Deserts 2020 Mapping Supply by Age Group and Percentage of Publicly Funded Slot, Oregon Child Care Research Partnership, Oregon State University.

Full report can be found at https://health.oregonstate.edu/early_learners/supply

For more information contact Oregon Child Care Research Partnership at oregonccrp@oregonstate.edu



Early Care & Education Timeline





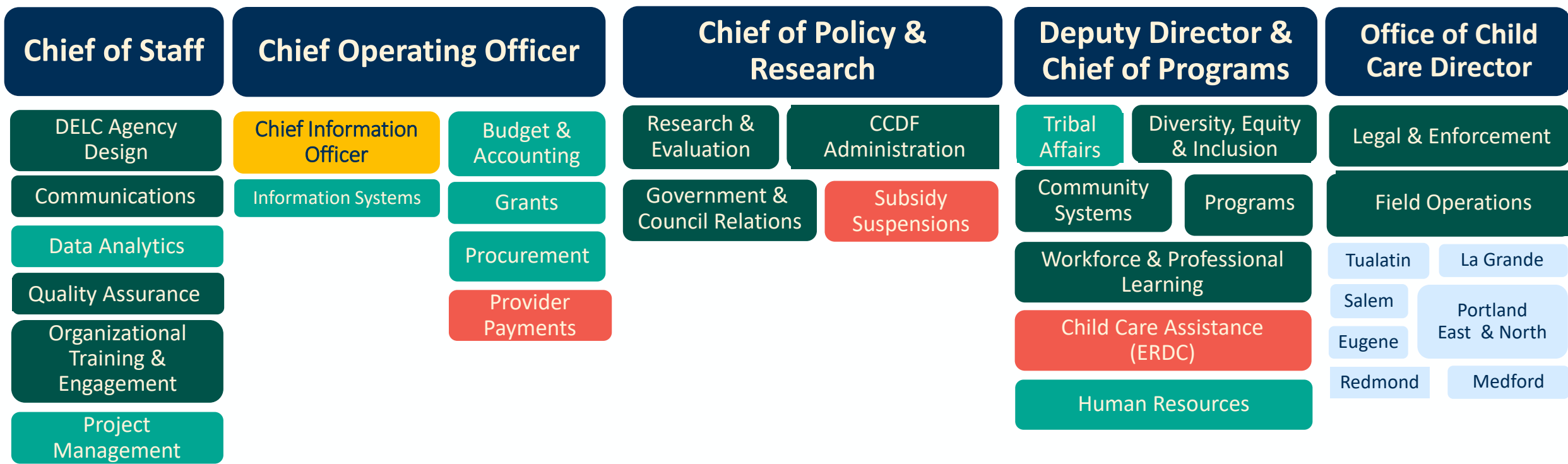
DELC Implementation





DELC Organizational Structure

Early Learning System Director



 New DELC functions

 Migrating ODHS functions

 Field Offices



Hiring Progress

Total of **80** DELC Related positions



57 positions hired



15 positions in active recruitment



8 positions planned for hire in 2023

14 positions approved in 2021

66 positions approved in 2022

12 positions Limited Duration to Permanent

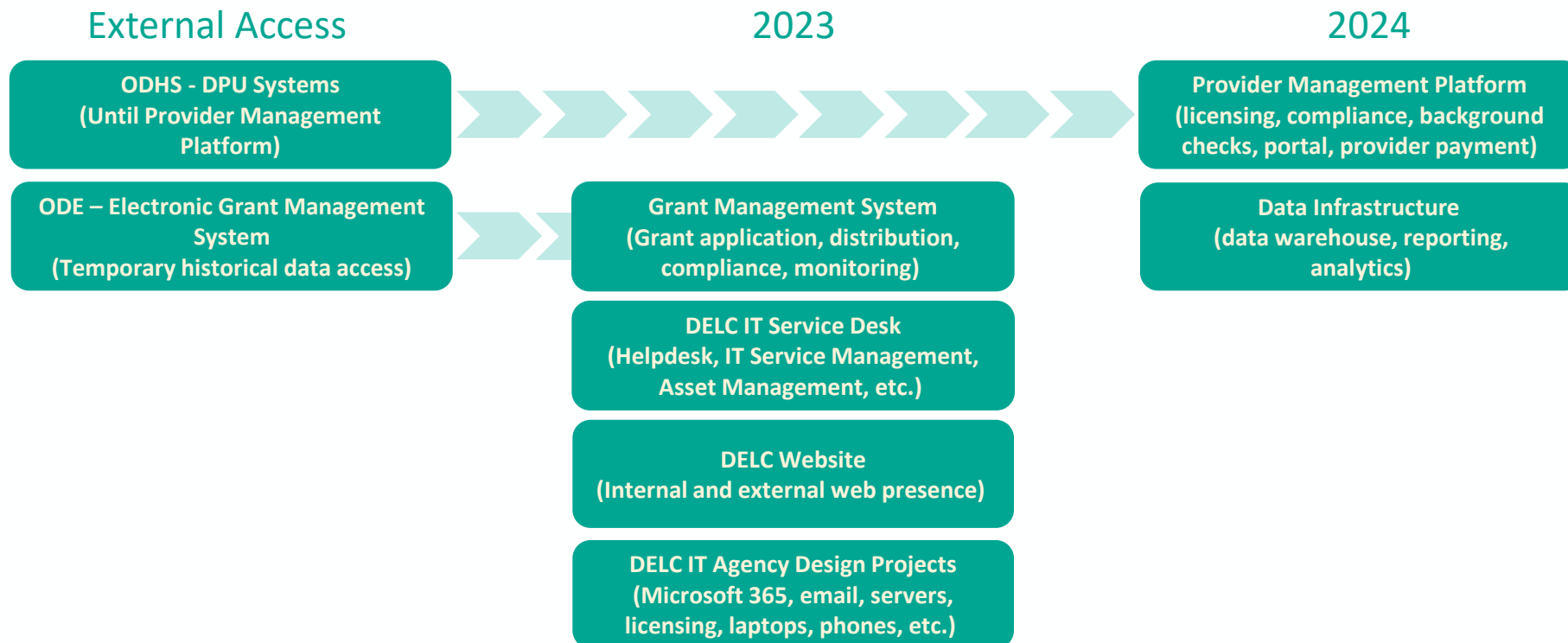
Current Status –

Like most agencies, facing the biggest hiring challenges in Budget, Procurement and IT



Information Technology

The creation of DELC requires nimble technology implementations and business responsive solutions. This work includes both acquiring new systems and facilitating access to existing systems.





Information Technology

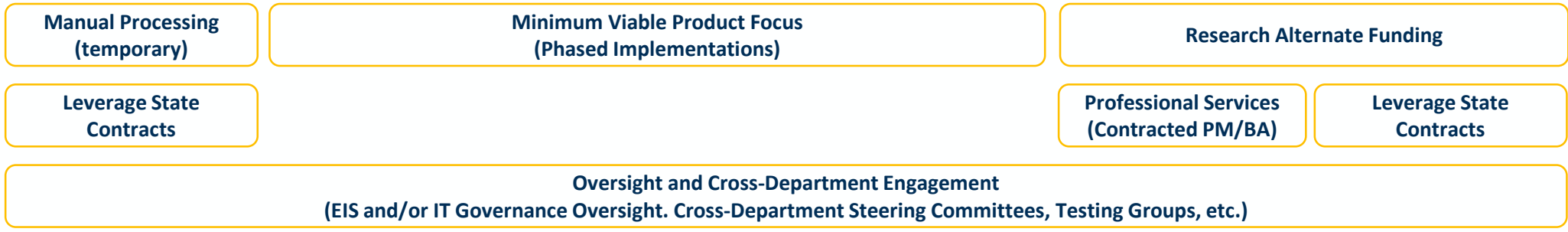
The implementation and integration of DELC IT projects includes some risk.



Risks



Mitigation Strategies





Data Governance

Data Governance organizational structure currently being established

- Address need for data leadership and a unified decision-making body
- Manage creation and administration of data management policies, procedures, and processes
- Address gaps between business processes and IT processes
- Resolution of data related concerns (e.g., data sharing, quality, standards, integration)

Steering, Council, and Working Groups provide strategic vision, tactical efforts, and oversight for operations

Initial activities performed

- ü Data maturity assessment
- ü Inventory of data elements produced or used by agency programs

Currently underway

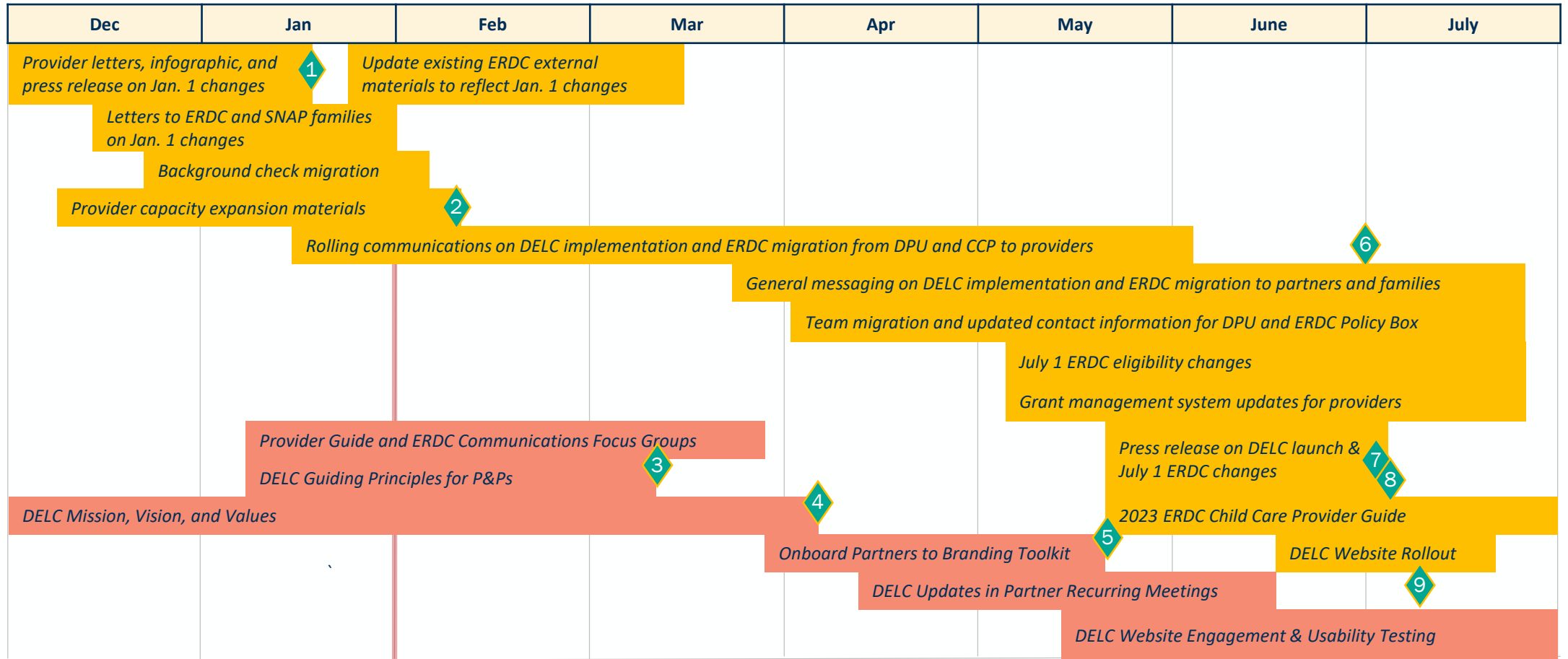
- ∅ Gathering input from agency staff to build roadmap and training for data governance structure
- ∅ Create data quality and management strategies to improve efficiency and alignment
- ∅ Document policies and procedures for agency data
- ∅ Identify, procure, and implement data infrastructure needed



Upcoming Community Engagement

External Communication

Partner Engagement

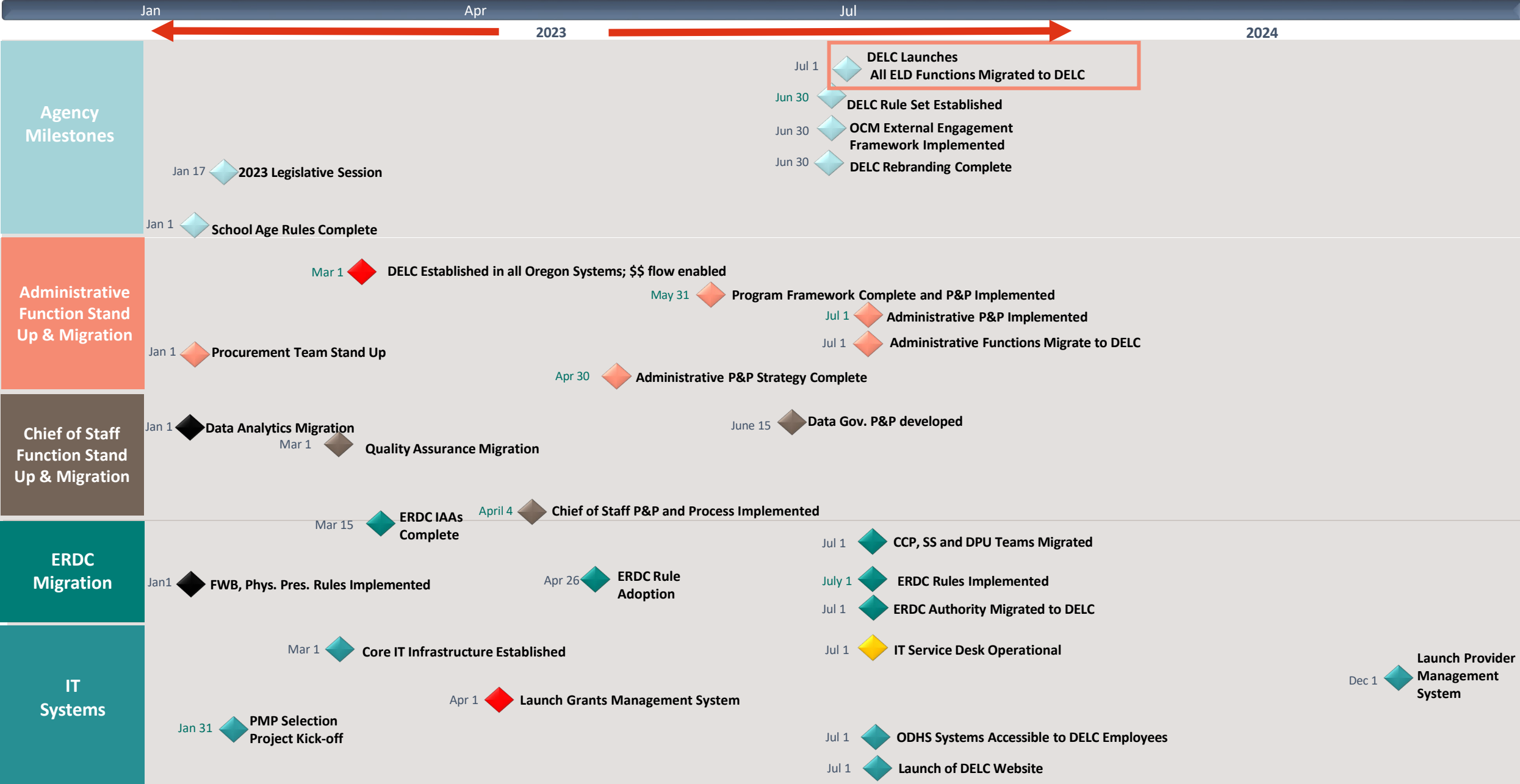


Milestones

1. Press release on Jan. 1 ERDC eligibility changes distributed
2. One-pager to recruit current providers to accept ERDC shared
3. Guiding principles for Policies & Procedures confirmed by external partners
4. Final DELC MVV shared with partners who informed development
5. Partners receive DELC branding toolkit and understand how to implement

6. ERDC migration toolkit distributed to partners
7. Press release on July 1 ERDC eligibility changes and launch of DELC distributed
8. 2023 ERDC Child Care Provider Guide sent with mini ERDC family guide
9. DELC website launched and shared with partners

Remaining DELC Key Implementation Milestones





Office of Child Care

Alicia Gardiner, Office of Child Care director





The Child Care and Development Fund

(CCDF)

- § The **Child Care and Development Fund (CCDF)** is a federal grant from the U.S. Department of Health and Human Services to State, Territory, and Tribal grantees. CCDF supports Oregon's efforts to provide child care services for low-income families and enhance the quality of child care for all children.
- § The CCDF State Plan serves as the application for funds, details the State's response to federal requirements, and describes child care programs and services available to eligible families.
- § Accepting CCDF includes health and safety requirements to be eligible for child care subsidy.

Office of Child Care

The **Office of Child Care's (OCC)** primary function is to inspect and license child care programs. OCC ensures health and safety of children in child care by:

- Rulemaking, technical assistance, and compliance assessments.
- Approaching compliance with health and safety standards through education and providing resources, while maintaining a strong customer service lens to ensure license holders have all the information they need to be successful.
- Conducting comprehensive background checks.





Types of Licensing

- **Registered Family** - Small, home-based child care with maximum of 10 children
- **Certified Family** - Large, home-based child care with a maximum of 16 children
- **Certified Centers** - Commercial-based care, maximum capacity based on square footage.
- **Certified School-age Centers** - Commercial based care, for school-age children only. Afterschool and Non-school day care.
- **Regulated Subsidy** - License - Exempt programs that qualify for ERDC funds with inspection and background check.



Licensing and Compliance

Licensing - conducts inspections of child care facilities to assess compliance with child care rules, and to provide technical assistance and resources to child care providers to maintain compliance.

Investigations - Conducts complaint visits, unlawful care and tandem visits with OTIS on abuse and neglect allegations in child care.

Compliance, Legal and Enforcement - oversees legal actions and hearings with progressive sanctioning starting at the lowest level prior to taking stronger legal actions when noncompliance is observed, while prioritizing child health and safety when deciding the course of action.



Central Background Registry and Customer Service

Customer Service - supports OCC by responding to inquiries from the public, providers, and other interested parties.

Intake – verifies accuracy on all incoming applications (CBR/Facility) in multiple state data systems.

Background - conducts background checks for licensed, recorded programs and license-exempt child care providers in the state in order to determine the eligibility of individuals to be enrolled in OCC's Central Background.



Central Background Registry Operations

Intake:

- 5 Intake Specialists working on new online apps
- 2 working on backlog and renewals
- 2 on paper apps
- 2.5 on facility intake

Customer Service:

- 4 Customer Service Representatives on phones and inbox

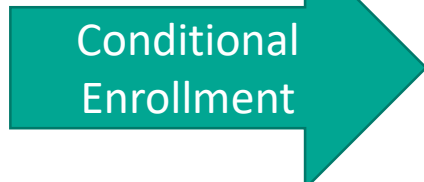
Background:

- 8 Background specialists working on new apps
- 1 Background Specialist on Fingerprinting and Conditional on all new apps
- 2 Background Specialists working on Conditionals and moving them into active
- 7 background Specialists working on Backlog
- 4 staff still in training



Central Background Registry

Prior to fingerprint letter sent:
Oregon LEDs check (OSP)
Oregon Sex Offender Registry check
Oregon Court Records Check (OJIN and ECourt)
Oregon Child Protective Services (CPS) check (ODHS)
Oregon Adult Protective Services (APS) check
Oregon Foster Care check



Individual may begin working in child care

Full Enrollment
National FBI check based on fingerprints
Criminal check in states where individuals has resided in last 5 years.
CPS check in states where individual has resided in last 5 years.
Sex Offender check in states where individual has resided in last 5 years.



Equity Considerations Licensing and Reasonable Enforcement

Future Strategies:

The Office of Child Care supports Oregon's child care community by ensuring a healthy and safe environment for all children in care through consistent and equitable regulation by:

- Collecting Data and Develops Meaningful KPMs
- Enhancing Supportive Regulatory Tools and Technical Assistance
- Operational Excellence
- Strengthening Trust and Relationships



DELIC Programs

Gwyn Bachtle, Early Learning Programs Director





DELC Services to Families and Early Learning Workforce Development

- Baby Promise
- Child Care Licensing & Compliance
- Child Care Resource & Referral entities
- Early Childhood Equity Fund
- Early Learning Hubs
- Employment Related Day Care
- Healthy Families Oregon
- Inclusive Partners
- Kindergarten Partnership & Innovation Fund
- Oregon Prenatal to Kindergarten
- Parenting Education
- Preschool Promise
- Professional Learning for the ECE Workforce
- Relief Nurseries
- Suspension & Expulsion Prevention
- Teen Parent Program



Preschool Promise

- Offers free, high-quality preschool for families with incomes at or below 200% at the federal poverty level and children in foster care.
- Supports positive child development (cognitive and physical) and ensures a well-compensated, qualified early childhood workforce.
- Incorporates a mixed delivery approach and gives families the ability to choose the setting early learning setting that works best for them.
- Includes job embedded professional learning and enrollment supports.



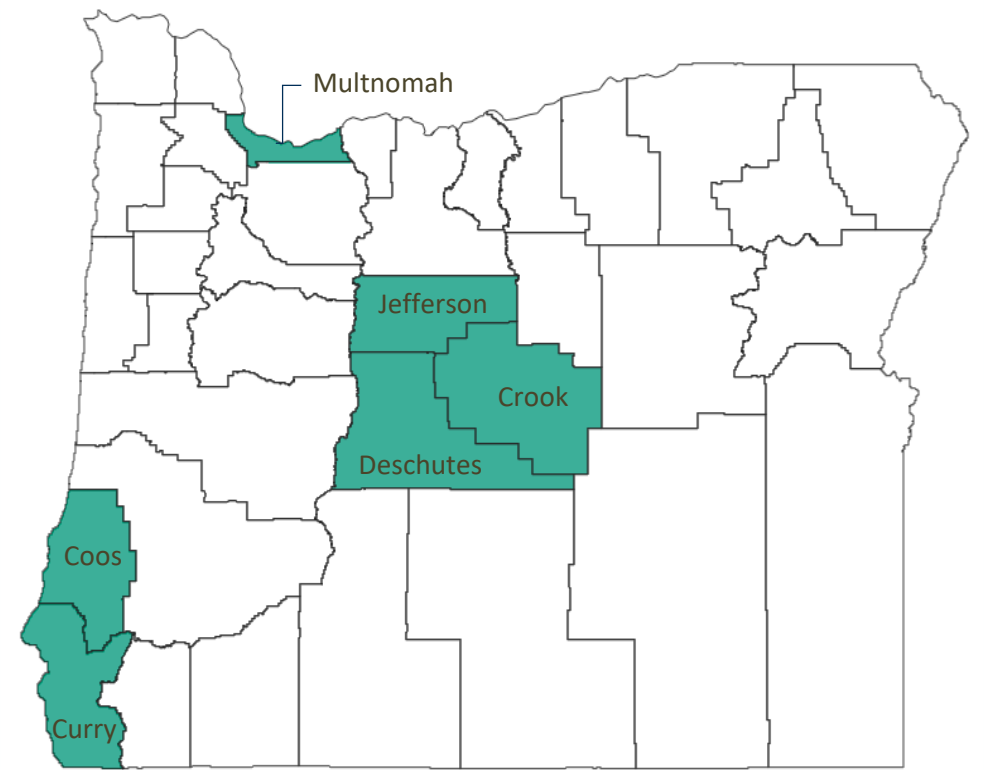
Oregon Prenatal to Kindergarten (OPK)

- Oregon's state-funded Head Start and Early Head Start program, following the federal Head Start Act and the Head Start Program Performance Standards.
- Provides comprehensive services that serves children prenatal through five (5) and their families who live at or 100% below the federal poverty level, including children who are in foster care or are considered houseless.
- Provides high quality infant, toddler and preschool programming that focus on the whole child.
- Supports family well-being, including family safety, health, and economic stability, and a child's learning and development, depending on families' needs through home visiting.



Baby Promise

- High-quality infant and toddler (0-3 years old) program in three regions across the state
- Full day, full year programming
- Currently serves children and families who are eligible for Employment Related Day Care (ERDC) from six (6) weeks to three (3) years of age
- Provides incentive to stabilize and expand the supply of high-quality infant and toddler care
- Includes job embedded professional learning and enrollment supports





Healthy Families Oregon

- A free, voluntary home visiting program that offers support and education to families who are expecting or parenting newborns, up to three years
- Provides access to evidence-based services that include parenting education and promotion of parent-child relationships, child development screenings and supports, and linkages to community-based health, mental health, housing, financial, and educational resources
- Nationally accredited home visiting program designed to reduce child abuse and neglect



Relief Nurseries

- Provides therapeutic early childhood classrooms, home visits and parenting supports to children at risk of entering the child welfare system
- Serves children ages 0-6 with at least 5 Family Stressors as defined in the Relief Nursery model
 - Families experiencing multiple stressors in areas such as mental and physical health, financial, and violence, are eligible for the program



Early Childhood Equity Fund

- Program and planning grants available to culturally specific organizations, culturally specific early learning programs and Tribal nations to either build or scale culturally specific programs
- Programming focuses on promoting positive parent-child interactions and enhancing parenting education, as well as helping children prepare to make the transition to kindergarten.
- For programs supporting tribal communities, efforts are made to preserve, revitalize, restore, and maintain tribal language.



Parenting Education

- Funds the Oregon Parenting Education Collaborative (OPEC), led by OSU.
- Provides resources for parents to learn about age-appropriate child development skills and milestones, promote positive play and interaction between parent and child, and locate and access community services and supports through a network of parenting hubs.
- Annually offers evidence-based, culturally and linguistically-specific parent education programs to families within priority populations; provides training for parent educators.



Early Learning Hubs

16 locally organized Early Learning Hubs across the state coordinate early learning and care services to produce better outcomes for children and families.

Lead cross-sector partnerships to create local systems that are aligned, coordinated, and family-centered.

Facilitate and lead local strategic planning and implementation of Coordinated Enrollment across publicly-funded preschool programs.



Child Care Resource and Referrals (CCR&R's)

15 regional CCR&Rs across the state designated to:

- **Provide professional development**, coaching, training and technical assistance to early learning programs and child care providers
- **Recruit and build up** new early learning providers and programs via accessible and culturally-specific career pathways and entry points
- **Sustain** availability of, and family access to, quality early care and education that is inclusive, developmentally appropriate, and culturally-specific



Professional Learning for the Early Learning and Care Workforce

Jon Reeves, Professional Learning System Director





Professional Learning System

Workforce Strategies

Recruitment and Respect

Preparation, Degrees, Credentials

Professional Learning

Retention

Current Implementation

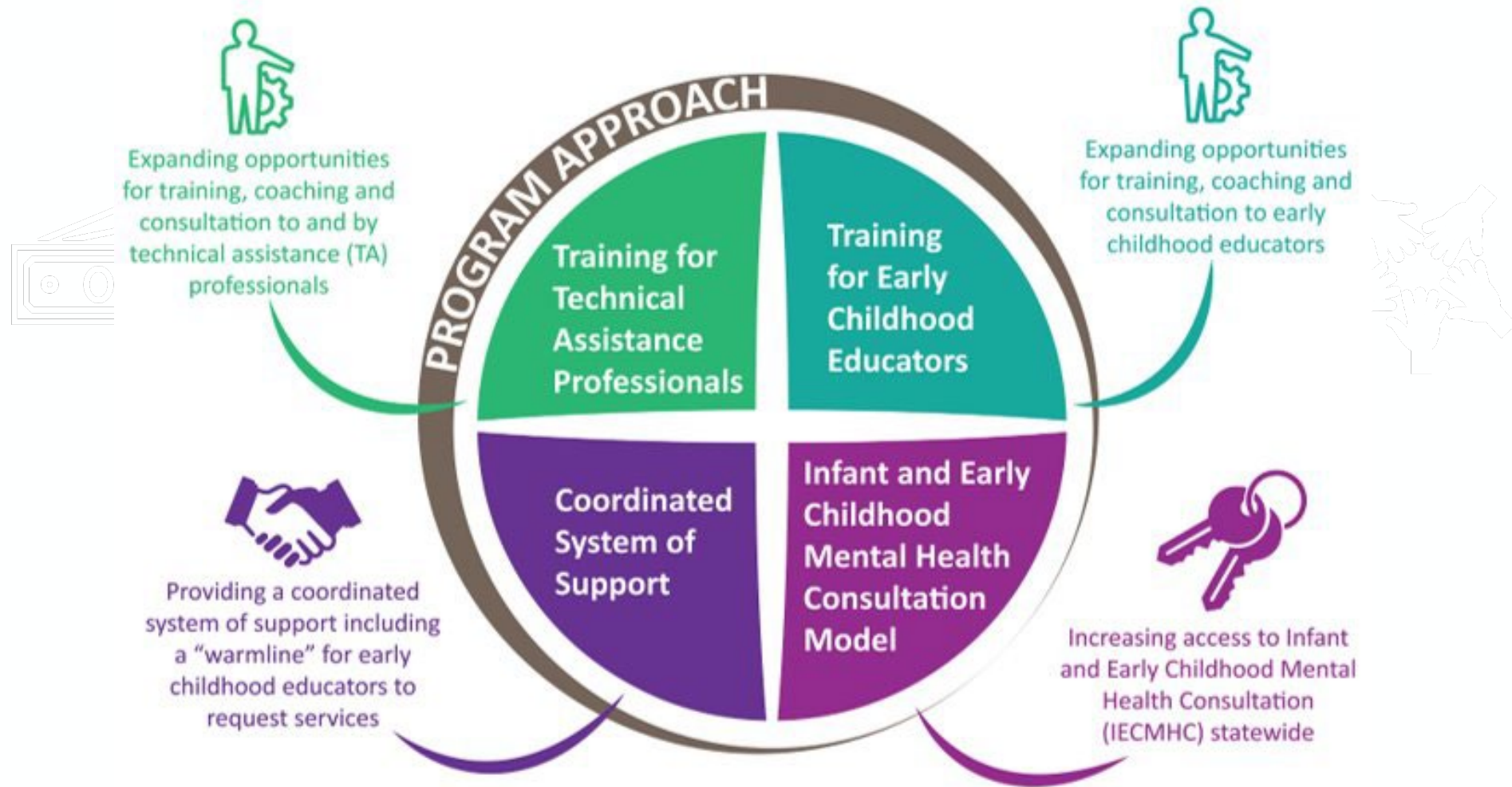
- Coaching system
- Instructional Coaches available statewide
- Infant Toddler Specialists available statewide
- Critical Competencies for Infant Toddler Educators
- Focused Child Care Networks
- Higher Education Consortium
- Business coaching for child care programs
- Spark Quality Recognition and Improvement System
- Statewide substitute pool
- Child care startup grants

What's Coming

- Expanded coaching and certification for coaches
- Higher Education Consortium model expansion
- Continuous quality improvement with revisions to Spark
- Increased workforce pathways
- Early educator competencies implementation
- Workforce well-being strategies



Suspension & Expulsion Prevention





Inclusive Partners Services for Children with Specialized Needs

(formerly at ODHS)



Financial Supports

Implement the High Need Rate supplemental subsidy for eligible children through ERDC



Consultation Supports

Provide consultation and technical assistance to early childhood providers



Training

Offer trainings relating to quality inclusive practices to early childhood professionals



Employment Related Day Care (ERDC)

Program Overview



ERDC Program Overview

ERDC will move from the Oregon Department of Human Services (ODHS) on July 1, 2023.

ERDC provides financial assistance to for low-income families so children have access to stable child care and so families can work or attend school.



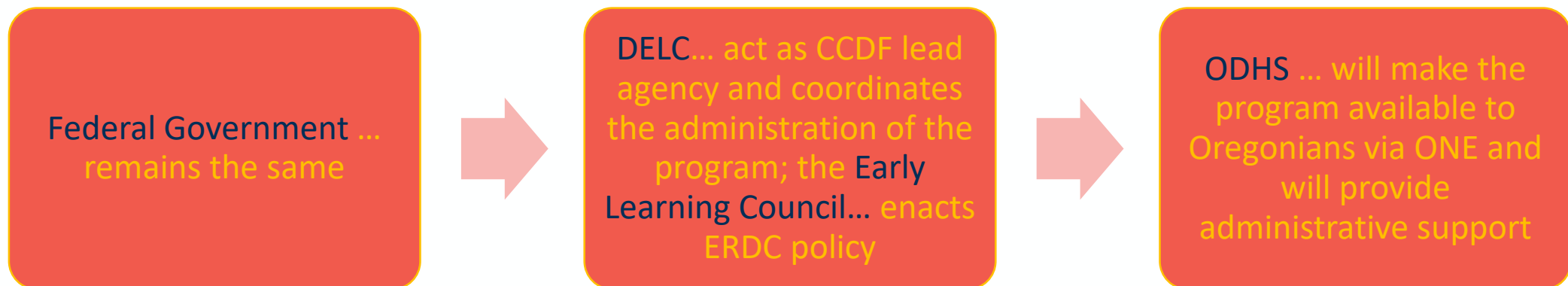


How will DELC and ODHS work together to administer the ERDC program today?

The way ERDC is governed today:



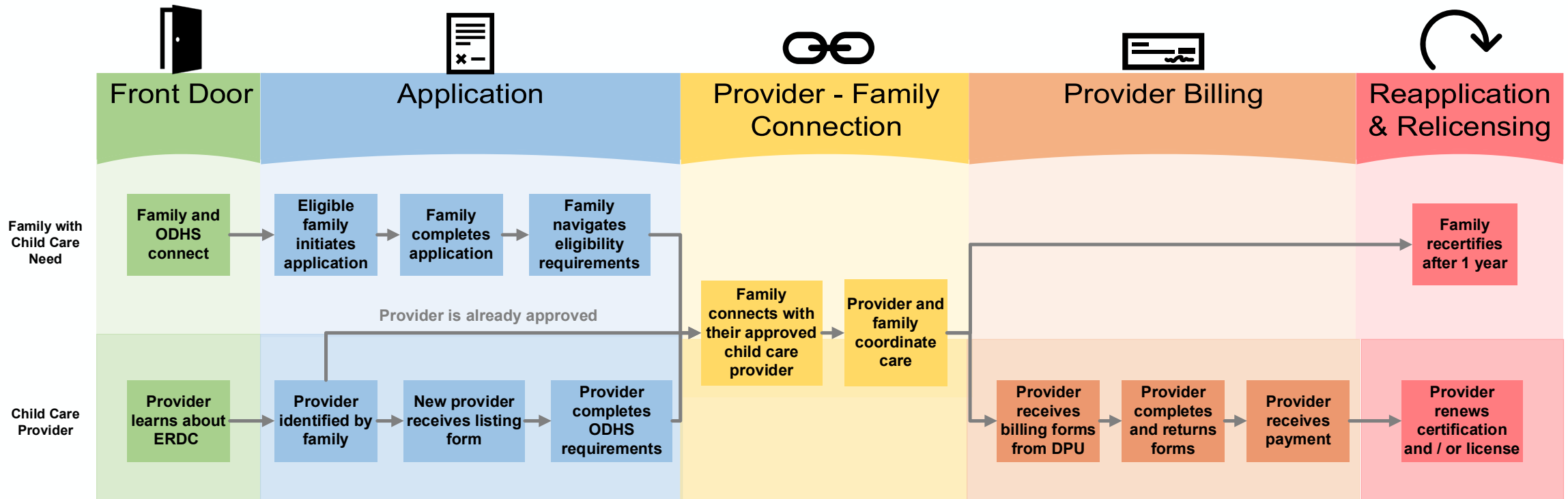
The way ERDC will be governed:





How will families and providers access ERDC once the program moves to DELC?

The way families access ERDC will not change on July 1. The steps that providers currently take will not change, but they will liaise with DPU under DELC.





ERDC Administration: Who will do what?

DELDC

- Set policy parameters for ERDC, monitor program performance
- Ensure CCDF compliance, receive CCDF funds
- Staff supporting ERDC at DELDC
 - **CCP** helps develop and administer child care programs and coordinates with other state staff to make sure families can access care
 - **DPU** helps ensure providers get listed – meaning able to receive child care subsidies – and paid, as well as delivers customer service to providers
 - The **Subsidy Suspensions** team handles complaints and compliance matters related to listed providers

ODHS

- Continue to make eligibility determinations as part of ONE
- Until Provider Management Platform LIVE, make provider payments
- Shared Services/One Eligibility Partnership (QA, QC, Hearings, ORRAI, OPAR, IRMS, Training, etc.)
- Systems Management (OIS, MF)



Questions?

Alyssa.Chatterjee@ode.oregon.gov

Chrisopher.Brown@ode.oregon.gov

