

SNAPSHOTS

OF

CHILD CARE



Erie County, NY

Child Care Resource Network (formerly Child Care Coalition of the Niagara Frontier, Inc.) was formed in 1987, and has been supporting Erie county for over 30 years. Our agency first focused on helping families find affordable, high-quality child care and we have not stopped expanding our programs and services since. Our history speaks for itself and illustrates a critical need that we fill on a daily basis. We are the only agency in our community that supports families and providers alike, acting as a backbone of child care supports in Erie County.

Child Care Resource Network (CCRN) serves children, families, and child care professionals in Erie County, New York, which includes the second largest city in the state, Buffalo¹. After decades of decline following the collapse of the manufacturing industry in the 1980s, Buffalo and Erie County are now experiencing a renaissance. Since 2010, over 23,900 new jobs² have been added in Western New York, with more on the way as a result of the Buffalo Billion, an initiative supported by Governor Andrew Cuomo. Investments in the Buffalo Niagara Medical Campus, a new children's hospital, Solar City & Tesla, and the advanced manufacturing workforce are being made and are contributing to overall job growth. Since 2011³ 7,500 jobs, 1,110 new firms, and \$1.9 billion in wages have been added to the Western New York economy. This rapid growth, coupled with the loss of retiring baby boomers from the local workforce, highlights specific changes to the landscape of our local economy and community.

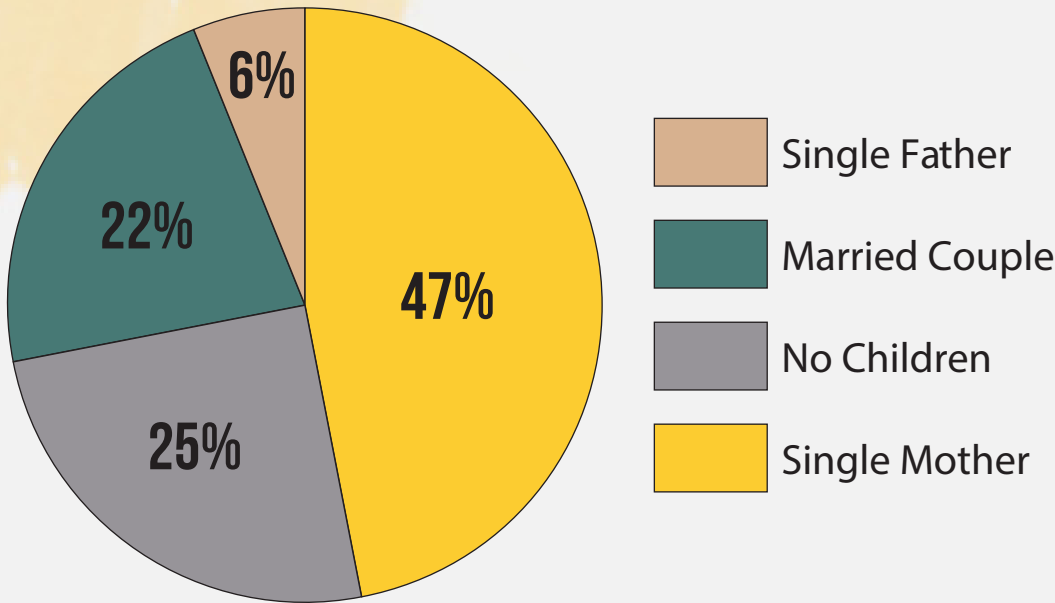
New employment opportunities and affordable housing options are creating an ideal environment for population growth. Housing costs in Erie County have been among the lowest in the northeast with reported mortgages being lower than similar counties.⁴ Moreover, 10,000 refugees resettled in Buffalo between 2003 and 2014, resulting in a growth in both population and diversity.⁵

What is troubling is that our community's renaissance threatens to leave many families behind. Erie County is home to approximately 922,578 people.⁶ Of these, 15.6 % live below the federal poverty level⁷, and when looking specifically at the City of Buffalo we see that number jump to 30.9% of the population⁸. A further breakdown of this poverty level can be seen in Figure 1.1. What is most alarming about these figures is how it relates to our youngest residents. 17.9% of families with children under 18 years of age live below the poverty level⁹ in Erie County, which amounts to approximately 21,541 familie s.¹⁰ The likelihood of poverty dramatically increases for single, female-headed households. Diverse families living in Erie County are also facing higher instances of poverty. 37.7% of all Hispanics or Latinos in Erie County are living in poverty, which is much higher than that of the national average of 26.6%.¹¹ 37.9% of all African Americans are living in poverty in Erie County, which is also much higher than the national average of 27.4%.¹²

Stable, consistent employment is one of the pathways to reducing the deeply-entrenched poverty that faces Erie County, proper training and education are critical to successful employment. However, there are significant barriers that many face in regards to accessing training and employment such as child care, transportation, affordable housing, and income inequality. According to a study conducted by the United Way of Buffalo & Erie County, structural economic changes are needed to significantly reduce financial hardship among families. Child care and transportation are highlighted as two of the most critical barriers to reducing financial hardship.¹³

Figure 1.1

FAMILIES BELOW POVERTY LEVEL



AFFORDABILITY

When referencing child care, the term “affordability” refers to the cost of child care in Erie County and can be influenced by: market rates, availability of subsidy, modality (type of child care), and hours. Every year, Erie County releases average market rates for child care. These rates act as a guideline for the cost of child care from the New York State Office of Children and Family Services. Market rates vary depending on the county where the child care is provided, the type of setting the care takes place, and the age of the child in care. The following are rates for 2016-17¹⁴ as determined by the NYS Office of Children and Family Services:

Erie County Weekly Market Rates 2019-20
(the younger the child, the higher the rate)

Figure 2.1

Day Care Center	\$215-\$280
School-Age Child Care	\$215-\$245
Family Day Care & Group Family Day Care Home	\$175-\$190
Legally Exempt (Group Child Care)	\$161-\$184
Legally Exempt (In-Home Standard Rate)	\$114-\$124
Legally Exempt (In-Home Enhanced Rate)	\$123-\$133

Although there are options for families with regards to cost associated with the different modalities of child care, the availability of each is what can serve as a road block. In Erie County there are currently 15,984 child care slots in center-based or School-Age care, and that number reduces to 3,080 when looking at slots in family and group family day cares.¹⁵ With such a significant difference, many families are left with no choice but to choose the more expensive option based on availability alone.

The 2016 Parents and the High Cost of Child Care report released by Child Care Aware of America confirmed that New York is one of the most expensive states for child care.¹⁶ One year’s tuition at a four year public college is comparable to one year’s cost of center-based child care, and can often times exceed that when looking at infant care.¹⁷

Fortunately, child care subsidies are available to help families pay for some or all of the cost of child care services. In general, families are eligible for financial assistance if they meet the states income guidelines and need child care for work. In Erie County though, families who fall below 200% of the federal poverty level may be eligible to receive assistance with paying for child care. The chart below is the current Erie County Child Care Subsidy guidelines to help families determine if they would qualify for assistance.

However, the Office of Child Care Administrative data and U.S. Census data shows that of the 676,000 children eligible in 2014, only 92,000 or 17%.¹⁸ of them were served at any time.

Erie County Child Care Subsidy Guidelines 2019-20

Figure 2.2

Family Size	Monthly Income	Annual Income
1	\$2,081	\$24,980
2	\$2,818	\$33,820
3	\$3,555	\$42,660
4	\$4,291	\$51,500
5	\$5,028	\$60,340
6	\$5,765	\$69,180
7	\$6,501	\$78,020
8	\$7,238	\$86,860
+ each additional	\$736	\$8,840

The Workforce Development Institutes Child Care Subsidy Facilitated Enrollment Program provides an additional funding stream that is available for families in Erie County is through .The goal of this program is to supplement what the Erie County Department of Social Services offers and aims meet the needs of working family in the struggle to make quality child care affordable.Work Force Development child care subsidy funds are available for families making up to 275% of the federal poverty level. Below is a chart that illustrates income eligibility criteria for the program.

Figure 2.3 **Workforce Development Institute Facilitated Enrollment Income Guidelines 2019-20**

Family Size	Annual Income
2	\$47,410
3	\$59,730
4	\$72,050
5	\$84,370
6	\$96,690

These rates alarmingly relate directly to what we know about income levels and poverty in our community. Financial hardship is not limited to families living in conditions of poverty or individuals experiencing unemployment. In Erie County, 26% of families earn incomes above the federal poverty line, yet still cannot afford a house hold survival budget. ¹⁹A household survival budget for a family includes five basic necessities- housing, food, transportation, healthcare and child care- and does not include miscellaneous monthly expense that can arise.²⁰ An example budget can be seen in Figure 2.1.According to federal regulations set forth by the DHS Administration for Children and Families, families should be paying a maximum of 7% of their income towards child care costs.²¹ However, given what we know about the cost of care, that does not add up for most families, especially those with two or more children.

Women are more likely to face financial hardship than men.Although women make up nearly half of the U.S. workforce, receive more college and graduate degrees than men, and are the equal or primary breadwinner in four out of ten families they continue to earn significantly less than men in comparable positions.²² In 2014, female full-time workers made only 78 cents on each dollar earned by men.²³

PROMISING PRACTICES

While increased funding will help solve many of the problems plaguing the child care community, it cannot be the only option. Several cities and states country-wide have implemented successful policies to change the narrative; child care is not unaffordable or inaccessible for all families in all states. In order to improve the current child care situation in Erie County, it may be useful to look to past successful implementations.

San Francisco

In the 1980s, the City of San Francisco implemented development impact fees.These fees are “a form of exaction on the new development, which must be satisfied as a condition of development approval. Cities, counties, and districts impose such fees to pay for and/or defray the costs of infrastructure or facilities needed to serve new development.”²⁴These fees are implemented based on the type and size of the new development; for example, Child Care Programs fees for new development across the City of San Francisco range from \$100 to \$1,736 per residential unit, and \$0.01 to \$1.15 per non-residential square foot.These funds are then used to fund the development of new child care spaces, as well as improve the quality of existing child care facilities. New development can provide child care space or pay the Child Care Fee, but providing child care facilities instead of paying the fee is limited to non-residential projects generating demand for at least 14 child care spaces, and residential projects providing a small family child care home serving up to 8 children.

“The need for children to have licensed care is based on a variety of demand factors. Overall, the need for formal child care for children aged 13 years and younger is comprised by 44% of residents and 5% of the children of non-resident employees. On average, 199 new spaces are needed annually to meet demands from new development, costing an average of \$2.45 million per year. By 2025 the demand for child care will have increased from the current level by 3,779 spaces.The cost of the additional supply required to serve new development is \$46.6 million”The fees collected from development impact fees helps to fund this

new development. Since the program’s inception, the City of San Francisco has collected \$4.8 million in fees. Updating the fee schedule in response to current economic conditions, a study prepared for the City & Count of San Francisco by an outside firm estimates that the City expects to receive \$48.9 million of revenue by the year 2025, measured in current dollars.








Louisiana

State and federal tax credits are another way to ease the burden of the cost of child care on working families. While New York State currently offers a tax credit, it is small and has little impact on the overall cost of care.

The state of Louisiana is one of the states best known for its successful implementation of child care tax credits.²⁵ Credits are available not just to families, but also to child care providers and local businesses. As a result, these tax credits encourage parents to send their children to child care programs with better quality ratings, encourage providers to maintain their high quality rating, offer incentives for providers to engage in professional development, offer incentives for businesses to support local child care and child care related initiatives, and supports donations made to Child Care Resource and Referral Agencies. These credits include:

- School Readiness Child Care Expense Credit
- Child Care Provider Tax Credit
- School Readiness Directors and Staff Tax Credit
- Tax Credit for Business-Supported Child Care
- Tax Credits to Resource and Referral Agencies

Figure 2.4

FINANCIAL HARDSHIP = FAMILIES THAT CANNOT AFFORD A HOUSEHOLD SURVIVAL BUDGET		
HOUSEHOLD SURVIVAL BUDGET IN ERIE COUNTY*		
	SINGLE ADULT	FAMILY OF 2 ADULTS, 1 INFANT & 1 PRESCHOOLER
 Housing	\$537.00	\$710.00
 Child care	n/a	\$1,438.00
 Food	\$202.00	\$612.00
 Transportation	\$369.00	\$738.00
 Healthcare	\$143.00	\$573.00
 Miscellaneous expenses	\$150.00	\$466.00
 Taxes	\$250.00	\$592.00
Monthly total	\$1,651.00	\$5,129.00
Annual total	\$19,812.00	\$61,548.00
Hourly wage	\$9.91	\$30.77

ACCESSIBILITY

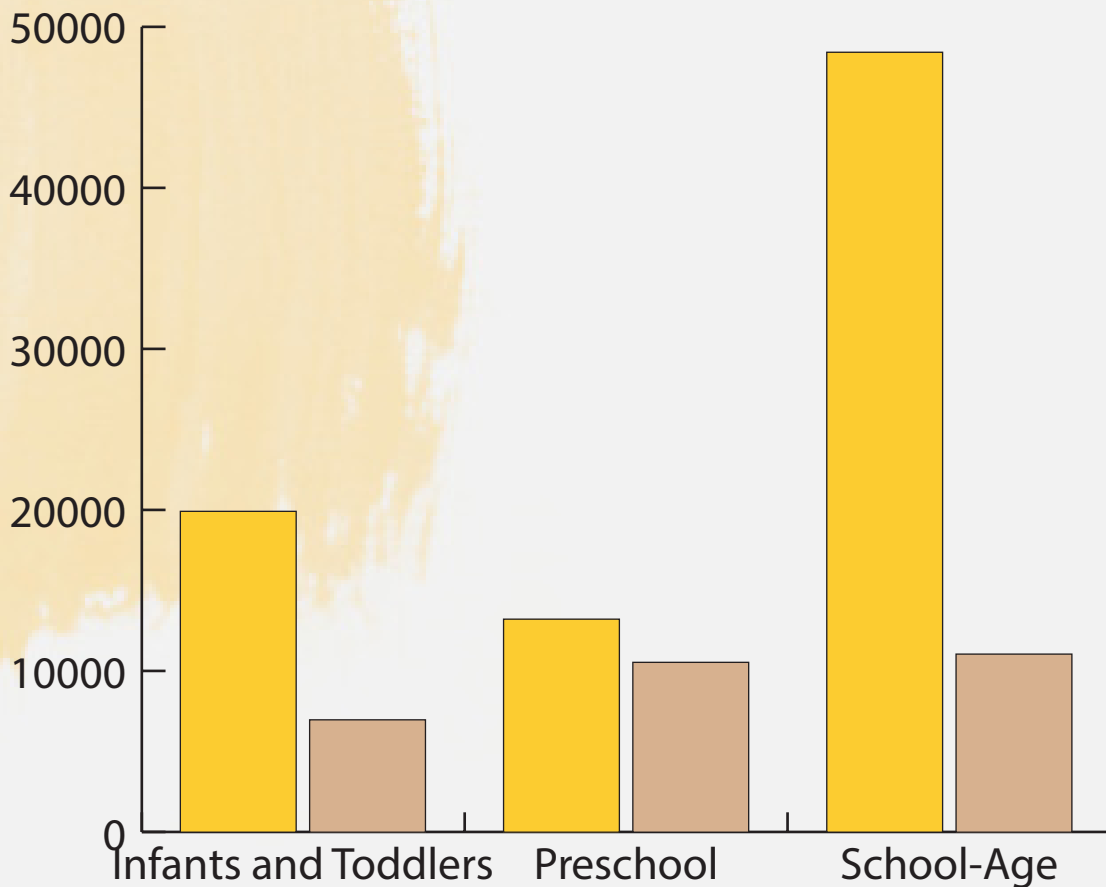
SUPPLY AND DEMAND

In Erie County, there are over 120,000 children under age 12.²⁶ Over 85,000 of those children have all parents in the workforce.²⁷ By the same measure, currently there are 28,943²⁸ slots in licensed or registered child care programs for children in Erie County. This data is visually represented in Figure 3.1.

Working families need access to high-quality child care and after-school programs. There are many child care options and arrangements: center-based care, home-based care, after and before school programs, legally exempt care, child care provided by a friend or relative, and parents working split shifts to care for their children without needing external child care supports. While many factors influence a family's need for child care, the data suggests a large gap between the need for child care and the availability of licensed or registered child care to meet that need. The largest gap exists in school-age child care and after-school programs, with one slot for every six children. The next largest gap is in infant and toddler care, with one slot for every four children. The smallest gap exists for pre-school aged children, with one slot for every two children, not including the Universal Pre-Kindergarten (UPK) slots that exist in many communities.

Figure 3.1

CHILD POPULATION AND SLOTS IN CHILD CARE



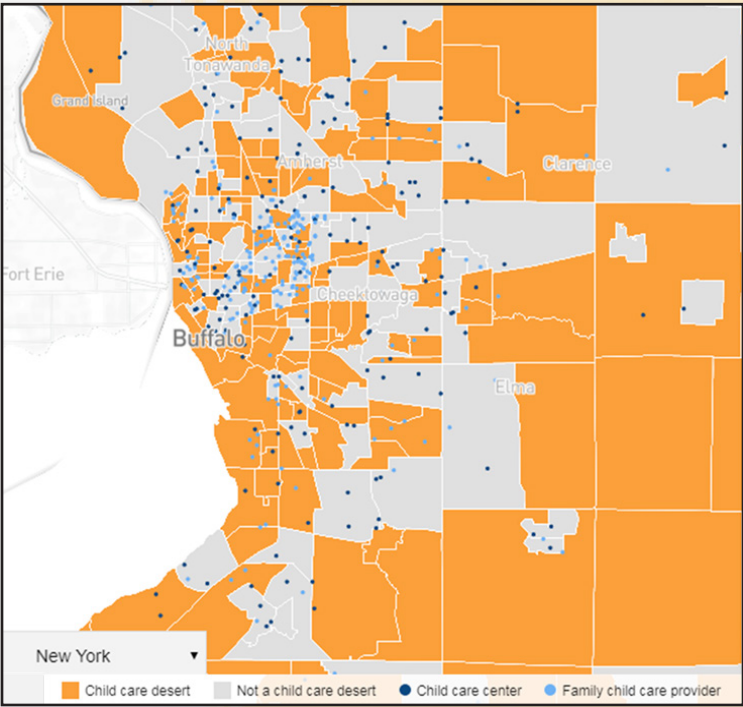
Children Potentially Needing Care	19,934	13,246	48,408
Number of Slots	7,003	10,568	11,079

CHILD CARE DESERTS

In addition to the gaps in child care reflected as it relates to the ages of children, many areas in Erie County are considered “child care deserts.” A child care desert is defined as any census tract with more than 50 children under age 5 that contains either no child care providers or so few options that there are more than three times as many children as there are licensed child care slots.²⁹ A report by the Center for American Progress in August 2017, identifies New York State as the second highest state with child care deserts, revealing over 60% of communities lacking regulated child care options.

In Erie County, 65% of the county can be considered a child care desert.³⁰ Child care deserts affect families in urban, suburban, and rural locations. The top five child care deserts in Erie County communities are North Collins, Lawtons, Angola, Gowanda, and Clarence Center.³⁰ The top five child care deserts in the City of Buffalo are zip codes 14213, 14206, 14204, 14222, and 14216.³⁰

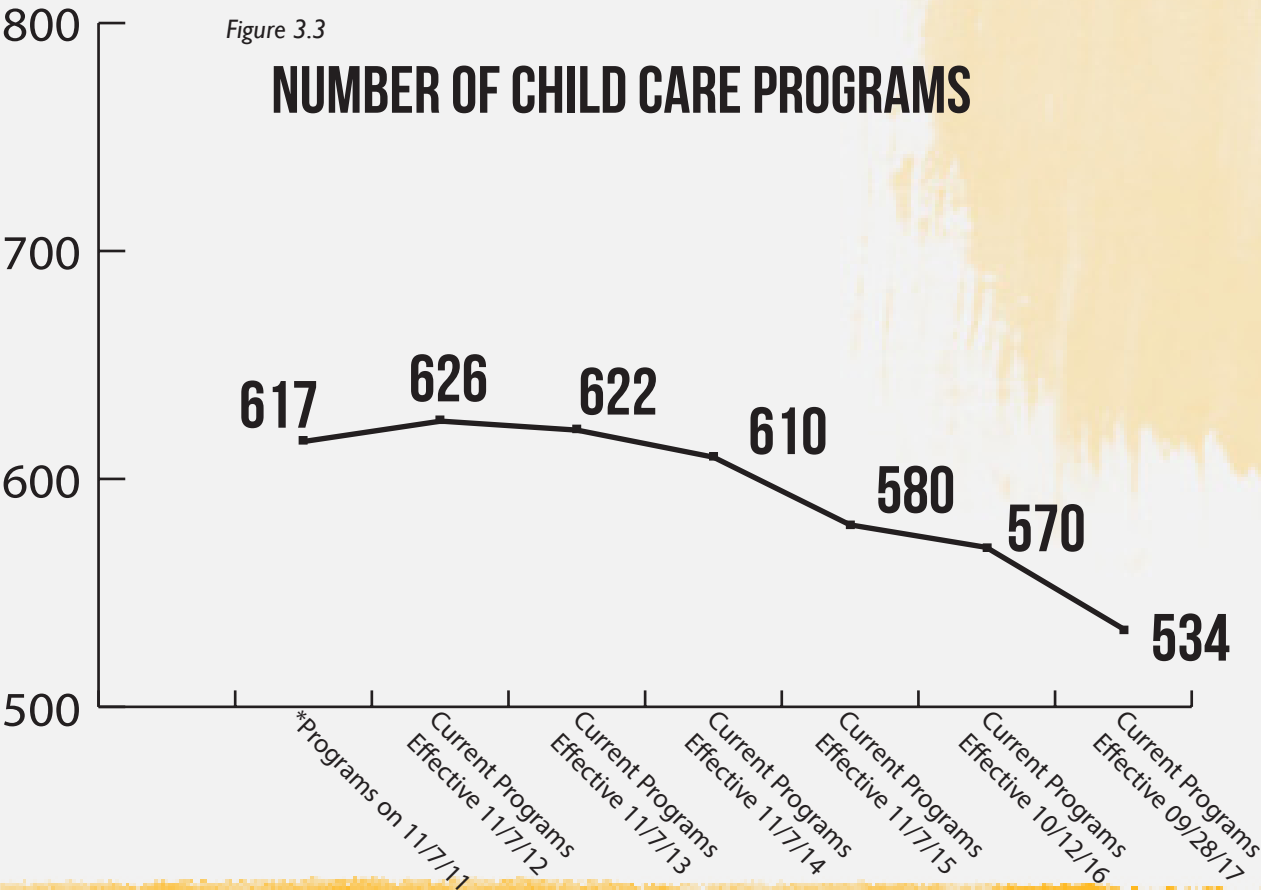
Figure 3.2



CHILD CARE PROGRAM CLOSURES

Between 2012 and 2017, Erie County experienced a net loss of over 50 child care programs . Multiple factors influenced these closings, including the high cost of child care, making regulated care too expensive for many low-income working families, and increased regulations that are being required of child care providers in our community. This gradual decrease can be seen in Figure 3.3.

Figure 3.3



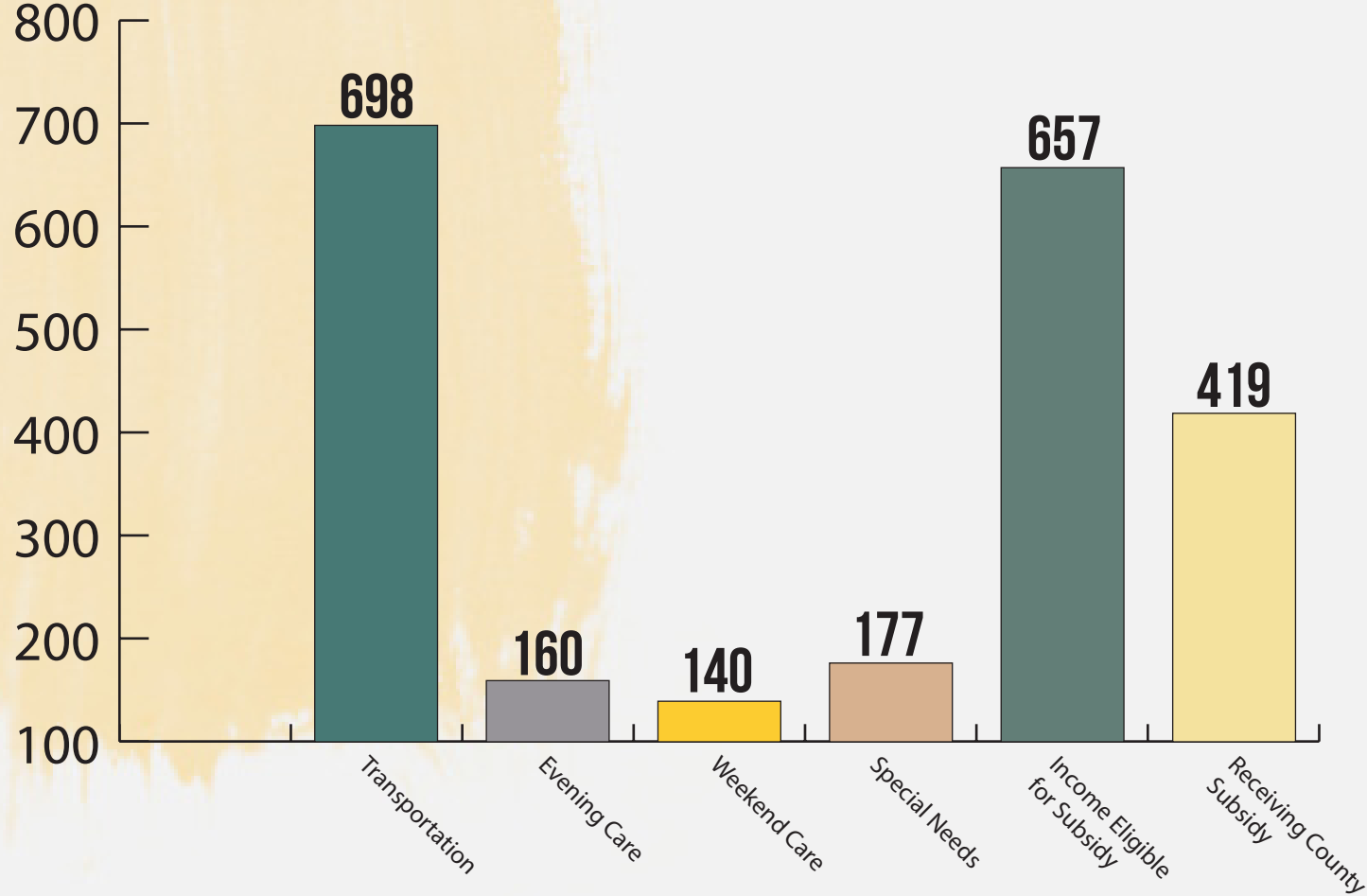
A FAMILY'S NEED FOR CHILD CARE

The need that families have around child care is varied and unique to each family, and Fig 3.4 displays some common factors. The economy in Erie County is dependent on many types of work, including evening and weekend shifts. A large portion of jobs in Western New York require labor during non-traditional hours and include retail, cashiers, food industry and nursing.³² Figure 3.5 shows a list of the top occupations in Western New York by number of jobs and median hourly wage.

Some families are without transportation to access work or school, which also impacts the ability to access child care programs. Over 50,000 households in the region lack access to a car, and over half of the regions jobs are not accessible by public transit.³³ Families who have children with special needs may also have very specific child care needs to ensure their children are healthy, safe, and learning.

Out of the over 900 families that contacted Child Care Resource Network in 2016 looking for assistance in finding child care, 71% of families were looking for child care related to employment, and 7% needed care because their current child care arrangements were no longer available. 75% of the families lived within the City of Buffalo, 72% were income eligible for child care subsidy through the Erie County Department of Social Services. However only 46% were receiving child care subsidy support.³⁴

Figure 3.4
SPECIAL REQUESTS FOR CHILD CARE



The top number of special child care requests made by families in Erie County were related to transportation (77%), non-traditional hours (33%), and a child care program caring for children with special needs (19%). Out of the 183 families who reported their experience, 70% of the families that worked with Child Care Resource Network were able to find licensed or registered child care. However, not every family was successful in finding care that met their needs with recommended providers.

Figure 3.5

TOP OCCUPATIONS IN WNY BY NUMBER OF JOBS*		
	NUMBER OF JOBS IN WNY	MEDIAN HOURLY WAGE
 Retail salespersons	24,200	\$9.77
 Cashiers	17,160	\$9.36
 Combined food preparation & serving workers, including fast food	15,150	\$9.36
 Customer service representatives	13,460	\$16.16
 Registered nurses	13,300	\$33.32
 Secretaries & administrative assistants	12,930	\$16.17
 Janitors & cleaners	12,700	\$11.78
 Office clerks, general	12,640	\$13.39
 Waiters & waitresses	12,090	\$9.52
 General & operations managers	10,780	\$41.67
 Stock clerks & order fillers	9,140	\$10.79
 Personal care aides	9,090	\$11.37
 Teacher assistants	8,810	\$10.73
 Laborers & freight, stock and material movers	8,690	\$12.28

All of this data suggests a fragmented child care system that working families have to navigate to find the workforce supports they need. National data suggests that not having access to stable child care arrangements costs employers \$3 billion each year in lost productivity. A 2016 survey conducted in New York State by the Early Care and Learning Council (ECLC), found that child care crises are common in families and often affect parents in the workplace.³⁵ Parents in Upstate New York reported that when faced with a child care crisis they:

- 40% call out of work
- 38% leave work early
- 32% arrive late to work
- 26% feel distracted at work
- 19% cut back work hours
- 14% feel unproductive at work.

This data suggests working without affordable, accessible, quality child care can have repercussions and negative impacts not just on the parent as an employee, but their coworkers, employers, and beyond. ECLC concluded that “when working parents have access to affordable, safe, and reliable child care, their ability to be productive employees is greatly enhanced.”

PROMISING PRACTICES

Child Care Navigation

Child Care Resource Network has been providing child care referral services to the Erie County community since its inception in 1987. For 30 years, CCRN has helped thousands of families access the child care programs they need. In 2017, the United Way of Buffalo & Erie County provided funding to expand these services into employment and workforce training settings across the City of Buffalo and Erie County. A specially trained Child Care Navigator will work one-on-one with families and employers to assess individual child care needs and create stable child care plans. Child Care Navigators will also work with child care programs in the geographic areas surrounding specific businesses, helping to open up transportation, evening and weekend care, and program expansion as needed to support a growing workforce.

All Our Kin

All Our Kin, an organization based in New Haven, Connecticut, uses a two generation approach to create affordable, high-quality child care options for low-income communities. Between 2004 and 2007, the overall number of child care slots in Connecticut dropped by almost 32% - except for New Haven, where the reverse happened; New Haven experienced a 27% increase in slots.³⁶ This increase was generally credited to the work of All Our Kin, which, during that time period, trained and assisted in the licensing of over 200 new providers. In addition to creating new slots and adding workforce supports into the community, All Our Kin created a Family Child Care Network, successfully increasing the quality of child care in home-based child care settings. All Our Kin has replicated the program in other areas of Connecticut, and they are interested in working with New York State to develop solutions that increase access to quality child care for working families and children.

QUALITY

Research shows high-quality early care and learning benefits a child's life now, and in the future, as it directly impacts the world around them, including their families, how they contribute to society and their role in economic growth.³⁷ Children who have access to high-quality early care and education:

- Are 15% less likely to repeat a grade
- Are 10% less likely to receive a special education placement
- Have higher college graduation rates
- Have increased rate of employment at age 30
- Display lower rates of incarceration, (a 46% reduction)
- Display lower rates of violent crimes, a 33% reduction
- Are less likely to have received government assistance; and
- Display long-term health benefits, including reduced depression, rates of smoking, and rates of substance abuse; better healthcare outcomes resulting from birth to age five early childhood education leads to lower rates of chronic disease and lower health care costs, contributing to a 13% return on investment.

Research also shows that the benefits of early childhood education are the greatest and longest-lasting when investments target economically disadvantaged children and families. Children experiencing poverty are found to have fallen behind their peers in language and other areas identified as evidence of third-grade proficiency. These gaps can be evident as early as kindergarten for many children, and can be mitigated with high-quality early education experiences.³⁸

A report published by the United Way of Buffalo & Erie County titled “*A Profile of Third-Grade Proficiency in Erie County*,”³⁸ explains why it is important for third-graders to be performing with grade-level proficiency: “Children below grade-level proficiency in third grade are much less likely to graduate from high school.” In fact, these children are four times less likely to graduate from high school than their grade-level proficient peers. Because children start to develop the important skills they need for later educational success well before kindergarten, child care is critical to the development of a young child’s brain. Without high-quality early care and learning experiences, many children will not be prepared for kindergarten, third grade, or beyond. Erie County child care programs utilize various programs that are nationally recognized as indicators of quality early care and learning, including:

- QUALITYstarsNY
- Accreditation
- Head Start/Early Head Start

QUALITYSTARSNY

New York State invests in a voluntary Quality Rating and Improvement System – QUALITYstarsNY. QUALITYstarsNY works to improve the quality of care by assessing the quality of child care programs and providing supports for improvement. The program works “much like those used for hotels and restaurants, with the number of stars indicating the quality of an early care and learning program.”³⁹ Using a 5-star rating scale, QUALITYstarsNY will help families make better informed decisions about their early education options. By choosing a QUALITYstarsNY program, families will be confident that their child’s program is invested in delivering quality early learning experiences. In Erie County, 11% of programs participate in QUALITYstarsNY. Full implementation of QUALITYstarsNY is dependent on sustained funding to support the system. Currently the quality ratings for programs are not publicized. Meaning parents cannot take advantage of the programs benefits.

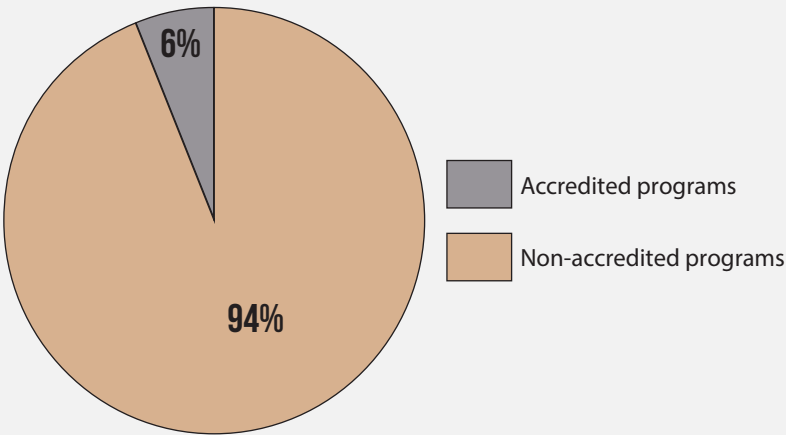
In Erie County only 11% of the total number of regulated child care centers and family/group family child care homes are able to participate in QUALITYstarsNY because of state funding limitations.⁴⁰

ACCREDITATION

Child care programs and providers may apply for a wide variety of accreditations. Of all the regulated child care programs in Erie County, only 6% have some type of accreditation as seen in Figure 4.1.⁴¹ These national accreditations bring value and validity to programs, allowing them to be recognized as having higher standards than those required by state or local regulations and licensing. Many of these national accreditations are difficult to obtain, requiring child care programs to go through an often lengthy process to become accredited. Some of the most popular organizations that oversee accreditations include:

- The National Association for the Education of Young Children
- The National Association for Family Child Care
- New York State Network for Youth Success
- The American Camp Association

Figure 4.1
ACCREDITATION

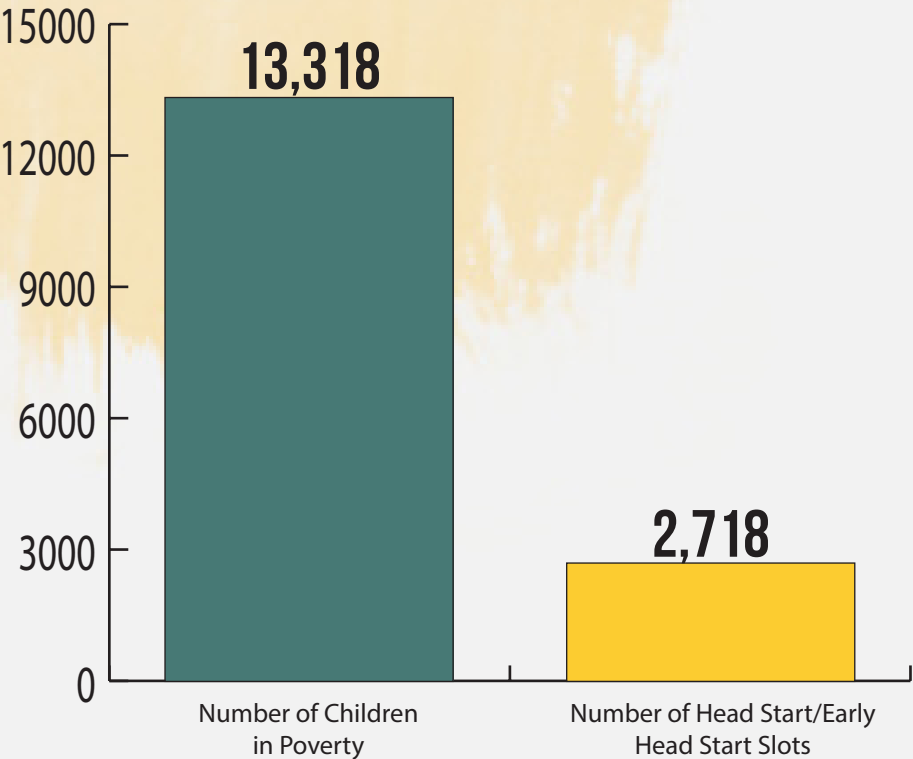


HEAD START AND EARLY HEAD START

Head Start and Early Head Start delivers services to children and families in core areas of early learning, health, and family well-being, while also engaging parents as partners every step of the way. Head Start encompasses Head Start preschool programs that service three and four year old children, and Early Head Start programs service infants, toddlers, and pregnant women. Both programs are serviced through federal funding through agencies. Many Head Start and Early Head Start programs are based in centers and schools. Other programs are located in child care centers and family child care homes. Some programs offer home-based services that assign dedicated staff to conduct weekly visits of children in their own homes and to work with the parents as their children's primary teachers.⁴²

Figure 4.2

CHILDREN IN POVERTY AND HEAD START



In Erie County, there are 33 Head Start/Early Head Start programs that serve 2,718 children, only 20%⁴³ of the children in Erie County which is the highest need for quality care and learning, as referenced in Figure 4.2.⁴⁴

These initiatives do not begin to touch the majority of regulated child care programs in Erie County. Quality child care is expensive, and the systems to evaluate and recognize quality child care, such as QualitySTARSNY and national accreditations, are also expensive to implement. Many child care programs offer quality child care without having official designations of quality (such as accreditation, QUALITYstarsNY, and Head Start) however, without a fully implemented quality rating and improvement system across NYS, it is difficult to measure how many children have access to the quality early care and learning they need, as opposed to what is readily available in their community.

BRIDGING THE GAP

Child Care Resource Network offers a variety of programs and services designed to improve the quality of early care and learning programs in Erie County, bridging the gap between families and affordable, accessible, high-quality child care, as well as child care professionals and reliable, affordable training and education opportunities.

CHILD DEVELOPMENT ASSOCIATE CREDENTIAL (CDA)

A Child Development Associate (CDA) is an individual who has successfully completed a CDA Credential Program.⁴⁵ The Council for Professional Recognition awards the national credential as a significant step toward high quality of early care and education. The CDA Program offered at CCRN prepares individuals for the credential evaluation. This coursework and coaching can be completed in 12-18 months. The program is designed to give child care providers the knowledge and skills to develop a high-quality environment and program for young children. The program includes 120 hours of training, as well as individual coaching and support in the provider's child care program. The training portion of the program can be taken in a classroom setting or online.

As part of the program, all CDA candidates agree to participate in an environmental evaluation using the nationally recognized Harms, Clifford, and Cryer Environmental Rating Scales to assess the positive impact the CDA program has on the quality of child care provided.

In 2015-16, 28 child care providers were enrolled in two CDA programs offered at CCRN. An additional 13 child care providers took the online CDA course and were advised by CCRN staff. Out of 28 child care providers in the classroom-style CDA programs, five encountered circumstances that did not allow for the second evaluation to occur. Four providers withdrew from the class before a post-test could be completed. One provider moved into a different classroom or a new program altogether, invalidating any results that would come from a pre-and post-test comparison. Of the remaining 23, 100% showed program improvement based on the ERS pre- and post-test evaluation scores; 83% showed an improvement increase of one or more points. Less than 1% showed an increase of less than .5 points.

During this time, 12 candidates from previous years' classes received their CDA credential. This shows the willingness of staff and commitment of the students we work with. We consistently work with our students on an individual basis to assist them in overcoming barriers to success. Ultimately this personalized method allows for more success in our program, and in our overarching goal of increasing quality child care in Western New York.

PROFESSIONAL DEVELOPMENT PROGRAMS

In 2015-16, Child Care Resource Network (CCRN) provided training to 834 child care providers. An additional 262 providers attended our annual conference. Providers who attend our trainings include family child care providers, group family child care providers, school-age child care directors, school-age staff, as well as child care center directors and child care center staff. Training was provided on a range of topics, including, but not limited to:

- Child growth and development;
- Environment and curriculum;
- Family and community relationships;
- Health, safety, and nutrition;
- Observation and assessment;
- Professionalism and leadership; and
- Child care regulations.

We provided training through classroom instruction at various times and days of the week. This training was held at CCRN's main location, at other hosted locations, and at individual program locations when requested.

Of the 834 child care providers who participated in training, 99% gave a satisfaction of 3 out of 5 or more, which amounted to an overall satisfaction rate of 4.6 out of 5. Additionally, 77% self-reported an increase in knowledge as a result of training.

A Quality Improvement Program (QIP) support is offered to child care providers who request individualized, on-site coaching and mentoring from CCRN. This program allows for a minimum of 20 hours of technical assistance provided by an experienced Education & Training Specialist with expert knowledge in early childhood education. Through QIP, child care providers receive assistance related to a variety of topics including, but not limited to:

- Child growth and development;
- Environment and curriculum;
- Family and community relationships;
- Health, safety, and nutrition;
- Observation and assessment;
- Professionalism and leadership;
- Child care regulations; and
- Small business practices.

In 2015-16, the Education & Training Specialists at CCRN provided 500 hours of QIP support to child care providers. This included family child care providers, group family child care providers, school age child care directors and staff, as well as child care center directors and staff. During this time, QIP used the nationally recognized Harms, Clifford and Cryer Environment Rating Scale (ERS) assessments to determine the impact of the one-on-one coaching and training toward the goal of high quality child care provider interactions and program environments.

28 providers participated in program support activities through QIP. ERS assessments were conducted before and after program support was given.

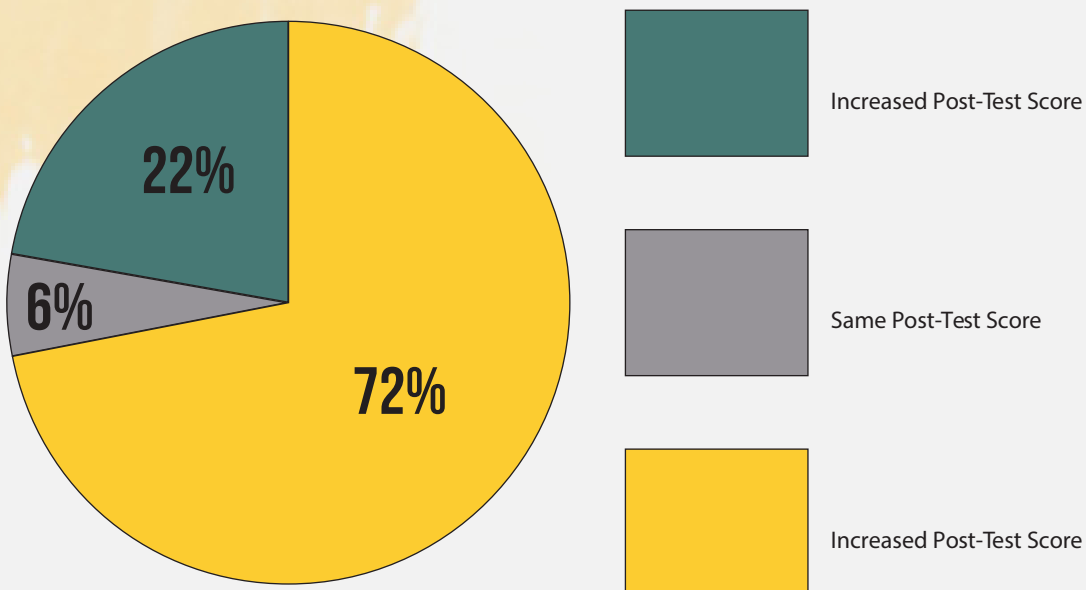
There are four different scales used for different child care programs and settings. The rating systems consist of a seven-point scale of indicators, where a score of a “1” equals inadequate and the score of a “7” equals excellent.

Of the 28 providers, 11 providers were based in child care centers, 7 were based in school-age programs, and 10 were family or group family providers. Overall, 18 of the providers were given both pre- and post- tests. Of the 18 programs who were given both pre- and post-ERS assessments, 72% showed program improvement based on evaluation scores. 22% showed an improvement of more than 1 full point (with 22% showing a decrease in evaluation scores.) These results can be seen in Figure 4.3.

Even with the quality supports provided by CCRN and other community, and state-wide programs committed to early care and learning, it is clear that many child care programs are not able to access the quality improvement resources needed for all children to be served in high-quality early care and learning environments.

Figure 4.3

QIP RESULTS



PROMISING PRACTICES

Help Me Grow WNY

Help Me Grow is a proven, systemic approach that leverages existing resources to identify developmentally vulnerable children aged 0-5 and link families to community-based services, and empowers all families to support their children's healthy development. Help Me Grow is based on a national model endorsed by U.S. Departments of Education and Health and Human Services. It has been piloted in the Western New York region since 2011, where it which now serves more than 2,700 children and works with more than 90 cross-sector partners in health and human services, early childhood, social services, and education. Help Me Grow partners work collaboratively to strengthen families' ability to access information and resources at their children's most critical early years of development by: (1) Promoting access to free universal developmental screenings; (2) Facilitating effective linkages between primary care practices and child/family supports and services; (3) Collecting data to support efficient and effective service provision; and (4) Creating a framework for building coordinated and responsive service systems. For early care and education providers, Help Me Grow offers access to free developmental screenings, linkage of families and caregivers to services, and education about community resources. Help Me Grow enables these programs to be responsive to children's needs, fosters communication between family members and early education programs, and strengthens knowledge of child development. The initiative is creating a program- and community-level database around the progress of children in specific developmental domains that can be used to inform quality improvement, policy, and funding decisions.

PEDALS (Positive Emotional Development and Learning Skills Program)

The Positive Emotional Development and Learning Skills (PEDALS) program aims to improve social emotional development of preschool-age children, particularly children impacted by poverty. This is achieved by supporting early childhood educators to incorporate evidence-based social and emotional curricula and assessment into their classrooms. With funding from the Health Foundation for Western & Central New York and The Peter and Elizabeth C. Tower Foundation, CCRN is contracted to provide coaching to teachers and classroom staff participating in the PEDAL program. Currently, multiple Child Care Resource Network Education & Training Staff are providing coaching to 31 preschool classrooms in 7 early childhood programs. Coaching occurs on-site and includes classroom observation and feedback, modeling of instruction, general consultation regarding effective application of social emotional curriculum, classroom management, and use of the screening/assessment tool.

DOING WHAT WE DO BEST

Child Care Resource Network's mission is to promote quality, affordable accessible child care and learning for all children by supporting and empowering families, caregivers, educational professionals and employers. Our vision is that all children have access to high-quality early care and learning experiences helping them to reach their full potential. We have been living this mission and vision for the past 30 years, and our history of service speaks to the critical need we fill in our community. This experience illustrates our expertise in the child care field. We are the only agency serving Erie County that is comprehensively dedicated to the needs of parents and caregivers, child care providers, and community members alike. We understand that investment in early childhood education pays for itself now, and in the long term.

- ¹ Greater Niagara; Erie County Statistics. (n.d.). Retrieved from <http://www.ny.gov/counties/erie>
- ² McAndrew, M. (2017, January 9). *Transcript of Gov. Cuomo's State of the State speech in Buffalo*. The Buffalo News. Retrieved from <http://buffalonews.com/2017/01/09/transcript-gov-cuomos-state-state-speech-buffalo/>
- ³ WNY Regional Economic Development Council Strategic Plan, A Strategy for Prosperity Progress Report, September 2015. <https://buffalonews.com/2017/01/09/transcript-gov-cuomos-state-state-speech-buffalo/>
- ⁴ E. (2017). *Erie County New York Community Health Assessment 2017-2019*. Retrieved from <http://www2.erie.gov/health/sites/www2.erie.gov/health/files/uploads/pdfs/cha.pdf>
- ⁵ Ali, S. (2016, January). *Buffalo's newest refugees settle in*. Buffalo Spree. Retrieved from <http://www.buffalospree.com/Buffalo-Spree/January-2016/Buffalos-newest-refugees-settle-in/>
- ⁶ Erie County, NY. (n.d.). Retrieved from <https://datausa.io/profile/geo/erie-county-ny>
- ⁷ Erie County, NY. (n.d.). Retrieved from <https://datausa.io/profile/geo/erie-county-ny>
- ⁸ E. (2017). *Erie County New York Community Health Assessment 2017-2019*. Retrieved from <http://www2.erie.gov/health/sites/www2.erie.gov/health/files/uploads/pdfs/cha.pdf>
- ⁹ E. (2017). *Erie County New York Community Health Assessment 2017-2019*. Retrieved from <http://www2.erie.gov/health/sites/www2.erie.gov/health/files/uploads/pdfs/cha.pdf>
- ¹⁰ Poverty Status in the Past 12 Months of Families, 2011-2015 American Community Survey 5-year Estimates
- ¹¹ Poverty. (n.d.). Retrieved from <http://stateofworkingamerica.org/fact-sheets/poverty/>
- ¹² New York State Poverty Report (pp. 24, 106, Rep.). (2015). New York State Community Action Association. doi:<http://nyscommunityaction.org/wp-content/uploads/2014/03/2015-Poverty-Report-w-50th-logos-for-online.pdf>
- ¹³ *A Profile of Financial Hardship in Erie County* (Rep.). (2016, November). Retrieved <https://www.wnypapers.com/documents/Financial%20Hardship%20Report%20Card%20Final.pdf>
- ¹⁴ New York State Office of Children and Family Services, Division of Child Care Services. (2016, May 27). *Informational Letter: 16-OCFS-INF-06* [Press release]. Retrieved from http://ocfs.ny.gov/main/policies/external/OCFS_2016/INFs/16-OCFS-INF-06%20Child%20Care%20Market%20Rates%20Advance%20Notification.pdf
- ¹⁵ New York State Office of Children and Family Services Child Care Facility Search
- ¹⁶ *Parents and the High Cost of Child Care* (Rep.). (n.d.). Retrieved http://usa.childcareaware.org/wp-content/uploads/2017/01/CCA_High_Cost_Report_01-17-17_final.pdf
- ¹⁷ *A Profile of Financial Hardship in Erie County* (Rep.). (n.d.). Retrieved <https://www.wnypapers.com/documents/Financial%20Hardship%20Report%20Card%20Final.pdf>
- ¹⁸ *Winning Beginning NY*. (2017). *Winning Beginning NY Executive Agenda 2017-18* [Press release]. Retrieved from http://www.childcarewestchester.org/pdf/WBNY_Exec_Ask_2017_Final_2.pdf
- ¹⁹ *A Profile of Financial Hardship in Erie County* (Rep.). (2016, November). Retrieved <https://www.wnypapers.com/documents/Financial%20Hardship%20Report%20Card%20Final.pdf>
- ²⁰ *A Profile of Financial Hardship in Erie County* (Rep.). (2016, November). Retrieved <https://www.wnypapers.com/documents/Financial%20Hardship%20Report%20Card%20Final.pdf>
- ²¹ *Child Care Subsidy Fact Sheet* (Fact Sheet). (2017). Retrieved <https://wnywomensfoundation.org/app/uploads/2017/08/56.-Child-Care-Subsidy-Fact-Sheet.pdf>
- ²² Hoopes, S., Ph.D., Abrahamson, A., McGinnis, H., & Treglia, D., Ph.D. (2016). *ALICE New York Study of Financial Hardship* (Rep.). Retrieved http://www.uwnys.org/images/16UW_ALICE_Report_NY_Lowres_11.11.16.pdf
- ²³ *A Profile of Financial Hardship in Erie County* (Rep.). (2016, November). Retrieved <https://www.wnypapers.com/documents/Financial%20Hardship%20Report%20Card%20Final.pdf>
- ²⁴ F. (2008, March). *CITY-WIDE DEVELOPMENT IMPACT FEE STUDY CONSOLIDATED REPORT* (Rep.). Retrieved from http://www.sfcontroller.org/ftp/uploadedfiles/controller/Final_Full_Report.pdf
- ²⁵ School Readiness Tax Credit. (n.d.). Retrieved from <http://revenue.louisiana.gov/IndividualIncomeTax/SchoolReadinessTaxCredit>
- ²⁶ 2011-2015 American Community Survey 5-Year Estimates; Table B09001
- ²⁷ 2011-2015 American Community Survey 5-Year Estimates; Table: DP03
- ²⁸ New York State Office of Children and Family Services Child Care Facility Search
- ²⁹ R. M., & K. H. (2017, August 30). *Mapping America's Child Care Deserts*. <https://www.americanprogress.org/issues/early-childhood/reports/2017/08/30/437988/mapping-americas-child-care-deserts/>
- ³⁰ 2011-2015 American Community Survey 5-Year Estimates; Table: B09001 and New York State Office of Children and Family Services Child Care Facility Search
- ³¹ Child Care Resource Network Registration Department
- ³² *A Profile of Financial Hardship in Erie County* (Rep.). (2016, November). Retrieved <https://www.wnypapers.com/documents/Financial%20Hardship%20Report%20Card%20Final.pdf>
- ³³ R. M., & K. H. (2017, August 30). *Mapping America's Child Care Deserts*. <https://www.americanprogress.org/issues/early-childhood/reports/2017/08/30/437988/mapping-americas-child-care-deserts/>
- ³⁴ Child Care Aware of America, NACCRRAware. <https://www.naccrraware.net/naccrrajsp/servlet/naccrra.servlets.LoginServlet>
- ³⁵ *BUSINESSES HAVE A CRITICAL ROLE IN SUPPORTING PUBLIC INVESTMENTS IN CHILD CARE* (Rep.). (n.d.). Retrieved <https://nwlc.org/wp-content/uploads/2017/09/Businesses-Have-A-Critical-Role-in-Supporting-Public-Investments-in-Child-Care.pdf>
- ³⁶ Early Care and Learning Council, *Why Quality Matters!* (2016). <http://nebula.wsimg.com/>
- ³⁷ Hill, S., M.A. (2011). *The Economic Impact of the All Our Kin Family Child Care Tool Kit Licensing Program* (Rep.).
- ³⁸ *The Need - First Five Years Fund*. (n.d.). <https://ffyf.org/the-need/>
- ³⁹ *A Profile of Third-Grade Proficiency in Erie County* (Education ed., Community Report Card Series, Publication). (2016). Erie County, NY: United Way of Buffalo & Erie County.
- ⁴⁰ QUALITYstarsNY, <http://qualitystarsny.org/index.php>
- ⁴¹ [Spreadsheet; Programs currently working with QUALITYstarsNY]. (2017, January). Unpublished raw data.
- ⁴² [National Association for the Education of Young Children; Middle States Association; New York State Network for Youth Success; National Association of Family Child care; data analysis]. (2017, September). Unpublished raw data.
- ⁴³ Jackson, D. L., MSW, & Bryant, G.A., BS. (2015). *Head Start/Early Head Start 2015-2016 Community Assessment* (Rep.). Retrieved <http://www.caoec.org/404project.pdf>
- ⁴⁴ 2011-2015 American Community Survey 5-Year Estimates (Survey). (n.d.). Retrieved <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk;Table S1701>
- ⁴⁵ Jackson, D. L., MSW, & Bryant, G.A., BS. (2015). *Head Start/Early Head Start 2015-2016 Community Assessment* (Rep.). Retrieved <http://www.caoec.org/404project.pdf>
- ⁴⁶ A. (n.d.). *About The Child Development Associate (CDA) Credential™*. Retrieved from <http://www.cdacouncil.org/about/cda-credential>

This report was authored by:

Amanda Kelkenberg, CEO
Jodi Schwegler, Director of Community Impact
Carrie Truesdell, Information Specialist
Courtney Gfroerer, Marketing & Community Impact Specialist

Published on October 4, 2017