CCDBG: the Role of the R&R and the Network in Supporting a Continuum of Professional Development for home-based Child Care Providers

Quality Improvement Training: Infants & Toddlers Social and Emotional development Physical & Cognitive development

Business Technical Assistance

Business Technical Assistance

Health & Safety Training

Health & Safety Training

Health & Safety Training

License Exempt Providers

Family Child Care APPLICANTS

LICENSED Family Child Care Providers

Local R&R & CCIP Staff

Staff will be trained in the appropriate areas (health and safety, business, social and emotional development, infants/toddlers) to provide training and ongoing support to home-based child care providers

California Child Care Resource & Referral Network (Network)

The Network can become a “Preventative Health Practices Provider” through EMSA; build on existing infrastructure to continue providing business technical assistance and continue developing and providing quality improvement training to local R&Rs. The Network is prepared to provide training and support to local R&R/CCIP staff.

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The Network envisions a cohesive professional development system that supports all home-based providers. These recommendations build on California’s existing professional development infrastructure, which includes the Network, local Child Care Resource & Referral (R&R) Programs, and the CA Child Care Initiative Project (CCIP); some elements build on previous experience managing and implementing the Informal Care Training Project for license-exempt providers (funded by CDE, EESD).

The model for most of the items outlined below, include the Network as a supporting entity to develop and disseminate resources, while providing ongoing training and technical assistance to R&Rs via the Network’s regional infrastructure; in turn, R&Rs will provide the training, technical assistance, and resources to license-exempt and licensed Family Child Care Providers alike. This type of seamless support is particularly critical for this population, as many license-exempt providers can become informed about the path to licensure and begin the process with support from the same project and staff.

R&Rs are rooted in the communities they serve; they are well equipped to tailor services to meet local needs (e.g. linguistic diversity, cultural appropriateness, accessible) and provide in depth technical assistance between trainings.

The Network has established and supported a strong infrastructure of professional development by:

1. developing resources that are research-based and aligned with state and federal guidelines;
2. disseminating information statewide, in person and online, through a regional infrastructure that supports every local R&R throughout California;
3. partnering with key stakeholders and experts in the field (e.g. EMSA, CCLD, CSEFEL);
4. working with CDE, EESD on an ongoing basis to ensure consistency and alignment with the goals of the department, and provide information from the field (i.e. families, providers, R&Rs);
5. creating innovative initiatives that increase program effectiveness and efficiency, including, but not limited to:
   a. convening a Health & Safety Regulatory Workgroup,
   b. developing research-based CCR&R Trainer Recommendations and Community Trainer Recommendations;
   c. establishing an online statewide database that tracks all CCIP participant activity (trainings, technical assistance, language of service, incentives, etc.);
   d. implementing web-based training and technical assistance tools (webinars, video tutorials, one-on-one screen sharing);
   e. piloting electronic professional development records using barcodes;
   f. partnering with Merced COE to develop Health & Safety Training modules; and
   g. launching a California ECE Shared Resources website (eceresourcesca.org) for providers, center directors, and R&R staff.

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**Recommendation**

- Expand CCIP support to allow for more comprehensive support services, such as coaching, consistent incentive packages, home visits for every new recruit and trainee. Expanding such support to family child care providers throughout California (in various languages: English, Spanish, Chinese, Russian, and more) will:
  - increase the range, depth, and capacity of training and technical assistance offered to child care providers
  - support existing infrastructure that is rooted in the communities they serve, allowing them to build meaningful, long-term relationships with family child care providers, as well as meet providers’ needs through community assessment (e.g. type of care available and needed within the service area; language, cultural, literacy, and technological barriers, etc.) and access to resources (e.g., CA Child and Adult Care Food Program, Health & Safety stipends, lending libraries, etc.).

**Rationale**

- CCIP is the predominant entry point for family child care providers who participate in quality improvement activities.
- The Network provides a regional infrastructure to provide training and technical assistance to 69 CCIP contractors in each local R&R program.
- CCIP provides ongoing technical assistance to family child care providers; this includes assisting with the development of contracts, budgets, and understanding the legal aspects of starting this type of small business.
- CCIP has developed several training guides and resources for family child care providers specifically focused on business practices in both English and Spanish. Training guides were distributed statewide to all CCIP trainers through regional training of trainers events. *Module One: Operating a Strong Family Child Care Business* has been approved for CARES Plus – Component A and will be available on CECO.
- The Network has also previously developed several nationally recognized training/TA tools that focus on the business of FCCHs; these publications have also been implemented by community college instructors for FCCH coursework. The publications include, but are not limited to:
  - The Family Child Care Handbook
  - *El Comienzo* ("The Beginning" -new FCC)
  - *Cuatro Pasos a Una Profesion* (an in-depth 32 course for retention FCC Providers)

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**Support the customization and maintenance of a shared resources platform for family child care providers. The website is a hub of useful information for center staff and family child care providers.**

- The Network owns and manages the ECE Shared Resources California website (ecesharedresourcesca.org), which provides legally vetted templates for California, such as

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| providers. Providers and R&R staff can access valuable information, templates, and discounts that help save providers time so that they can focus on the quality of their programs. | employee handbooks, budget templates, and much more. All local R&Rs have website membership and utilize the website for Training & TA of providers. The site helps to maximize resources and provider time by centralizing high quality resources. |
### (F) (I) Health & Safety

The plan shall include a certification that there are in effect within the State, under State or local law, requirements designed to protect the health and safety of children that are applicable to child care providers that provide services for which assistance is made available in accordance with this subchapter.

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<tr>
<th>Recommendation</th>
<th>Rationale</th>
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<tr>
<td><strong>Support the Network and local R&amp;Rs in becoming a “Preventative Health Practices Provider.”</strong></td>
<td>R&amp;Rs receive a Health &amp; Safety contract to reimburse training costs for providers and often coordinate or conduct the trainings.</td>
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<td>The Network</td>
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<td>- has a Communications MOU with CCLD and meets quarterly to discuss new trends in licensing.</td>
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<td>- meets monthly with the CA Child Care Law Center and the Child Care Advocates and other legal entities</td>
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<td>- has developed training guides and trainings for trainers on the topic of Health &amp; Safety for license-exempt providers, as well as licensed family child care providers in English &amp; Spanish. <em>The Growing, Learning, Caring Training Modules</em> were also approved by CDE, EESD.</td>
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<td>- facilitates and participates in the CA Health &amp; Safety Regulatory Workgroup</td>
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<td>- has a regional structure, through the CCIP, to provide training and technical assistance (in person and web-based) to all local R&amp;Rs.</td>
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<td>- Is launching an evidence-based program for license-exempt child care providers – Kaleidoscope Play &amp; Learn</td>
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### Section 658G. Quality Improvement

4) Improving the supply and quality of child care programs and services for infants and toddlers.

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<td>Commit to creating a CDE Certification for FCC providers who complete the CCIP Trainee Requirements. This can help to increase the value of the training, incentivizing providers, and solidify the project as the entry point to the field.</td>
<td>CCIP is rooted in the communities they serve, in every county (69 projects) and have been providing FCCH Business training and technical assistance to providers since 1985. The Network’s infrastructure supports CCIP by developing the training materials that are aligned with CDE/EESDs guidelines, foundations, and frameworks, as well as the ECE Competencies and other statewide initiatives, such as CSEFEL. Resources are delivered to R&amp;Rs through regional training of trainers events, regular webinars, and site visits. The Network owns, manages, and customized the ECE Shared Resources California website (eceresourcesca.org). ECEResourcesCA.org helps to maximize our efforts and centralize valuable information and can boost pedagogical leadership.</td>
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<td>Financially support the development of an Infants/Toddlers CCIP Training Module in English &amp; Spanish that is available in person and online.</td>
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<td>Support more intensive technical assistance activities, including coaching and home visits to improve the quality of family child care programs.</td>
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### (G) Training and Professional Development Related to social, emotional, physical, and cognitive development of Children

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<td>Support the development of a CCIP Training Module in English &amp; Spanish that is available in person and online on supporting the social emotional development of young children, using the CSEFEL Model</td>
<td>Network CCIP staff are on the leadership advisory committee for Center on the Social Emotional Foundations for Early Learning (CSEFEL) and will work closely with CDE to ensure consistency.</td>
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II) Emergency preparedness and response planning for emergencies resulting from a natural disaster, or a man-caused event (such as violence at a child care facility), within the meaning of those terms under section 602(a) (1) of the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5195a (a) (1));

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<td>Incorporate the work of the Health and Safety Regulatory and EMSA Workgroups, which includes the R&amp;Rs, in any state level emergency response and disaster planning activities.</td>
<td>R&amp;Rs have played significant roles in emergency response and disaster planning on the local level, but it is not a requirement.</td>
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Consider establishing a formal requirement for R&Rs as disaster response infrastructure (explicit in funding, terms and conditions), to play a significant role with parents and providers in a disaster.

As a basis for Disaster training, we would use an evidence based Disaster Preparedness, Response and Planning course that could be built from others developed by local R&Rs, such as CCRC.

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<th>The Network has conducted regional training of trainers for every local CCIP Contractor utilizing the NACCRA Disaster Preparedness training guide</th>
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<td>The majority of R&amp;Rs (approximately 70%) have delivered training on disaster preparedness to providers.</td>
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<td>The Health and Safety Regulatory workgroup has an established subgroup on Disaster Preparedness and response.</td>
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## APPENDIX I

The following is an outline of how the Network is positioned to provide support in the areas outlined in the CCDBG ACT OF 2014, as it relates to Health & Safety Requirements for Providers

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<th>Health &amp; Safety Requirements</th>
<th>Background and Description of current and proposed activities</th>
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| (I) the prevention and control of infectious diseases (including CA licensing requirements and information specific to immunization) | – The Health and Safety Regulatory Workgroup has a subgroup on infectious disease that recently completed a whitepaper on regulatory reform for hand-washing.  
– Some R&Rs have contracts with their local Public Health department and initiatives and have experience in working with providers to immunize children within the family child care setting.  
– The Network would build on the best practices established by local R&Rs and would utilize the Health and Safety Regulatory workgroup members as content experts, as needed, to address this topic; |
| (II) Prevention of sudden infant death syndrome and use of safe sleeping practices | – The Health and Safety Regulatory Workgroup, facilitated by the Network:  
  o recently completed a whitepaper on regulatory reform for safe sleep standards; it provides numerous training resources, including on line materials that can be utilized to train providers;  
  o continues to include a Safe Sleep Subgroup specifically for supporting regulatory reform and training needs of the ECE community; |
| (III) The administration of medication, consistent with standards for parental consent | – The Health and Safety Regulatory Workgroup has established a subgroup to address the administration of medication in licensed facilities among other issues pertaining licensing regulations that impact children with special health care needs. This subgroup is working in collaboration with CDE, WestED, the Map to Inclusive Care and  
– The Network is providing a webinar series for local R&Rs, which will include recent changes by CCLD to allow for medication provided in facilities under certain conditions. The series could be expanded to meet the CCDBG requirements for providers |
| (IV) the prevention of and response to emergencies due to food and allergic reactions | *(See Disaster and Emergency response training for child care providers)* |
| (V) building and physical premises safety, including identification of and protection from hazards that can | The Network  
– Meets quarterly with Community Care Licensing Division (CCLD) to discuss new trends in licensing, per our Communications MOU  
– meets monthly with the CA Child Care Law Center, Child Care Advocates, and other legal entities to ensure that member agencies have the most up-to-date information |
| Cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic | − CCIP and the Informal Care Training Project, for license-exempt providers, developed and disseminated training resources to local R&Rs throughout California; the trainings have been conducted locally by R&Rs for license-exempt and licensed child care providers |
| (VI) Prevention of shaken baby syndrome and abusive head trauma | − The Network has an expert advocate on staff on the prevention of shaken baby syndrome  
− CCIP Training Materials and guides include information about the prevention of shaken baby syndrome and abusive head trauma |
| (VIII) The handling and storage of hazardous materials and the appropriate disposal of bio contaminants | − The Health and Safety Regulatory Workgroup has a subgroup established on Environmental Hazards that can act as an expert resource to identify training needs and resources in this area  
− Network staff are on the National Advisory Committee for the Eco-Healthy Child Care Program and partners with University of California on Integrated Pest Management initiatives; Network CCIP has contributed to the development of resources, and the dissemination of training tools throughout California from both of these entities, which includes information from the Environmental Protection Agency |
| (IX) For providers that offer transportation, if applicable, appropriate precautions in transporting children | − CCIP participated in the state and local level in the “Look Before You Lock” Campaign, in support of CDE, EESDs efforts to reach out to local R&Rs and the families and providers they serve. The campaign included videos, posters, and web-based resources for local dissemination.  
− The Network will work with CCLD to gather information about regulations and recommended practices to develop resources that support R&Rs work with providers. |