

Members

Sen. Travis Holdman, Chairperson  
Sen. Connie Sipes  
Rep. Vanessa Summers  
Rep. Matthew Lehman  
Cinda Kelley  
Tracie Wells  
Rebecca Bickel  
James Greeson  
Melanie Brizzi  
Gregory Larkin  
Mitch Roob  
Dana Jones  
Brenda Summers



## COMMITTEE ON CHILD CARE

Legislative Services Agency  
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Indianapolis, Indiana 46204-2789  
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LSA Staff:

Ann Naughton, Attorney for the Committee  
Chris Baker, Fiscal Analyst for the Committee

Authority: IC 12-17.2-3.3

### MEETING MINUTES<sup>1</sup>

**Meeting Date:** September 9, 2010  
**Meeting Time:** 10:00 A.M.  
**Meeting Place:** State House, 200 W. Washington St., Senate Chamber  
**Meeting City:** Indianapolis, Indiana  
**Meeting Number:** 1

**Members Present:** Sen. Travis Holdman, Chairperson; Sen. Connie Sipes; Rep. Vanessa Summers; Rep. Matthew Lehman; Cinda Kelley; Rebecca Bickel; Jeff Short for James Greeson; Melanie Brizzi; Brian Carnes for Gregory Larkin; Dana Jones; Brenda Summers.

**Members Absent:** Tracie Wells; Mitch Roob.

Sen. Holdman called the meeting to order at 10:05 a.m. and asked the members to introduce themselves. Public access to Committee-related information via the Indiana General Assembly Internet site was discussed by Ms. Naughton, Attorney for the Commission, who presented a handout<sup>2</sup>. At Sen. Holdman's request, Ms. Naughton provided her email address for interested parties and members to contact her with questions and recommendations for the Committee's work during this interim.

Sen. Holdman shared some introductory information about his previous experiences as they related to child care, including work as a county human services director and a deputy prosecutor.

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<sup>1</sup> These minutes, exhibits, and other materials referenced in the minutes can be viewed electronically at <http://www.in.gov/legislative>. Hard copies can be obtained in the Legislative Information Center in Room 230 of the State House in Indianapolis, Indiana. Requests for hard copies may be mailed to the Legislative Information Center, Legislative Services Agency, West Washington Street, Indianapolis, IN 46204-2789. A fee of \$0.15 per page and mailing costs will be charged for hard copies.

<sup>2</sup> Attachment 1.

### Statutory Charge of the Committee

Sen. Holdman read to those present the: (1) duties of the Committee; (2) purposes of child care regulation; and (3) Committee considerations to be made in its work; as stated in IC 12-17.2-3.3-5<sup>3</sup>. He noted that this first meeting of the Interim would follow the agenda closely, and that he anticipated that the next Committee meeting agenda would provide time for testimony from other interested parties about child care concerns as they relate to the Committee's statutory charge.

### Sunny Start Update

Dr. Judy Ganser, Indiana State Department of Health, provided a handout<sup>4</sup> concerning the Sunny Start Program - Indiana's Early Childhood Comprehensive Systems Initiative. Dr. Ganser discussed the areas on which the Program focuses, including: (1) child care; (2) access to health insurance and care; (3) mental health and social and emotional development; (4) early care and education; and (5) family support and parent education. She described the progress of the Program in meeting objectives and the methods being used to meet the objectives, including development of written materials and availability of information on the Internet. Dr. Ganser emphasized that the Program works to close gaps in services rather than providing direct services.

In response to questions from Sen. Holdman, Sen. Sipes, and Rep. Lehman, Dr. Ganser stated that: (1) child care-related needs that are part of the Program's work are: (a) availability of child care resources to all children who need child care; (b) availability of medical services to children so they are healthy and ready to learn, especially dental services; and (c) mental health issues that cause children to be expelled from child care when providers are unable to care for children with mental health problems; (2) there is a need for more child care settings in which special needs children may receive child care, including children with autism, and for specialized training and compensation for those child care providers; (3) one of the members of the Sunny Start committee represents the Indiana Association for Autism; and (4) Sunny Start does not provide front line services, but rather attempts to coordinate resources and provide direction to families through the Internet site and written materials.

### Child Care and Development Fund (CCDF) and Paths to Quality (PTQ) Updates

Melanie Brizzi, Bureau of Child Care (BCC), Family and Social Services, provided a handout related to her presentation<sup>5</sup>. Ms. Brizzi described the functions of the BCC with respect to CCDF, including: (1) funding; (2) budgeting; (3) numbers of children receiving services through CCDF and on the CCDF waiting list; (4) child eligibility requirements; (5) provider eligibility; (6) types of providers participating and the requirements that apply to each type; and (7) quality initiatives.

In response to a question from Sen. Holdman, Ms. Brizzi responded that requirements that must be met for a child care ministry to be registered include: (1) having a 501(c)(3) status and a religious affiliation (broadly defined); (2) satisfactory criminal history checks; and (3) meeting basic health and safety standards.

Ms. Brizzi provided information concerning PTQ, including: (1) a brief history of the program; (2)

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<sup>3</sup>Attachment 2.

<sup>4</sup>Attachment 3.

<sup>5</sup>Attachment 4.

partnerships to facilitate the program; (3) quality rating and improvement systems; (4) Indiana's serving as a model for other states, 37 of which have now established or are working on establishing a similar child care quality system; (5) the voluntary nature of PTQ, which provides benefits to both children and providers; and (6) ongoing evaluation of the PTQ program by Purdue University, including ensuring the use of best practices and information dissemination to families.

In response to questions from Rep. Summers, Ms. Brizzi stated that: (1) 0.2% of registered child care ministries participated in PTQ last year and that number has risen to 4.0% this year; and (2) the participation goal for child care ministries is being maintained this year at 5% because the ministries face unique challenges in meeting the PTQ standards, including facility structure issues such as plumbing in child care rooms and program structure issues such as professional development and child/staff ratios.

Ms. Brizzi provided a handout<sup>6</sup> related to several child care quality projects facilitated by the BCC's use of American Recovery and Reconciliation Act funds.

Dianna Wallace, Indiana Association for the Education of Young Children (IAEYC), provided a handout<sup>7</sup>. Ms. Wallace described the child care staff professional development programs funded through the IAEYC, including the TEACH Early Childhood Indiana Project and the Indiana Nonformal CDA (Child Development Associate) Project. She provided statistics concerning participation, scholarship awards, requirements for participation, compensation changes, and turnover rate comparisons. Ms. Wallace also provided information concerning the Indiana Accreditation Project, which provides assistance to child care providers in meeting PTQ and other accreditation requirements. She noted that child care is a large industry in Indiana and that Indiana is becoming a leader in the country for child care provider accreditation.

Marsha Thompson, Indiana Association for Child Care Resource and Referral (IACCRR), provided a handout folder<sup>8</sup> containing several brochures and pages of information related to her presentation. She briefly described the functions of the IACCRR, including referrals, technical assistance, training, and education provided to parents and families and child care providers. Ms. Thompson introduced Patty Ryan of the IACCRR.

Ms. Ryan described IACCRR's work to support people considering starting a child care business, existing child care providers improving the quality of child care, and the Hoosier Child Care Expansion Program. She stated that some ARRA funds are being used to assist child care providers to advance through the four PTQ quality levels. Ms. Ryan displayed new yard signs for child care providers participating in PTQ to display the PTQ level reached by the provider and stated that IACCRR is currently working to provide PTQ information to parents.

#### Child Care Advisory Committee Reports

Noel Hanson, representative of the Child Care Home Advisory Committee, provided a handout<sup>9</sup> containing information regarding the work of the Advisory Committee during the past year. Ms. Hanson noted discussions concerning curriculum options, a Facebook page for child care home

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<sup>6</sup>Attachment 5.

<sup>7</sup>Attachment 6.

<sup>8</sup>Attachment 7.

<sup>9</sup>Attachment 8.

providers to use to connect with other child care home providers, PTQ, CCDF vouchers, and tax incentives related to staff education.

Carol Johnson, representative of the Child Care Center Advisory Committee, provided two handouts<sup>10</sup>. She noted that the Advisory Committee would like for child/staff ratios to apply evenly for all types of child care in Indiana and that child development is a concern related to the current disparate requirements. Ms. Johnson presented a scenario emphasizing the limited amount of time a child care provider has to spend with children, depending on staffing and needs of particular children.

Sen. Holdman requested that the members and other interested parties contact Ms. Naughton within the next week (before September 16, 2010) with any requests or recommendations for the agenda for the second meeting of the Committee, which will be held on September 29, 2010, at 9:00 a.m. Sen. Holdman stated that the third meeting of the Committee, to be held in October, 2010, (date to be determined) will be the final meeting of the Committee for this interim and that any proposed drafts of legislation will be considered at that final meeting. He also emphasized that any subject matter involving additional spending will not be considered.

With no further business to discuss, Sen. Holdman adjourned the meeting at 11:35 a.m.

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<sup>10</sup>Attachments 9 and 10.

## INFORMATION ON 2010 STUDY COMMITTEE MEETINGS

### 2010 INFORMATION:

The "home page" for the General Assembly is at <http://www.in.gov/legislative/index.htm>

For Legislative Council resolutions concerning study committee topics and procedures, see the links under the "What's New" heading near the bottom of the home page.

For meeting notices, minutes, and other information, go to the "Interim Study Committees" heading on the left side of the home page and click on the "Study Committees" link. This will take you to an alphabetical list of links to web pages for individual study committee pages, where you can view and print these items. In order to reduce copying and mailing expenses, the Legislative Services Agency (LSA) is no longer maintaining study committee mailing lists for the distribution of hard copies of notices or minutes via US mail.

To determine whether a meeting will be webcast, check the meeting notice on the committee's web page. Notices for meetings that are to be webcast will contain a link to the broadcast.

For the upcoming schedule of study committee meetings that are staffed by the LSA, go to the "Interim Study Committees" heading on the left side of the home page and click on the "Calendar" link. You may also pick up a hard copy of the calendar at the Legislative Information Center, in Room 230 of the State House adjacent to the rotunda. The calendar is subject to additions and corrections, including notice of cancellations. Please feel free to call the Legislative Information Center for an update at (317) 232-9856.

NOTE CONCERNING STUDY COMMITTEE EXHIBITS: Beginning with the 2010 interim, any exhibits that were distributed during a study committee meeting will also be attached to the minutes on the committee's web page in a PDF format, eliminating the need to request hard copies through the Legislative Information Center. Please bear in mind that the file for a meeting that had numerous exhibits will be a large document, so it could take a while to open and you may want to consider whether or not to print the entire document.

### STUDY COMMITTEE ARCHIVES FROM PRIOR INTERIMS

From the home page of the General Assembly at <http://www.in.gov/legislative/index.htm>, scroll down to the "Archives" heading in the lower left corner, and then select the "Interim" link. This will take you to various links for study committees from 1998 through 2010. Note that exhibits from these meetings are not available online and must be obtained through the Legislative Information Center.

### Chapter 3.3. Committee on Child Care

12-17.2-3.3

#### 12-17.2-3.3-1

Sec. 1. As used in this chapter, "committee" refers to the committee on child care established by section 2 of this chapter.

As added by P.L.126-2007, SEC.2.

#### 12-17.2-3.3-2

Sec. 2. (a) The committee on child care is established.

(b) The committee consists of the following voting members:

- (1) Two (2) members of the house of representatives appointed by the speaker of the house of representatives. Members appointed under this subdivision may not be members of the same political party.
- (2) Two (2) members of the senate appointed by the president pro tempore of the senate. Members appointed under this subdivision may not be members of the same political party.
- (3) The director of the division of family resources or the director's designee.
- (4) The commissioner of the department of workforce development or the commissioner's designee.
- (5) The secretary of commerce appointed under IC 5-28-3-4 or the secretary's designee.
- (6) The state fire marshal or the state fire marshal's designee.
- (7) The state superintendent of public instruction or the superintendent's designee.
- (8) The commissioner of the state department of health or the commissioner's designee.
- (9) One (1) representative of a private business that employs less than fifty (50) employees, appointed by the president pro tempore of the senate.
- (10) One (1) representative of a private business that employs more than one hundred (100) employees, appointed by the speaker of the house of representatives.
- (11) One (1) individual who is a child care advocate and who does not operate or administer a child care program (as defined in IC 12-17.2-3.5-1.2), appointed by the president pro tempore of the senate.

(c) The president pro tempore of the senate shall appoint a member described in subsection (b)(2) as chairperson of the committee in even-numbered years.

(d) The speaker of the house of representatives shall appoint a member described in subsection (b)(1) as chairperson of the committee in odd-numbered years.

As added by P.L.126-2007, SEC.2.

#### 12-17.2-3.3-3

Sec. 3. The committee shall operate under the policies governing study committees adopted by the legislative council. However, the committee shall meet throughout the year at the call of the chairperson, except when the general assembly is in session.

As added by P.L.126-2007, SEC.2.

#### 12-17.2-3.3-4

Sec. 4. The affirmative votes of a majority of the voting members appointed to the committee are required for the committee to take action on any measure, including final reports.

As added by P.L.126-2007, SEC.2.

#### 12-17.2-3.3-5

Sec. 5. (a) The committee shall:

- (1) study the system of child care regulation; and
- (2) report and make recommendations concerning the system of child care regulation to the legislative council in an electronic format under IC 5-14-6 not later than October 31 of each year.

(b) The committee's recommendations under subsection (a) must further the following child care regulation purposes:

- (1) To provide support for families in need of reliable, high quality child care.

- (2) To encourage and support high quality child care providers.
- (3) To allow for a variety of methods of child care provision and allow each family to determine the method preferred for the family's children.
- (4) To promote access to available and affordable child care by parents.
- (5) To encourage the state to access all available federal funds for child care.
- (c) The committee's program of study must include consideration of the following:
  - (1) The effect of child care and child care regulation on families.
  - (2) Encouragement of high quality child care.
  - (3) Issues related to the child care workforce, including job satisfaction, compensation, and turnover.
  - (4) A review of child care models.
  - (5) Ensuring the safety of children.
  - (6) Any need for reorganization and refocusing of governmental agencies responsible for regulation of child care.
  - (7) Parental rights.

As added by P.L.126-2007, SEC.2.



**Indiana's Early Childhood Comprehensive Systems Initiative**  
Update for Committee on Child Care  
September 9, 2010

**PURPOSE** of the Early Childhood Comprehensive Systems Project (Sunny Start: Healthy Bodies, Healthy Minds) is to create a comprehensive system of services and supports for children zero to age five and their families in Indiana. The Indiana childhood population is approximately 531,000 children per U.S. Census Bureau data. The project's goal is to further efforts to ensure healthy development and school readiness of Indiana's children. Sunny Start has five focus areas which include: access to health insurance and a primary medical provider; mental health and socio-emotional development; early care and education; parent education and family support.

**OBJECTIVES** for the project include:

- All young children in Indiana will have a medical home.
- All children will be covered by a source of payment, whether public or private, for medical and developmental services that are identified by the medical home.
- The medical home will facilitate developmental, behavioral and mental health screening with appropriate treatment and referrals to community resources.
- An information clearinghouse will include information about resources and supports at the state and local level for families of young children and providers of early childhood services.
- Parents will have the necessary information, support and knowledge about child development and be able to recognize their child's progress.
- Families will have timely access to resources and supports to address their child's health, safety and developmental needs.

**PROGRESS** toward objectives includes:

- Expansion of the Early Childhood Meeting Place website to provide families and early childhood providers with resource and support information.
- A developmental calendar for families and providers which highlights important health and safety information such as infant and toddler's nutritional needs, oral health issues, communication and gross motor development. The calendar is available in English and in Spanish.
- A Wellness Passport for Indiana's Kids, a personal healthcare record-keeping tool that allows parents to collect, track, store and access important information about their children's growth and development – all in one easy-to-access location. An online tutorial about the passport is available.

- A Special Health Care Needs Addendum to the Wellness Passport, providing additional sections for families raising children with disabilities and special healthcare needs.
- Financial Resource Fact Sheets, a series of 25 fact sheets that highlight the basics of key resources available for Hoosier families.

**Social and Emotional Development** in young children continues to be a focus of Sunny Start as the project supports the development of a highly qualified early childhood mental health workforce. Efforts supported include:

- A consensus statement regarding the content and core competencies for social-emotional training activities across all providers/caretakers of young children birth to age five has been developed.
- An assessment tool created in conjunction with the Consensus Statement helps individuals or organizations assess the social and emotional competencies that their training addresses.
- A white paper on the state of Infant and Toddler Mental Health in Indiana
- A comprehensive one week Summer Institute in July, 2007, which assisted mental health professionals in Indiana to build skills in the area of social and emotional development in young children, infants and toddlers. In August 2008, 2009 and 2010, the support for mental health professionals continued as Sunny Start sponsored additional training to help build competencies at the Indiana Association for Infant and Toddler Mental Health (IAITMH) Annual Conference.
- To address the shortage of the infant/toddler trained workforce, the IAITMH (in conjunction with the Sunny Start Social Emotional and Training Committee) has received financial support to develop Indiana's Early Childhood Mental Health Institute (ECMHI), a project to train a cadre of providers with skills in infant and early childhood mental health assessment, treatment, consultation, and reflective supervision. Providers will be recruited to represent and serve all parts of the state. Support from the DMHA will allow providers to attend the sessions at no cost to them or their agencies. Graduates of the ECMHI will make an immediate impact in Indiana workforce capacity by increasing access to services for families across the state. Additionally, since participants must agree to provide an established amount of reflective supervision to providers in their local communities, there will be an increase of trained providers over time. The ECMHI also supports and complements other efforts, including the Certificate Program and the planned Endorsement Program, by increasing the number of supervisors available to mentor future cohorts of providers participating in those programs. Together, the three programs create the infrastructure needed to attain the goal of access to infant/early childhood mental health services throughout all Indiana communities.



**The Sunny Start Core Partners and subcommittees** continue to meet regularly. Over the current three-year grant cycle the initiative will develop opportunities for family leadership, maintain and expand the Early Childhood Meeting Place website, develop a “State of the Hoosier Child” report, implement a medical home learning collaborative and integrate activities related to parent education and medical home into the Early Care and Education efforts

**WEBSITE URL** [www.sunnystart.in.gov](http://www.sunnystart.in.gov)  
**EARLY CHILDHOOD MEETING PLACE**  
<http://earlychildhoodmeetingplace.indiana.edu/>

For more information, please contact:  
**Project Director:** Judith Ganser, MD, MPH, [jganser@isdh.in.gov](mailto:jganser@isdh.in.gov)  
**Project Manager:** Andrea L Wilkes, [awilkes@isdh.in.gov](mailto:awilkes@isdh.in.gov)

The Maternal and Child Health Bureau of the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services funds the Sunny Start project to promote infrastructure between child serving organizations and communities and has committed monies for implementation of the Sunny Start Strategic Plan which began September 1, 2005 and continues through May 31, 2011.

Indiana Bureau of Child Care:  
An update to the Committee on Child  
Care  
September 9, 2010

Melanie Brizzi  
Bureau of Child Care  
Child Care Administrator



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**Bureau of Child Care (BCC)**

Part of Indiana Family and Social  
Services Administration (FSSA),  
Division of Family Resources

Mission: To provide Indiana families with  
child care choices that ensure their  
children are safe, healthy and learning.



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**Child Care and Development  
Fund (CCDF) – A Federal  
Block Grant program**

Primary federal requirements and goals:  
Support low-income working families through child care  
financial assistance (voucher subsidies)

Promote children's learning by improving the quality of  
early care and education and programs

Provide consumer education initiatives that promote  
parental choice and informed decision making



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### Bureau of Child Care

Oversight of daily CCDF Operations

- Budget
- Family Eligibility
- Waitlist Management
- Provider Eligibility
- Licensing/Registration
- Quality Initiatives



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### CCDF Annual Budget

- Funding- Combination of Federal (\$165 M) and State Match (\$35 M)
- Direct Services- \$179 M
- Quality/Admin/Automation makes up the remainder



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### CCDF Facts and Figures August 2010

- 35,673 children authorized (18,847 families)
- 16,697 Children on the waitlist (9,959 families)
- 75% Children in licensed care
- 95.3% Single parent households
- 76.7% below the poverty level



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## CCDF Facts and Figures- August 2010

- Average cost of care for month per child was \$577
- Average monthly cost of care for children under 1 year of age was \$596
- 70.5% of expenditures was for children under 6 years of age

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## Family Eligibility

- Income Guidelines
- Service Need Requirements

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## Income Guidelines

- 127-170% Federal Poverty Level (FPL)
- Maximum Allowable monthly gross income for Family of 4:
  - 127% FPL - \$28,008 yr (\$2,334 wk)
  - 170% FPL - \$37,488 yr (\$3124 wk)

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Service need Requirements:

Must be working, in school, or participating in an allowable TANF work activity



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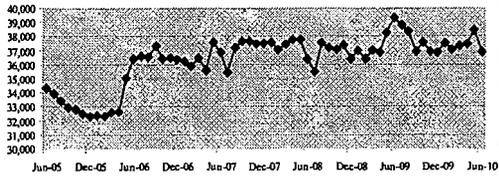
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Indiana CCDF Voucher Families Served

Authorized Children  
FFY 05 - FFY 10



7/09/10

MFR June 2010  
Source: AIS Database



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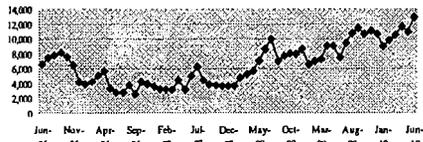
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CCDF Wait List

Monthly Wait List  
FFY 05 - FFY 10



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## Child Care Provider Eligibility

- Licensed providers are automatically eligible for CCDF reimbursement
- Exempt child care providers must meet CCDF Provider Eligibility Standards (IC 12-17.2-3.5) in order to be eligible for CCDF reimbursement (this includes exempt homes and unlicensed ministries, licensed exempt centers)

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## Indiana Child Care Licensing and Registration

- ◁ 599 Licensed Child Care Centers
- ▷ 3045 Licensed Child Care Homes
- 725 Unlicensed Registered Child Care Ministries
- 899 Legally Licensed Exempt Child Care Homes and Unlicensed Facilities that receive CCDF reimbursement

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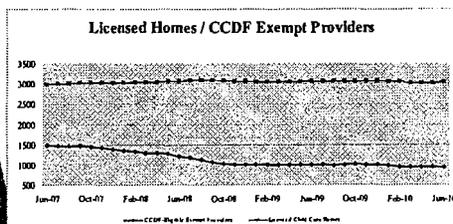
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## Indiana Child Care Providers



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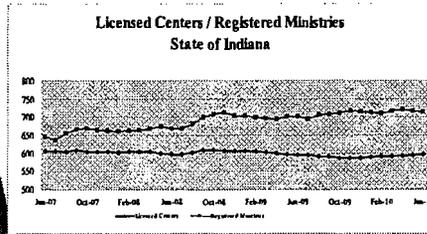
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## Indiana Child Care Providers



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## Provider Participation in CCDF

- Licensed Centers- 84.6%
- Licensed Homes- 91.3%
- Registered Ministries- 71.1%

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## Quality Initiatives

- \* 4% of CCDF Block Grant dollars must be spent on initiatives that will improve the quality of child care or increase community awareness, additional quality funds are set aside for Infant/Toddler and School Age initiatives
- \* Agencies funded – Indiana Child Care Resource and Referral Agency; Indiana Association for the Education of Young Children, Purdue University, YouthPro, ITSI

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### Contributing Organizations and Stakeholders

- Indiana Family and Social Services Administration (FSSA)
- Bureau of Child Care (BCC)
- Indiana Association for Child Care Resource and Referral (IACCRR)
- Indiana Association for the Education of Young Children (IAEYC)
- The Consultants Consortium (TCC)
- Purdue University Child Development and Family Studies Consumer and Family Sciences
- Early Childhood Alliance (ECA)
- 4C of Southern Indiana, Inc.
- Indiana Head Start Collaboration Office
- Indiana Department of Education

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### What are Quality Rating and Improvement Systems?

A method to improve, assess, and communicate the level of quality in early care and education settings.

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## Quality Rating System Goals

- Increase the quality of care for children
- Increase parents' understanding and demand for high quality child care
- Increase professional development opportunities for child care providers

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## Foundations of Quality Rating Systems

- Builds on foundations of licensing and Voluntary Certification Program standards (VCP)
- Adds levels between licensing and higher quality criteria
- Supports/incentives for reaching higher levels
- Easily recognized symbols for achieving higher levels of quality

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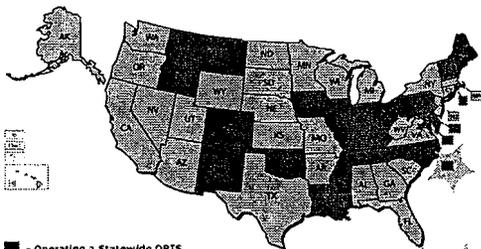
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States Operating or Developing QRIS or Other Quality Improvement Initiative



■ - Operating a Statewide QRIS  
■ - Developing QRIS or Other Quality Improvement Initiative

Source: Data compiled by the National Child Care Information and Technical Assistance Center as of June 2010.

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## What is Paths to QUALITY?

- Voluntary and free system
- Benefits parents, children, providers, and your community
- Promotes high quality child care for all children



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## Paths to QUALITY

### Benefits to Children

- Research shows that high quality early learning experiences prepare children for future success in school, work and life.
- From birth through age three is the most significant time for growth of the human brain.
- The early years and how the brain is "wired" affect later years.
- Promotes school readiness- tied to the Early Learning Guidelines



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## Paths to QUALITY

### Benefits to Providers

- Recognizes and rewards provider commitment to continuous quality improvement
- Provides meaningful professional development opportunities and supports
- Provides access to:
  - Marketing tools and strategies
  - Useful resources
  - Individualized support and consultation



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## Understanding the Levels

### Level 1

- o Health and safety needs of children are met

### Level 2

- o Environment supports children's learning

### Level 3

- o Planned curriculum guides child development and school readiness

### Level 4

- o National Accreditation (the highest level of quality) is achieved

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## Level Awards

### Level 1

- o Sign On Incentive Award

### Level 2

- o Non-Cash One Time Award
  - Homes \$300.00 Centers/Ministries \$1000.00

### Level 3

- o One Time Non-Cash Award
  - Homes \$300.00 Centers/Ministries \$1000.00

### Level 4

- o One Time Cash Award
  - Homes \$500.00 Centers/Ministries \$1500.00
- o Annual Maintenance Cash Award
  - Homes \$300.00 Centers/Ministries \$1000.00

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## Additional Resources

- Additional support and resources available to Paths to QUALITY participants:

- o Indiana Accreditation Project
- o T.E.A.C.H scholarships
- o Free on-site mentoring/technical assistance
- o Free or low cost on-going professional development opportunities

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## Who can participate?

- Licensed centers
- Licensed homes
- Unlicensed registered ministries (who meet the Voluntary Certification Program (VCP) standards)

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## Rating Visits

- Rating visits are conducted by The Consultant's Consortium, a BCC contractor
- Visits are announced

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## The Standards and the Research

- Purdue University Validity Report  
An independent verification study validated PTQ standards as evidence based and related to improving quality and outcomes for Indiana children
- Further evaluation by Purdue

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## Phase I Participation Goals

- 60% Licensed Centers
- 35% Licensed Homes
- 5% Unlicensed Ministries

Total projected providers – 1,450

Actual as of Sept 09- 1,628 providers enrolled

Approx # children to be impacted – 54,000

Actual as of Sept 09- 61,000 children impacted

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## Phase II Participation Goals

- Will end phase II in October, 3 months early

Goals:

- 65% Licensed Centers
- 40% Licensed Homes
- 5% Registered Ministries

Actual participation:

- 78.8% Licensed Centers
- 47.0 % Licensed Homes
- 4.0 % Registered Ministries

- 1934 Providers enrolled
- 71,090 Children Impacted

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## Phase II Level Increase Goals

- 22.3% of PTQ providers have increased at least one level
- 426 Level Increases
  - Level 1- 1319
  - Level 2- 240
  - Level 3- 218
  - Level 4- 157

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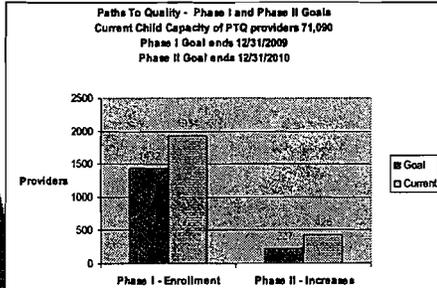
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## Phase I and II Goals



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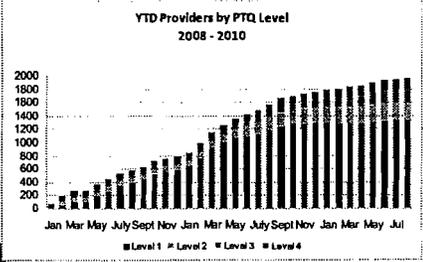
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## Paths to QUALITY Providers by Level



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## Phase III Goals- Starts Oct 1, 2010

- Goals: 85% Licensed Centers  
 50% Licensed Homes  
 5% Registered Ministries

Level Increases- 20% of PTQ providers will increase at least one level

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## ARRA Funding

- Indiana received \$42 million dollars in additional CCDF funding under the American Recovery and Reinvestment Act
- Funds are to be spent under same CCDF guidelines. \$37 M direct services (vouchers) and \$7 M for quality projects.
- Must be obligated by 9/30/2010 and spent by 9/30/2011

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## ARRA Direct Services

- In June, 2009 BCC enrolled 3,000 additional children on to CCDF vouchers based on length of time on the waitlist- this resulted in 92 new jobs created, 293 jobs being retained
- In August of 2009, BCC enrolled an additional 500 children using the ARRA funds

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## ARRA Quality Projects

- Remaining funding must be spent on quality floor spending and targeted funds spending on infant/toddler improvements and quality expansion activities.
- Activities include support for providers in the form of playground grants, infant and toddler supplies and equipment grants, and training and professional development.

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**The American Recovery and Reinvestment Act of 2009 (ARRA)**  
*State of Indiana Child Care and Development Fund (CCDF) Quality Projects*  
 STATUS SNAPSHOT: September 8, 2010

	Project Name	Project Summary	Project Status – 9/8/2010
	<b>Ministry Improvement Project</b>	<i>In order to help Unlicensed Registered Ministries operating in Central Indiana obtain VCP status, the United Way of Central Indiana is providing mentoring and awarding construction grants.</i>	<ul style="list-style-type: none"> <li>•62 Ministries are enrolled in the program.</li> <li>•3 have been approved for construction grants. Construction prep is underway on these.</li> <li>•Met with 12 Ministries regarding facility improvements.</li> <li>•Curriculum Grants awarded to 58 participants in July (up to \$1,000 in materials).</li> </ul>
	<b>Hoosier Child Care Quality Expansion</b>	<i>IACCRR is providing mentoring to Legally Licensed Exempt Homes and Unlicensed Registered Ministries with the goal of those providers achieving Licensed or Voluntary Certified Provider (VCP) status respectively.</i>	<ul style="list-style-type: none"> <li>•60 exempt homes and 83 Unlicensed Registered Ministries are participating in the program and are receiving mentoring.</li> <li>•Recruitment of Ministries continues with goal of getting 100 Ministry participants.</li> </ul>
	<b>Infant/Toddler Quality Enhancement Initiative: Supply and Qual. Expansion</b>	<i>With the coordination of efforts through a variety of existing support systems, resource provisions and the infusion of specialized training and technical assistance, availability of high quality infant/toddler care will be increased.</i>	<ul style="list-style-type: none"> <li>•20 facilities have been selected to receive Tier III construction awards (up to \$15,000) – 2 alternates have been selected. MOA's are being prepared.</li> <li>•77 Tier II recipients have been selected. MOA's are being collected.</li> <li>•133 Tier II recipients have been selected. MOA's are being collected.</li> </ul>

**The American Recovery and Reinvestment Act of 2009 (ARRA)**  
*State of Indiana Child Care and Development Fund (CCDF) Quality Projects*  
 STATUS SNAPSHOT: September 8, 2010

	Project Name	Project Summary	Project Status – 9/8/2010
	<b>Infant/Toddler Qual. Enhancement Initiative: Non-Cash Resource Provision</b>	<i>The project will allow programs to apply for equipment and materials necessary to enhance the quality of infant/toddler care currently being delivered and/or increase the number of infant/toddler child care slots within an existing program.</i>	<ul style="list-style-type: none"> <li>•Equipment and materials have not yet been ordered for Infant/Toddler awardees.</li> </ul>
	<b>Paths to QUALITY™ Advancement Project</b>	<i>This project is designed to assist those at the lowest level of Paths to QUALITY™ in advancing to Level 2 by providing materials and equipment to help them overcome common barriers to level advancement.</i>	<ul style="list-style-type: none"> <li>•Applications and Guidance were sent to all Level 1 PTQ providers on August 13.</li> <li>•Mentors are contacting all PTQ providers to assist in completing application. Applications due 9/24.</li> <li>•511 providers (433 Home, 78 Centers) are projected to participate.</li> </ul>
	<b>Community Awareness Campaign of Paths to Quality</b>	<i>New strategies and resources will be developed for each child care resource and referral agency to promote and market Paths to QUALITY™ with an emphasis on marketing to parents.</i>	<ul style="list-style-type: none"> <li>•Plan and media buys approved by FSSA 6/4/10.</li> <li>•All 11 SDA's trained in marketing strategies.</li> <li>•PTQ signs ordered, scheduled for delivery 9/3.</li> <li>•Displaying signs and associated press conferences scheduled for 10/5/10.</li> </ul>

## The American Recovery and Reinvestment Act of 2009 (ARRA)

State of Indiana Child Care and Development Fund (CCDF) Quality Projects

STATUS SNAPSHOT: September 8, 2010

	Project Name	Project Summary	Project Status – 9/8/2010
	Quality Enhancement Technical Assistance Certificate	By project end, all currently employed Mentors, Infant/Toddler Specialists, Inclusion Specialists and Quality Enhancement Specialists will demonstrate a consistent knowledge and skill base by achieving a Quality Enhancement Technical Assistance Certificate.	<ul style="list-style-type: none"> <li>•Needs assessment completed.</li> <li>•Core competencies, learning module 90% complete.</li> </ul>
	Fund Development/Grant Writer	Opportunities will be pursued to leverage funding that increases and diversifies existing funding which supports the statewide child care resource and referral system and the statewide initiative – Paths to QUALITY™.	<ul style="list-style-type: none"> <li>•Analysis of Board and current fund raising complete.</li> <li>•Currently building toolkit, vision statements, plans and policies.</li> </ul>
	Child Care Playground Improvement Grants	Financial support will be provided to child care facilities in Indiana for the design and maintenance of playgrounds in order to promote safe environments for children.	<ul style="list-style-type: none"> <li>•Award letters sent to 190 providers. 47 alternates have been selected. MOU's have been received from 184,</li> <li>•Orders have been placed with vendors on 164 grants., 8 orders have been delivered.</li> <li>•3 post-inspections have been conducted.</li> </ul>

## The American Recovery and Reinvestment Act of 2009 (ARRA)

State of Indiana Child Care and Development Fund (CCDF) Quality Projects

STATUS SNAPSHOT: September 8, 2010

	Project Name	Project Summary	Project Status – 9/8/2010
	2010 Indiana Child Care Workforce Study	Workforce characteristics and statistics of those employed in regulated care in the early childhood workforce will be collected and compared to data from the 2005 Indiana Child Care Workforce Study.	<ul style="list-style-type: none"> <li>•Surveys approved by BCC, scheduled to go out later this month.</li> </ul>
	Indiana Early Childhood Higher Education Articulation Project	Increased access will be provided for child care professionals to obtain an associate degree in early childhood/child development that articulates into a bachelor's degree at an institution of higher education in Indiana.	<ul style="list-style-type: none"> <li>•Two of three meetings between higher education institutions have been conducted.</li> </ul>
	Indiana Early Childhood Conference Registration Scholarships	Financial support will be provided to grant access for child care professionals to attend the 2010/2011 Indiana Early Childhood Conference (note that applications for 2010 were due 2/19/10).	<ul style="list-style-type: none"> <li>•385 scholarships awarded for 2010 conference.</li> </ul>

**The American Recovery and Reinvestment Act of 2009 (ARRA)**

*State of Indiana Child Care and Development Fund (CCDF) Quality Projects*

*STATUS SNAPSHOT: September 8, 2010*

	Project Name	Project Summary	Project Status – 9/8/2010
	<b>Advancing the Profession of School Age Child Care in Indiana</b>	<i>School Age child care specialists will mentor school age child care programs to support the professional development of school age child care providers, increase the retention rate of these workers, raise the quality of school age child care programs and improve the outcomes of school age children in care</i>	<ul style="list-style-type: none"> <li>•All staff hired.</li> <li>•Presentation templates complete.</li> <li>•15 competency trainers trained.</li> <li>•13 Standards trainers trained.</li> </ul>
	<b>Scholarships for Attendance At The 2010 Indiana Lead Safe &amp; Healthy Homes Conference</b>	<i>Scholarships will be provided to child care providers to attend the 2010 Indiana Lead Safe &amp; Healthy Homes Conference. Members of IDEM's 5-Star Environmental Recognition Program for Child Care Providers are to be given priority for the scholarships.</i>	<ul style="list-style-type: none"> <li>•Applications are due 9/20.</li> <li>•Conference takes place Nov 3-5, 2010 in Indianapolis.</li> <li>•Scholarships will not exceed \$499.</li> <li>•Anticipate awarding 46-60 scholarships.</li> </ul>

# Indiana Association for the Education of Young Children

Promoting and supporting quality care and education for all young children, birth through age eight, in Indiana



## Indiana AEYC:

The mission of the Indiana Association for the Education of Young Children is to promote and support quality care and education for all young children birth through age eight in Indiana. Indiana AEYC is the state affiliate of the National Association for the Education of Young Children with 16 chapters and nearly 2,010 members statewide.

## Professional Development:

**T.E.A.C.H. Early Childhood® INDIANA Project** - The T.E.A.C.H. Early Childhood® INDIANA project provides a variety of scholarship programs supporting the professional development of child care center teachers, directors, and family child care providers in Indiana. The project addresses quality care for children by increasing the education of the child care provider, increasing compensation, and decreasing staff turnover. As of August 2010, 831(46%) of the child care programs enrolled in **Paths to QUALITY™** partnered with T.E.A.C.H. Early Childhood® INDIANA to sponsor an employee as a scholarship recipient.

### **Increasing Education.**

**6/1/99 – 8/31/10:**

Total number of T.E.A.C.H. Early Childhood® INDIANA scholarships awarded:	12,068
CDA Assessments completed with Credentials awarded:	3,336
Early Childhood Associate's Degree Graduates:	457
Total # of Credit Hours Completed:	79,706

### **Increasing Compensation**

**6/1/99 – 8/31/10:**

Average hourly wage for a T.E.A.C.H. Early Childhood® INDIANA Early Childhood Associate Scholarship recipient completing a contract resulting in wage increase of 4%	\$8.80
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### **Reducing Turnover**

**6/1/99 – 8/31/10:**

Overall turnover rate for T.E.A.C.H. Early Childhood® INDIANA Early Childhood Associate Scholarship recipients completing a contract	3%
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**Indiana Non Formal CDA Project** - The Indiana Non Formal CDA Project is a training program designed to assist early care and education providers in meeting the requirements for achieving a Child Development Associate (CDA) Credential. It increases the quality of care and education of young children in Indiana by increasing the knowledge and skills of early care and education professionals and paraprofessionals. The project will also identify needs of those enrolled in the Indiana Paths to QUALITY system and resources available to meet the needs.

### **Increased Education**

**4/1/03 – 8/31/10:**

3,304 early childhood providers enrolled in Non Formal CDA training  
Trainings provided in 74 counties  
A total of 309,663 contact training hours were provided  
38,381 Indiana children benefited from the CDA trainings offered

## **Program Quality:**

**Indiana Accreditation Project** - The Indiana Accreditation Project improves the quality of care and education for young children in Indiana by facilitating the accreditation of early childhood programs by providing financial and technical assistance to programs ready to achieve this level of professional development in coordination and partnership with other Indiana **Paths to QUALITY™** system partners. The Indiana Accreditation Project works with State-approved national accrediting entities. This project participates in the statewide system for collection, tracking, and reporting of **Paths to QUALITY™** data. Between June 2003 and August 2010, the Indiana Accreditation Project assisted 680 child care facilities, with the capacity to serve more than 36,350 children. Of those 300 facilities, more than 75% are enrolled in **Paths to QUALITY™**.

### **National Association for the Education of Young Children (NAEYC):**

6/1/03 – 8/31/10

341 facilities approved for Self-Study ( 6-Public/Private Schools)  
210 facilities approved for Validation  
235 facilities approved for Annual Reports (3-Public/Private Schools)  
217 facilities received funds for equipment and materials  
26,569 children served

7/01/10 – 8/31/10

4 facilities approved for Self-Study (0-Public/Private Schools)  
3 facilities approved for Validation  
17 facilities approved for Annual Reports (0-Public/Private Schools)  
2 facilities received funds for equipment and materials  
321 children served  
The number of NAEYC accredited facilities –158  
The number of NAEYC accredited facilities participating in Paths to QUALITY-104

### **National Association for Family Child Care (NAFCC):**

6/1/03 – 8/31/10

269 homes approved for Self-Study  
169 homes approved for Validation  
73 homes approved for Annual Renewal Report  
241 homes received funds for equipment and materials  
4,246 children served

7/01/08 – 8/31/10

8 homes approved for Self-Study  
7 homes approved for Validation  
3 homes approved for Annual Renewal Report  
2 homes received funds for equipment and materials  
125 children served  
The number of NAFCC accredited homes – 84  
The number of NAFCC accredited homes participating in Paths to QUALITY-78

### **National AfterSchool Association (NAA):**

6/1/03 – 8/31/10

37 school-age programs approved for Self-Study  
13 school-age programs approved for Validation  
11 school-age programs approved for Interim Reports  
1,105 children served

7/01/08 – 8/31/10

0 school-age programs approved for Self-Study  
0 school-age programs approved for Validation  
1 school-age programs approved for Interim Reports  
0 children served  
The number of NAA accredited school-age programs – 6

### **National Early Childhood Program Accreditation (NECPA):**

10/01/07 – 8/31/10

32 facilities approved for Self-Study  
36 facilities approved for Validation  
1 facilities approved for Annual Reports  
31 facilities received funds for equipment and materials  
5,232 children served

7/01/08 – 8/31/10

3 facilities approved for Self-Study  
0 facilities approved for Validation  
0 facilities approved for Annual Reports  
0 facilities received funds for equipment and materials  
210 children served  
The number of NECPA accredited facilities – 21  
The number of NECPA accredited facilities participating in Paths to QUALITY-13

### **Council on Accreditation (COA):**

10/01/07 – 8/31/10

0 facilities approved for Self-Study  
2 facilities approved for Validation  
0 facilities approved for Annual Reports  
2 facilities received funds for equipment and materials  
198 children served

7/01/08 – 8/31/10

0 facilities approved for Self-Study  
0 facilities approved for Validation  
0 facilities approved for Annual Reports  
0 facilities received funds for equipment and materials  
0 children served  
The number of COA accredited facilities – 6  
The number of COA accredited facilities participating in Paths to QUALITY-5

### **Association of Christian Schools International (ACSI):**

10/01/08 – 8/31/10

0 facilities approved for Self-Study  
0 facilities approved for Validation  
0 facilities approved for Annual Reports  
0 facilities received funds for equipment and materials  
0 children served  
The number of ACSI accredited facilities – 3  
The number of ACSI accredited facilities participating in Paths to QUALITY-1



**Indiana Association for the Education of Young Children**

4755 Kingsway Drive, Suite 107

Indianapolis, Indiana 46205

800-657-7577 (317) 356-6884

[www.iaeyc.org](http://www.iaeyc.org)

I A C C R R

indiana association for child care  
resource & referral

**Building networks to support families, providers and communities**



**The Indiana Association for Child Care  
The Foundation for an Integrated Child Care System**

***Supporting statewide systems of service delivery for families, providers, and communities in every zip code in Indiana***

**Supporting Parent Choice**

- ***Providing Information:*** IACCRR is the only statewide system delivering high quality consumer education information designed to help families navigate Indiana's complex child care system and assisting families in understanding how to use Paths to QUALITY™ as a tool for choosing child care.
- ***Providing Access:*** IACCRR provides families access to child care choices that meet their needs. From October 1, 2009 through June 30, 2010, child care resource and referral agencies provided 43,000 referrals by telephone and were provided to over 6,000 unique families.
- ***Delivering Relevant Services:*** IACCRR provides statewide access to web based child care information and referrals via [childcareindiana.org](http://childcareindiana.org). More than 127,000 referrals were delivered via the internet to more than 4,000 unique families.

**Supporting the Child Care Workforce**

- ***Delivering On-site Technical Assistance:*** IACCRR coordinates a network of more than 50 specialists to provide on-site technical assistance to child care programs across the state. More than 17,697 hours of technical assistance have been provided to programs participating in Paths to QUALITY since its inception in January 2008.
- ***Specialized Supports:*** IACCRR coordinates services to support the inclusion of children with special needs in typical child care settings and to support safe, healthy and appropriate care for infants and toddlers through on-site visits, technical assistance, training, and specialized resources.
- ***Supporting a Prepared and Educated Child Care Workforce:*** IACCRR is the largest system in the state to deliver non-formal Child Development Associate Credential training, pre-service training, in-service training, and specialized training to all populations of care providers—licensed centers and homes, unlicensed registered ministries with and without their VCPs, and legally licensed exempt providers.

### **Supporting the Child Care Infrastructure**

- ***Encouraging Investment:*** IACCRR reaches out to local, regional and state businesses and community leaders to support investment in high quality child care.
- ***Creating an Integrated System:*** IACCRR promotes community partnerships and collaboration to implement cost effective methods for service delivery.
- ***Meeting the Needs:*** IACCRR works to build the supply of high quality child care programs in all communities.

### **Supporting High Quality**

- ***Homes:*** IACCRR works closely with the Bureau of Child Care to support licensure of family child care homes. From October 1, 2009 through June 30, 2010 1,153 individuals were trained in Orientation Training 1 and 874 were trained in Orientation Training 2.
- ***Ministries:*** IACCRR works to support attainment of VCPs for registered ministries.
- ***Centers:*** Support building and licensure of child care centers.

### **Supporting Paths to QUALITY™ Implementation**

- ***Local Efforts:*** Indiana's quality rating and improvement system is built upon the foundation of the local coordinated efforts of Child Care Resource & Referrals in the Fort Wayne area and the Evansville area
- ***Coordinated Services:*** State level partnerships and collaborations have strengthened local partnerships to ensure successful implementation of the program.
- ***Family Awareness:*** With contact to thousands of families annually, IACCRR has created conduits of communication to ensure families are aware of Paths to QUALITY and use it when making their important child care choices.
- ***Grassroots Outreach:*** Local Child Care Resource & Referral agencies through their contact and connections with child care programs have been successful in outreaching to and enrolling nearly 2000 child care programs into Indiana's Paths to QUALITY system.

For further information, contact:

Marsha Thompson, Executive Director

Indiana Association for Child Care Resource & Referral

3901 North Meridian Street

Suite 200

Indianapolis, Indiana 46208

E-mail: [mthompson@iaccrr.org](mailto:mthompson@iaccrr.org)

Phone: 317-924-5202

Spanish: 317-924-8561

[www.iaccrr.org](http://www.iaccrr.org)

[www.childcareindiana.org](http://www.childcareindiana.org)



## ARRA Funded Projects

### General Overview

Start date 1/1/10 End date 6/30/11

All projects tied to job creation

Seek to provide funds to enhance and stabilize child care community

All projects designed to support the child care infrastructure

### Hoosier Child Care Quality Expansion Project

Designed to expand the availability of and access to high quality child care in areas of the state where the existing demand exceeds the current supply

- 94 ministries currently enrolled, will recruit up to 100 ministries. These ministries will commit to moving toward attainment of Voluntary Certification Standards
- 70 LLEPs currently enrolled. Homes will commit to moving toward licensure
- 7 Specialists are working with programs across the state, providing training, technical assistance, and assisting in quality goal attainment
- Specialists are trained and are providing unique business management training and support to create viability. This training is also available online.
- Each participating program receives FOUNDATIONS training for all staff, as well as an accompanying resource kit to be used in the program
- Additional quality supports will be made available for participating programs

### Infant Toddler Quality Enhancement Initiative

Designed to provide resources to increase the quantity and quality of infant and toddler care throughout the state; recipients will commit to participating in the Supply and Quality Expansion activities

- Tier 1 Supports: 500 programs will receive specialized kits valued at \$100.00
- Tier 2 supports: 80 programs can apply for non-cash resources valued up to \$1500.00
- Tier 3 Supports: 20 programs can apply for facility improvement grants up to \$15,000.00

**Infant Toddler Supply and Quality Expansion Project:** Designed to complement the Infant/Toddler Quality Enhancement Initiative, this project will increase the quantity and quality of infant and toddler care throughout the state

- Professional development focuses on curriculum for infants and toddlers; outdoor play areas; primary care and continuity of care
- Blended support services will be provided; which will include professional development; coaching; and specialized intervention
- Assist local CCR&Rs in identification of and future use of model infant/toddler programs

### Marketing

Designed to raise the awareness of CCR&R services and Paths to QUALITY

- Local marketing plans will be developed, which will include individualized strategies and resources to promote and market Paths to QUALITY, in all counties of the state

### Paths to QUALITY Level Advancement Project

Designed to support those programs with little resources and a commitment to providing quality care

- Will provide materials and equipment to more than 500 programs throughout the state, to assist in moving from Level 1 to Level 2 or higher
- Programs must work monthly with a Paths to QUALITY mentor and agree to reach a minimum of Level 2 on Paths to QUALITY

Contact: Pattie Ryan, Deputy Director, IACCRR, [pryan@iaccrr.org](mailto:pryan@iaccrr.org), 317-924-5202



*A statewide effort to improve  
the early care of infants and toddlers*

### FAMILIES

- ❖ Enhanced Child Care Referrals, Consultation and Follow-Up
- ❖ Parenting Presentations
- ❖ Resources

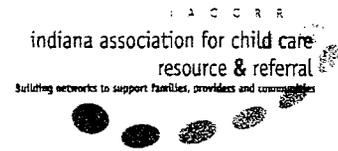
### PROVIDERS

- ❖ Training
- ❖ On-Site Consultation/Technical Assistance
- ❖ Resources

### COMMUNITIES

- ❖ Presentations
- ❖ Committees/Boards
- ❖ Community Events
- ❖ Employer Events
- ❖ Resources
- ❖ Data

CARE  
September 9, 2010  
Attachment 7  
4 of 11



## **Parents and Child Care in Indiana**

By Rachel Fulcher Dawson, IACCRR Policy Analyst

June 2010

## **IACCRR and Indiana's Families**

There are over 500,000 young children living in Indiana today. More than 300,000 of them have child care needs because all or both of their parents work outside the home. Unfortunately, selecting child care is not always a clear and easy choice with varying types of care, levels of quality, costs, and logistics to sort out. Fortunately, parents can and do search out information to best select and secure appropriate care for their young children. IACCRR is uniquely positioned in the child care field to inform, educate and direct parents towards solid, high quality choices that match their family needs and the unique needs of their child. IACCRR is involved in all aspects of making this an informed choice for high quality care for young children by working with providers to improve quality, with parents to understand options and quality checklists, and with communities to improve the systems of care available to families and children.

In 2009, IACCRR's eleven local Child Care Resource and Referral agencies served over 14,000 families via referrals and child care information as well as supporting more than 6,000 internet child care searches (IACCRR Annual Report, 2009). In addition, IACCRR's agencies enrolled over 1,900 providers in Paths to QUALITY™ expanding a program that has now positively impacted more than 70,000 children in Indiana (Indiana Family and Social Service Administration, Division of Family Resources, Bureau of Child Care, 2010). Local agency mentors delivered more than 10,000 hours of consultations to assist child care programs throughout Indiana. Likewise, IACCRR and its agencies provide trainings to support licensure and/or registration in each of Indiana's 92 counties, serving over 1,400 Orientation I participants and almost 1,000 Orientation II participants in 2009.

In order to further support specific needs and populations in Indiana, IACCRR administers four additional referral and information resources: the Better Baby Care Initiative (BBCI), the Safe Sleep Initiative, Hispanic Outreach and the Indiana Partnership for Inclusive Child Care (IPICC). Through the BBCI, IACCRR's agencies have given over 500 provider trainings, 300 hours of technical assistance (which includes specialized on-site support to create high-quality infant toddler child care environments), and 1,200 enhanced referrals (which are designed to help families in their child care search and promote

continuity of care for infants and toddlers). The Safe Sleep Initiative, in its third year, now boasts over 10,000 persons trained by agency and IACCRR staff. In 2009, IACCRR served Indiana's Hispanic Population by supporting 200 Spanish child care referrals, 250 participants who attended trainings in Spanish, and 80 participants who attended the first Annual Latino Early Childhood Conference. Finally, in order to support inclusive child care for Indiana's special needs children, IACCRR's agencies provided more than 200 trainings to providers (designed to equip child care providers with knowledge and resources to successfully include children with special needs in child care), delivered 400 hours of technical assistance (which includes specialized on-site support to enhance all children's access to high-quality child care environments), and helped more than 200 families via enhanced special needs referrals.

### **What do Hoosier Parents Want?**

Parents in Indiana want safe, quality child care for their children. Based on the results of IACCRR's ongoing

<b>Table 1: How important is the following factor for parents when they are trying to find child care?</b>	
	<b>% of Parents who Agree or Strongly Agree</b>
<b>Safe environment</b>	99%
<b>Experience of caregivers</b>	98%
<b>Good reputation</b>	97%
<b>Education of caregivers</b>	96%
<b>Caregiver training related to working with young children</b>	95%
<b>Curriculum or activities for children</b>	95%
<b>Program schedule (Days/Times)</b>	94%
<b>Child-to-caregiver ratio</b>	91%
<b>Location</b>	89%
<b>Cost</b>	89%
<b>Paths to QUALITY rating</b>	89%
<b>Opportunities for you to participate in program activities</b>	86%
<b>Caregiver training related to working with children with special needs</b>	78%
<b>Religious affiliation</b>	32%

*Source: IACCRR, 2009-2010. Based on analysis done on follow-up telephone survey conducted by Infotel for referrals done in October 2009 through March 2010. Analysis by IACCRR, 2010.*

follow-up surveying of parents who have received referral services, Table 1 lists (in ranked order) what factors parents rate as important in trying to find child care. It is worth noting that, 4 of the top 5 rated items

relate to providers: reputation, experience, training and education. Parents want caregivers who are positive, experienced and trained to care for and educate their young children.

### **Information is the Key to Quality**

Indiana's parents want information and use it directly in how they *search* for care and in how they *select* care. Ninety-two percent of parents surveyed said that the local Child Care Resource and Referral agency (CCR&R) helped them make a more informed choice when they were selecting child care. More specifically, parents were more informed about different child care options (83%), about what to look for when trying to find high quality child care (85%), about how to use Paths to QUALITY™ in a child care search (79%), and about resources that meet their family needs (84%). Along with increased knowledge about child care, quality options and resources, Indiana's parents put (or intend to put) this information into use. It is clear then that armed with information about options and quality, parents put knowledge into practice and select child care accordingly. Table 2 summarizes the actions parents have or will make based on their interaction with a CCR&R.

**Table 2:**  
**Which of the following steps did you or do you intend to take after your contact with the CCR&R?**

<b>1. I looked for or intend to look for a child care program participating in Paths to QUALITY.</b>	77%
<b>2. I interviewed or intend to interview the child care programs over the phone before visiting.</b>	92%
<b>3. I asked or intend to ask if the caregiver has training and education related to caring for children.</b>	92%
<b>4. When visiting child care programs, I counted or intend to count the number of adult caregivers and the number of children.</b>	88%
<b>5. I used or intend to use the checklist given to me by the CCR&amp;R to help identify a safe, healthy, and nurturing place for my child.</b>	76%
<b>6. I checked or intend to check violation history of child care programs before selecting a child care program.</b>	74%
<b>7. I contacted or intend to contact the child care programs' references to learn about other parents' experiences.</b>	80%
<b>8. I asked or intend to ask the caregiver how I can stay involved after my child is enrolled.</b>	82%

*Source: IACCRR, 2009-2010. Based on analysis done on follow-up telephone survey conducted by Infotel for referrals done in October 2009 through March 2010. Analysis by IACCRR, 2010.*

IACCRR's services increase the efficiency of selection of quality care as well, by informing parents of quality

providers based on the parents' own criteria (hours of operation, cost, location, teacher: child ratio). A brief summary of how this process works for parents:

1. IACCRR gives parents a number of providers based on criteria parents give them
2. Parents choose to call or email a number of these providers
3. Based on phone and email information, parents then choose to visit providers
4. Parents then select a provider

Based on the parents surveyed by IACCRR, this process begins then when a majority of parents (80%) are given between 3 and 15 referrals. Based on these, a majority of parents (73%) then contact between 1-10 providers/programs via phone or email. Finally, then about half of parents (51%) visit between 1 and 5 programs/providers. Table 3 demonstrates how this process, beginning with the call by the parent for referral services, allows for an efficient match with a quality provider meeting the family's and child's needs.

<b>Table 3: Referral and Search Process</b>						
	0	1 - 2	3 - 5	6 - 10	11 - 15	16 or more
<b>Number of programs IACCRR/Agency referred parents to:</b>	28	92	278	327	151	74
<b>Number of providers parents then called/emailed</b>	238	200	373	144	19	9
<b>Number of providers/programs parents visited</b>	465	355	152	12	1	2

*Source: IACCRR, 2009-2010. Based on analysis done on follow-up telephone survey conducted by Infotel for referrals done in October 2009 through March 2010. Analysis by IACCRR, 2010.*

Through this process, more than 40% of parents found child care through the CCR&R within 3 weeks of their referral contact (with 18% finding it another way and 34% still searching). For those who did not select a provider referred by the CCR&R (either finding it another way, not finding it yet or no longer looking for it at all), the reasons for not doing so are informative. The top four reasons given by parents for not having found child care within 3 weeks of their referral experience are displayed in Table 4.

**Table 4: Top Reasons parents do not have child care after working with CCR&R.**

<i>Child care providers were not reasonably priced.</i>	33%
<i>There were not openings in the programs.</i>	19%
<i>The programs couldn't accommodate parent/s' schedule.</i>	19%
<i>The programs were of low quality.</i>	13%

Source: IACCRR, 2009-2010. Based on analysis done on follow-up telephone survey conducted by Infotel for referrals done in October 2009 through March 2010. Analysis by IACCRR, 2010.

This indicates that even when parents are given information to make a solid choice for quality child care, there remain obstacles to them securing it: cost, availability, operating hours and lack of enough quality spaces.

***IACCRR effectively leads Parents to Quality!***

Through IACCRR's direct work by its eleven local Child Care Resource and Referral agencies, it has a constant and consistent feedback loop from parents searching for child care in Indiana. It is evident that when armed with solid information and direction, Indiana's parents respond by searching out quality child care for their young children. Parents agree that their knowledge is increased on a variety of critical elements of the child care system and quality early experiences for their children. In addition, parents use the vital information from IACCRR and its Agencies to efficiently search out child care that meets their family needs.

**Table 5: Parents Rate the Quality of CCR&R Services as Outstanding**

	Percentage of Parents Agree/Strongly Agree
<b>A. My needs were understood.</b>	95%
<b>B. My questions were answered.</b>	95%
<b>C. The staff was knowledgeable.</b>	96%
<b>D. I was treated with courtesy.</b>	98%
<b>E. The information given to me was accurate.</b>	95%

Source: IACCRR, 2009-2010. Based on analysis done on follow-up telephone survey conducted by Infotel for referrals done in October 2009 through March 2010. Analysis by IACCRR, 2010.

The services IACCRR provides are invaluable to Indiana's parents and thus to Indiana's young children. IACCRR has a unique connection with parents as it is a starting point and resource for valuable information and connections within the early learning and child care communities. As Table 5 demonstrates, parents who have used IACCRR's agencies services throughout the state confirm that IACCRR does an outstanding job meeting their needs in a professional and personal manner.

***IACCRR and its Agencies Inform, Train and Serve***

In the current Information Age, knowledge and delivery of reliable, relevant information are more important than ever. IACCRR is uniquely able to fill the delivery role in the child care arena. It has a track record of serving many of Indiana's families and children with solid referrals, providers with research-based practice and resources and communities with a touch-point for matching family needs with local child care provision. It has done so with the highest levels of professional and personal care. A quick review of how important IACCRR's services have been and continue to be for Indiana's families, children and communities:

- **Over 14,000 families** received referrals and child care information in 2009.
- Local agency mentors delivered more than **10,000 hours of consultations** to assist child care programs throughout Indiana.
- **Safety and Provider quality and training** are most important to parents in their search for quality child care
- **92% of parents agree** that the local Child Care Resource and Referral agency (CCR&R) helped them make a more informed choice when they were selecting child care.
- **More than 40% of parents** found child care through the CCR&R within 3 weeks of their referral contact
- **95% or more parents** rate CCR&R services as Outstanding

Survey Note: IACCRR conducts ongoing follow-up surveys of parents who use CCR&R services across the state. A random selection of 20% of parents in each of the 11 agency areas are surveyed on a variety of topics. Oversampling is done on parents who receive an enhanced referral in order to accommodate low population and sample sizes. For this report, N=991 parents receiving referrals between October 2009 and March 2010. Valid responses only were used to calculate percentages and totals.

**4Cs of Saint Joseph County**  
 401 E. Colfax Avenue, Suite 210  
 South Bend, IN 46617  
 (574) 289-7815  
 (800) 524-4533  
[www.4csindiana.org](http://www.4csindiana.org)

**Workforce Development Services, Inc.**  
 840 Broadway, 3rd Floor  
 Gary, IN 46402  
 (866) 582-2229  
[www.wdscrr.org](http://www.wdscrr.org)

**The Child Care Resource Network**  
 1100 Elizabeth Street, Suite 1  
 Lafayette, IN 47904  
 (765) 742-7105  
 (800) 932-3302  
[www.thechildcareresource.com](http://www.thechildcareresource.com)

**Child Care Answers**  
 615 N. Alabama Street, Suite 300  
 Indianapolis, IN 46204  
 (317) 636-5727  
 (800) 272-2937  
[www.childcareanswers.com](http://www.childcareanswers.com)

**C.A.S.Y.**  
 1101 South 13th Street 2nd Floor  
 Terre Haute, IN 47802  
 (812) 232-3952  
 (800) 886-3952  
[www.casonline.org](http://www.casonline.org)

**4C of Southern Indiana, Inc.**  
 600 S. E. 6th Street  
 Evansville, IN 47713  
 (812) 423-4008  
 (866) 200-5909  
[www.child-care.org](http://www.child-care.org)

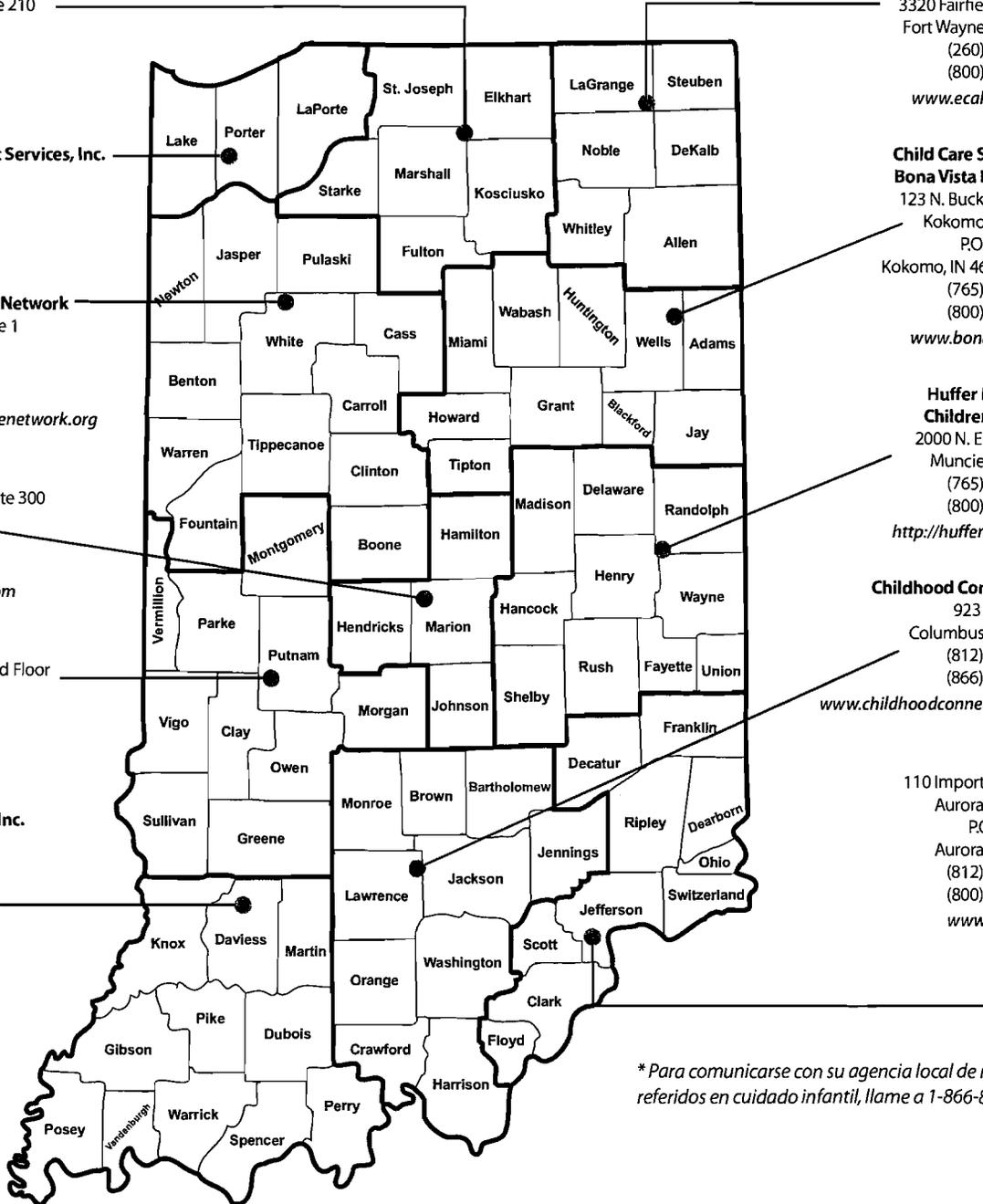
**Early Childhood Alliance (ECA)**  
 3320 Fairfield Avenue  
 Fort Wayne, IN 46807  
 (260) 745-2501  
 (800) 423-1498  
[www.ecalliance.org](http://www.ecalliance.org)

**Child Care Solutions/  
 Bona Vista Programs**  
 123 N. Buckeye Street  
 Kokomo, IN 46901  
 P.O. Box 2496  
 Kokomo, IN 46904-2496  
 (765) 452-8870  
 (800) 493-3231  
[www.bonavista.org](http://www.bonavista.org)

**Huffer Memorial  
 Children's Center**  
 2000 N. Elgin Street  
 Muncie, IN 47303  
 (765) 284-0887  
 (800) 554-9331  
<http://huffer.uwctl.org>

**Childhood Connections**  
 923 4th Street  
 Columbus, IN 47201  
 (812) 375-2208  
 (866) 693-0672  
[www.childhoodconnections.org](http://www.childhoodconnections.org)

**S.I.E.O.C.**  
 110 Importing Street  
 Aurora, IN 47001  
 P.O. Box 240  
 Aurora, IN 47001  
 (812) 926-1585  
 (800) 755-8558  
[www.sieoc.org](http://www.sieoc.org)



\* Para comunicarse con su agencia local de recursos y referidos en cuidado infantil, llame a 1-866-865-7056.

**indiana association of child care resource and referral**  
building networks to support families, providers and communities

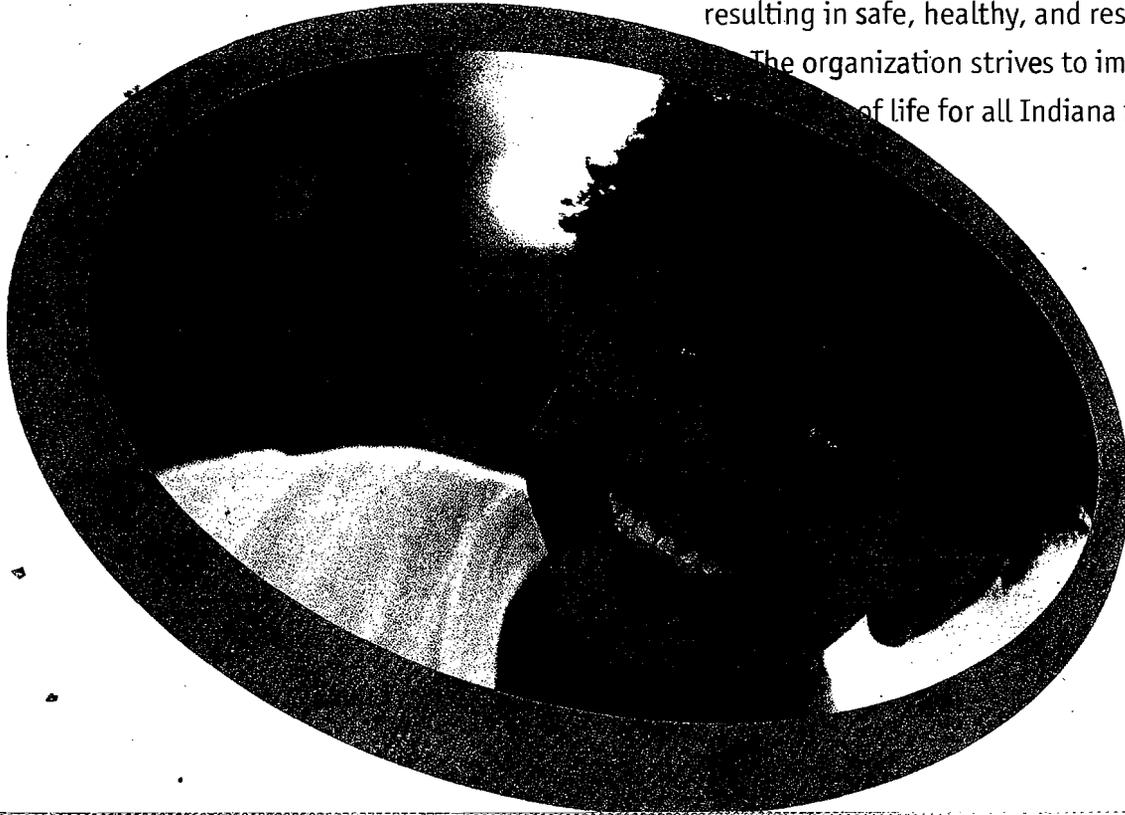
CARE  
September 9, 2010  
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## our mission

IACCRR and member agencies work together at a local, state and national level to provide, coordinate and advocate for a strong statewide system of child care resource and referral, resulting in safe, healthy, and responsive care for all children.

The organization strives to impact positively the quality of life for all Indiana families.





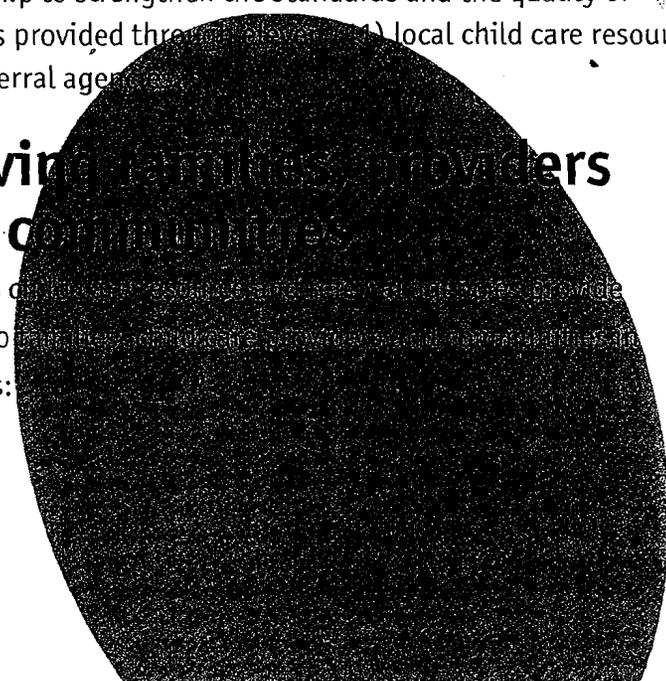
## strong statewide leadership

IACCRR is a leader in promoting quality child care that supports families, child care providers and communities. Our work is important, setting the framework for services, training and access as well as raising the bar for child care across the state.

iaccrr initiatives in early care and education in indiana provide the tools, resources and leadership to strengthen the standards and the quality of services provided through local child care resources and referral agencies.

## servicing families, providers and communities

Indiana's child care system provides services to families, providers and communities in these ways:



**families** can find information about the different types of child care available that would meet their specific needs, access information about the characteristics of a quality child care program and receive information about other community resources.

**child care providers** can receive professional development in early care and education, assistance with starting the business of a family child care home, training on Indiana state licensing requirements, and recommendations for operating a quality child care program.

**community members and organizations** can access information about the supply and demand for child care, including information on types of programs available, types of programs parents are asking for and the gaps between the two.





## Outreach

child care resource and referral agencies,  
community in Indiana and coordinates early  
services, including:

- Child Care Development Fund (CCDF) provider certification
- Training for Inclusive Child Care
- Indiana
- Outreach
- Indiana Work Life

## orientation training for family- child care homes

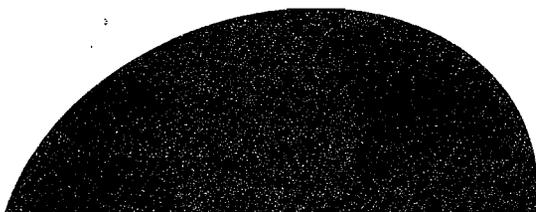
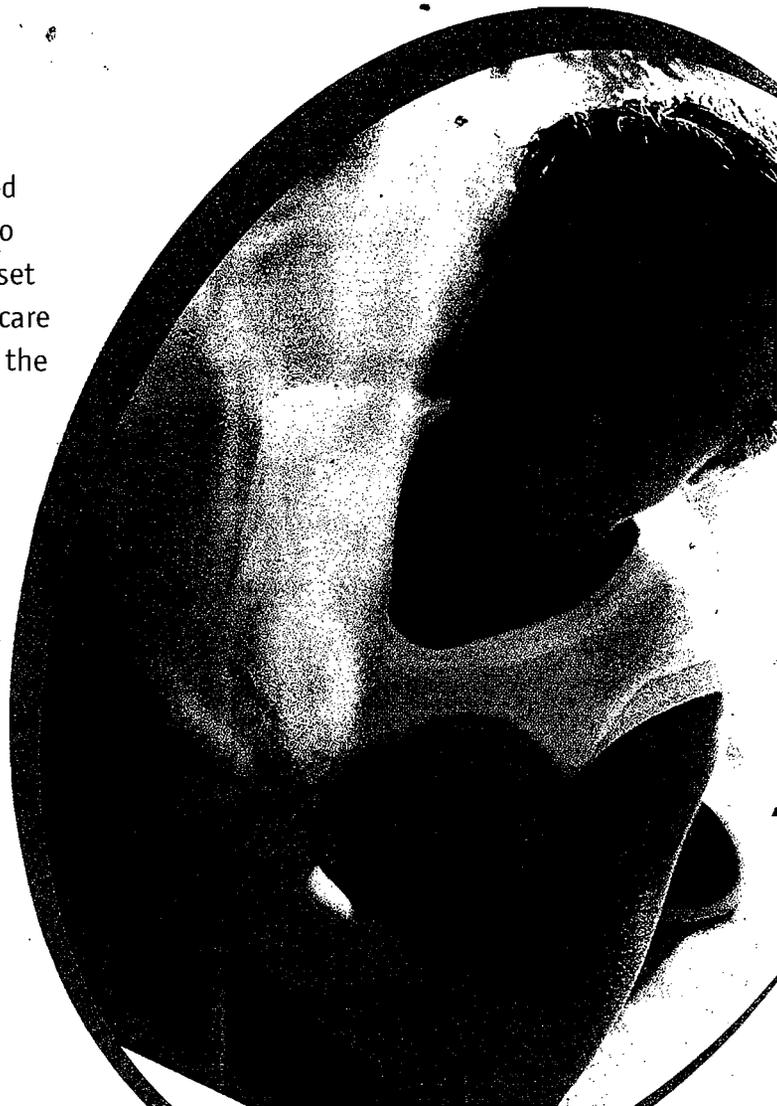
Indiana legislation and regulation mandates that a person seeking a state license to operate a child care home be required to attend Orientation Training. The training focuses on the components of the business of child care in addition to required regulations. Our training is effective and sets consistent standards across the state.

## Child care development fund provider certification

Indiana legislation and regulation requires that Legally Licensed Temporary Child Care Providers who care for children of families who qualify for state assistance for child care expenses must meet a set of standards. Once health and safety standards are met, a child care provider becomes certified and eligible to receive payment from the State of Indiana.

## Indiana partnership for inclusive child care

This important project serves to educate, support and empower communities, families and child care providers to increase the availability of and access to developmentally appropriate, healthy and safe child care for *all* children. The primary focus of the project is to provide quality child care environments and financial support for families of children with special needs.

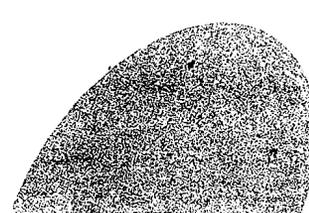


## **better baby care indiana**

Working in collaboration with existing national, state and local organizations, the campaign focuses attention on the issues to improve the policies that govern the quality of care for infants and toddlers. The primary focus of this campaign is parent education, family support, and child care provider training that supports healthy, safe and developmentally appropriate care for infants and toddlers.

## **hispanic/latino outreach services**

Responding to Indiana's changing demographics, the purpose of this project is to provide Spanish-speaking parents with child care referral services in their first language. Spanish-speaking child care providers receive Orientation Training and consultations in their native language. Services include referral to other resources and community supports for Spanish-speaking families.



## **indiana work life**

A economic development project to stimulate employers' interest and investment in child care, Indiana Work Life helps to facilitate innovative work/life solutions that maximize employer return on investment and strengthen employee commitment to work and family. Our model provides important incentives for businesses and helps foster partnerships between businesses and their employees.

## **iaccrr, a valued statewide partner**

We serve as a resource to the Indiana General Assembly, the Indiana State Administration, public officials, media representatives, social service providers, and others. IACCRR provides important information on the state of child care systems and resources available across Indiana. IACCRR will continue to develop strategic partnerships, build innovative programs, set national standards, negotiate, advocate and effectively position the child care needs of families at the local, statewide, and national policy level.

We are also proud to be a part of NACCRRRA, the Nation's Network of Child Care Resource & Referral Agencies.





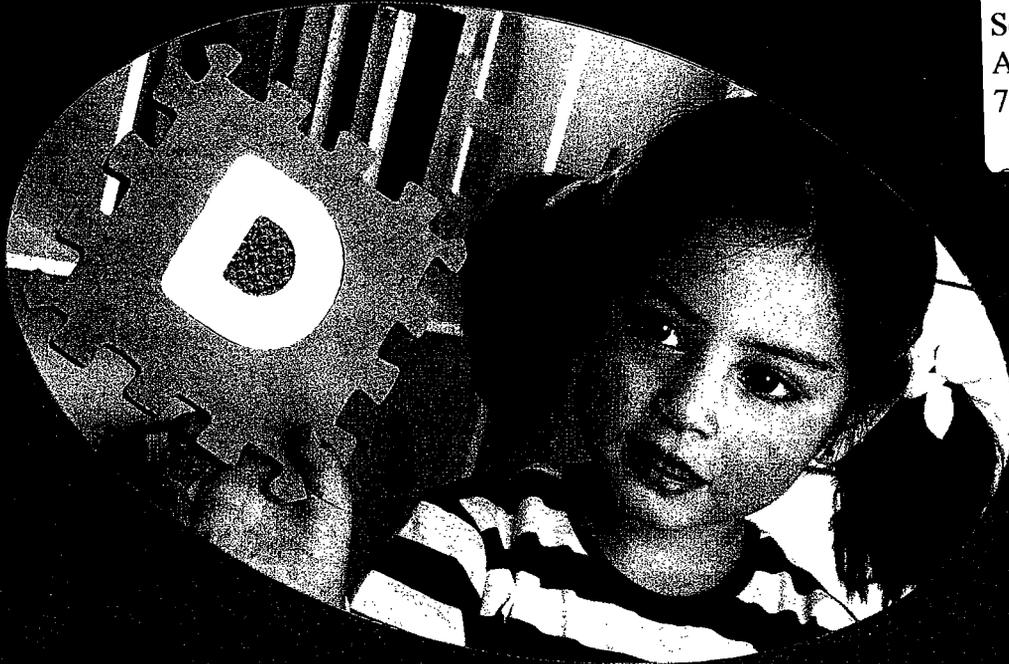
## **we're here for you.**

The work we do makes a vital difference in the lives of Indiana children and their families. That's why IACCRR has undertaken the challenge to "build networks to support families, providers and communities."

To locate your local child care resource and referral agency, call (317) 924-5202 or toll free, 800-299-1627. Or visit our website at [www.iaccrr.org](http://www.iaccrr.org)

La Asociación de Indiana de Recursos y Referidos en Cuidado Infantil  
construyendo redes para apoyar a las familias, los proveedores y las comunidades

CARE  
September 9, 2010  
Attachment 7  
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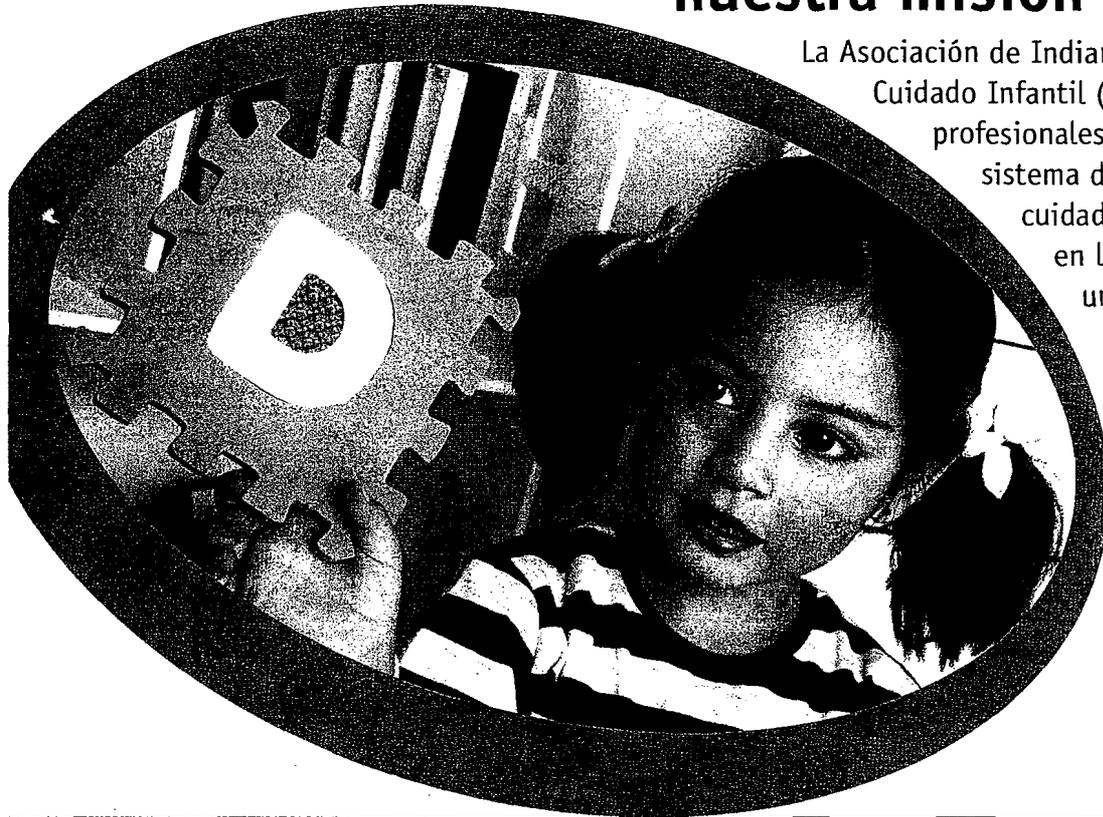


## nuestra visión

Una red de comunidades que apoyan al nivel más alto de calidad en cuidado infantil para todas las familias de Indiana.

## nuestra misión

La Asociación de Indiana de Recursos y Referidos en Cuidado Infantil (IACCRR) es un grupo de profesionales dedicados al desarrollo de un sistema de calidad de recursos y referidos en cuidado infantil (CCR&R) que esta basado en las mejores practicas. Por medio de una red de agencias locales de recursos y referidos, IACCRR alcanza a las familias, los proveedores de cuidado infantil y las comunidades de Indiana. También tiene un impacto positivo en la calidad de cuidado infantil a un nivel local, estatal y nacional.





# liderazgo a nivel estatal

IACCRR es el líder en promover calidad en cuidado infantil para apoyar a familias, a proveedores de cuidado infantil y a comunidades. Nuestro trabajo es importante, establecemos una estructura de servicios, entrenamientos y acceso, elevando así el nivel para cuidado infantil a través de todo el estado.

**iniciativas de IACCRR en el desarrollo e educación infantil en indiana** Nosotros proveemos los medios, los recursos y el liderazgo para fortalecer los estandares y la calidad de servicios proveídos por medio de once (11) agencias locales de recursos y referidos en cuidado infantil

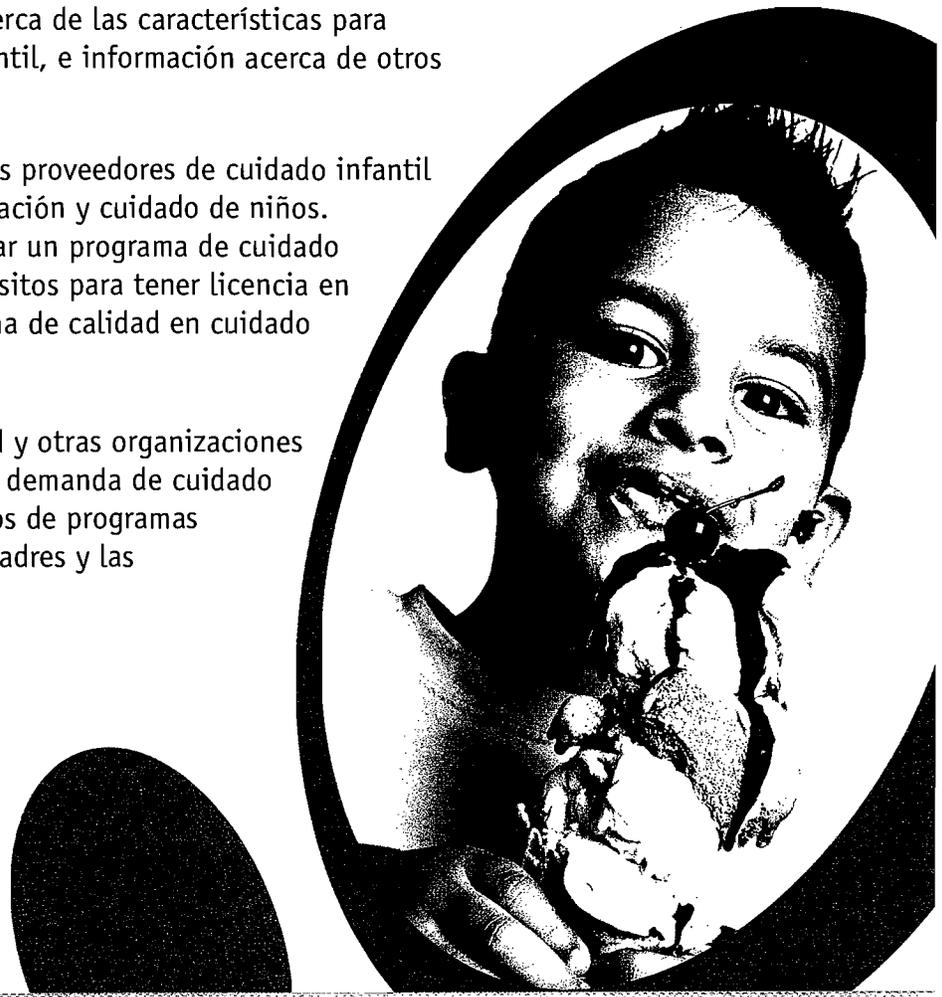
## **sirviendo familias, proveedores y comunidades**

Las agencias de cuidado de recursos y referidos en cuidado infantil proveen a familias, proveedores de cuidado infantil y comunidades los mejores servicios.

**Familias** Los padres y familias pueden conseguir información acerca de los diferentes tipos de cuidado infantil basados en las necesidades específicas de la familia. También pueden conseguir información acerca de las características para identificar un programa de calidad en cuidado infantil, e información acerca de otros recursos de la comunidad.

**Proveedores de cuidado infantil** Los proveedores de cuidado infantil pueden conseguir desarrollo profesional en la educación y cuidado de niños. También pueden conseguir ayuda en como comenzar un programa de cuidado infantil en casa, entrenamiento acerca de los requisitos para tener licencia en la familia y recomendaciones para operar un programa de calidad en cuidado infantil.

**Comunidades** Los miembros de la comunidad y otras organizaciones pueden conseguir información acerca de la oferta y demanda de cuidado infantil. Esto incluye información acerca de los tipos de programas disponibles, los tipos de programas que piden los padres y las diferencias entre los dos.



# atención a la comunidad

Por medio de este programa se proveen recursos y referidos en cuidado infantil en las comunidades en Indiana, y coordina las actividades de desarrollo infantil, incluyendo:

- Centro de Recursos para el Cuidado Infantil (IPICC)
- Mejor Cuidado para los Niños en Indiana (Better Baby Care)
- Asociación de Mujeres Hispanas / Latina
- Vida Mejor en Indiana (Proyecto de Desarrollo Económico)

## entrenamiento de orientación para los proveedores de cuidado infantil en casa

La legislación y las regulaciones de Indiana requieren que una persona que quiere sacar licencia para operar un programa de cuidado infantil en casa asiste a un entrenamiento de Orientación. El entrenamiento se enfoca en como comenzar un negocio de cuidado infantil y en las regulaciones requeridas por el estado. Nuestro entrenamiento es eficaz y establece estándares consistentes para todo el estado.



# caminos a la CALIDAD (Paths to QUALITY)

Indiana esta implementando un sistema voluntario de Calificación de Calidad, en la cual todos los proveedores de cuidado infantil regulados pueden tener la oportunidad de participar. El sistema se llama "**Caminos a la CALIDAD**". Los estandares para **Caminos a la CALIDAD** son consistentes pero están diseñados específicamente para las casa licenciadas de cuidado infantil, los centros licenciados y los ministerios registrados sin licencia. **Caminos a la CALIDAD** es un sistema en la cual cada nivel es construido en base al nivel anterior contribuyendo así al mejoramiento en capa etapa. También, teniendo como resultado la acreditación nacional al nivel mas alto.

## el proyecto de inclusión en cuidado infantil (IPICC)

Este proyecto importante sirve para educar, apoyar y autorizar a las familias, a los proveedores de cuidado infantil, y a los miembros de la comunidad para aumentar la disponibilidad y el acceso al cuidado infantil apropiado para todos niños. El enfoque primario de este proyecto es proporcionar un ambiente de cuidado infantil de alta calidad y apoyar a los padres con niños que tienen necesidades especiales.

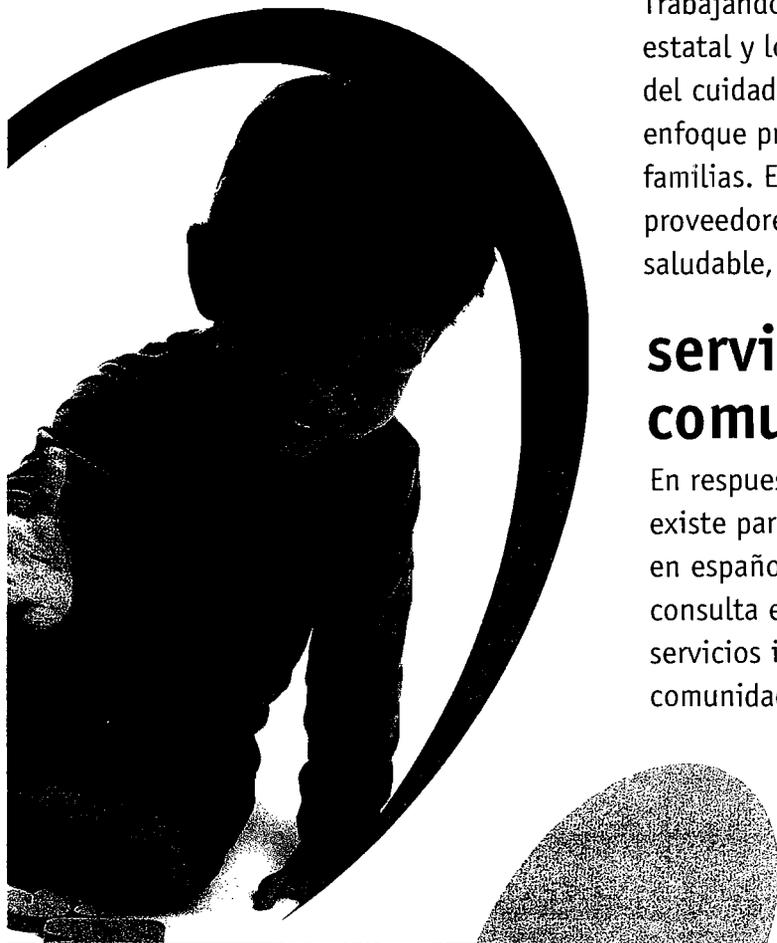


# el mejor cuidado del bebe en Indiana (Better Baby Care)

Trabajando y colaborando con organizaciones a nivel nacional, estatal y local, este proyecto enfoca atención en los asuntos acerca del cuidado infantil de calidad para bebés y niños pequeños. El enfoque primario de este proyecto es educación y apoyo para familias. El proyecto también provee entrenamiento para proveedores de cuidado infantil para ayudarles a tener cuidado saludable, seguro y apropiado para bebés y niños pequeños.

## servicios de alcance a la comunidad hispana / latina

En respuesta al cambio demográfico de Indiana, este proyecto existe para proporcionar servicios de referidos para cuidado infantil en español. También provee entrenamiento de Orientación y consulta en español para los proveedores de cuidado infantil. Los servicios incluyen referidos a otros recursos y apoyos en la comunidad para familias que hablan español.



## **vida-trabajo en indiana**

Este proyecto de desarrollo económico estimula el interés y la inversión de los empleadores en asuntos de cuidado infantil. Vida-Trabajo en Indiana ayuda a facilitar las soluciones innovadoras de la vida y el trabajo que llevan al máximo las inversiones de los empleadores y refuerzan el compromiso de los empleados para el trabajo y la familia. Nuestro modelo proporciona un estímulo importante para empleadores y ayuda a fomentar las asociaciones entre empleadores y sus empleados.

## **iaccrr es un socio muy valioso en todo el estado**

Nosotros servimos como un recurso muy importante a la Asamblea General de Indiana, la Administración del Estado de Indiana, los oficiales públicos, representantes de los medios de publicidad, proveedores de servicios sociales y otros. IACCRR provee información importante de los sistemas y recursos de cuidado infantil disponible a través del estado de Indiana. IACCRR continuara desarrollando estrategias y programas innovadores. También continuara a ser un defensor y negociador de las necesidades de familias acerca el cuidado infantil a un nivel local, estatal y nacional. También estamos orgullosos de ser un miembro de NACCRRA, la Asociación Nacional de Agencias de Recursos y Referidos en Cuidado Infantil.



## **estamos aquí para *usted***

Nuestro trabajo hace una gran diferencia en las vidas de los niños y las familias de Indiana. Por esta razón IACCRR, comprende la importancia de "construir redes para apoyar a familias, proveedores de cuidado infantil y comunidades."

Para localizar su agencia local de recursos y referidos en cuidado infantil, llame al (317)924-5202 o en español, 1-866-865-7056. También puede visitar nuestra página de Internet al [www.iaccrr.org](http://www.iaccrr.org).



Vicky Cuenca

vcuenca@iaccrr.org

Hispanic Outreach Project Coordinator

3901 N. Meridian St., Suite 200, Indianapolis, IN 46208

1.800.299.1627 or 317.924.5202, ext. 212 FAX 317.924.5102

Spanish 1.866.865.7056 or 317.924.8561

I A C C R R

indiana association for child care  
resource & referral

building networks to support families, providers and communities

[www.iaccrr.org](http://www.iaccrr.org)

Research shows that high quality early learning experiences prepare children for future success in school, work and life. Birth through age 3 is the most important time for growth of the human brain. A child's brain develops according to the child's experience which is why providing quality child care is so important.

**For Children**

Paths to QUALITY gives the children of Indiana a chance to receive better care from better trained providers who offer:

- Safe, nurturing environments
- Proper adult/child ratios
- Planned activities that support learning

Paths to QUALITY is a voluntary system created to improve the quality of child care and early education for children, give parents a tool to find the best quality program for their family's needs and support and recognize providers on a four-level rating system. The program has been studied and validated by the Child Development and Family Studies experts at Purdue University.

**Want to know if your provider is a participant in Paths to QUALITY? Look for the Paths to QUALITY decal or call your local Child Care Resource and Referral Agency.**

For more information, visit:  
[www.childcarefinder.in.gov](http://www.childcarefinder.in.gov)  
 or call:  
 800-299-1627



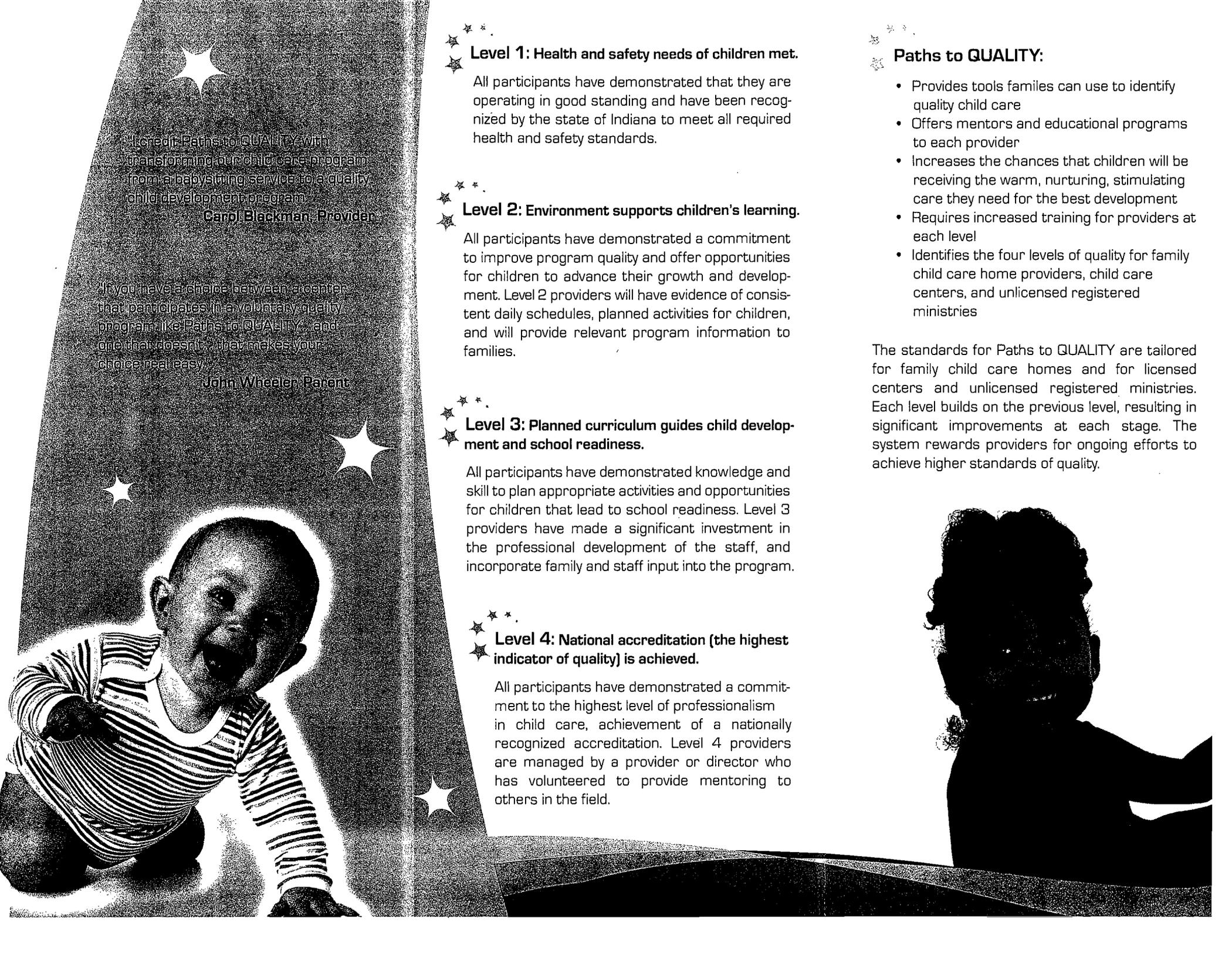
For every child, there's a path to a brighter future...

For every family, a path to trusted child care and peace of mind...

And for every child care provider, a path to higher standards of excellence.

In the state of Indiana, it's called... Paths to QUALITY





**Credit: Paths to QUALITY with  
transforming our child care program  
from a babysitting service to a quality  
child development program.**  
**Carol Blackman, Provider**

**If you have a choice between a center  
that participates in a voluntary quality  
program like Paths to QUALITY, and  
one that doesn't, that makes your  
choice real easy.**  
**John Wheeler, Parent**

★ ★ ★  
★ ★ ★  
**Level 1: Health and safety needs of children met.**

All participants have demonstrated that they are operating in good standing and have been recognized by the state of Indiana to meet all required health and safety standards.

★ ★ ★  
★ ★ ★  
**Level 2: Environment supports children's learning.**

All participants have demonstrated a commitment to improve program quality and offer opportunities for children to advance their growth and development. Level 2 providers will have evidence of consistent daily schedules, planned activities for children, and will provide relevant program information to families.

★ ★ ★  
★ ★ ★  
**Level 3: Planned curriculum guides child development and school readiness.**

All participants have demonstrated knowledge and skill to plan appropriate activities and opportunities for children that lead to school readiness. Level 3 providers have made a significant investment in the professional development of the staff, and incorporate family and staff input into the program.

★ ★ ★  
★ ★ ★  
**Level 4: National accreditation (the highest indicator of quality) is achieved.**

All participants have demonstrated a commitment to the highest level of professionalism in child care, achievement of a nationally recognized accreditation. Level 4 providers are managed by a provider or director who has volunteered to provide mentoring to others in the field.

★ ★ ★  
★ ★ ★  
**Paths to QUALITY:**

- Provides tools families can use to identify quality child care
- Offers mentors and educational programs to each provider
- Increases the chances that children will be receiving the warm, nurturing, stimulating care they need for the best development
- Requires increased training for providers at each level
- Identifies the four levels of quality for family child care home providers, child care centers, and unlicensed registered ministries

The standards for Paths to QUALITY are tailored for family child care homes and for licensed centers and unlicensed registered ministries. Each level builds on the previous level, resulting in significant improvements at each stage. The system rewards providers for ongoing efforts to achieve higher standards of quality.

# Indiana Association for Child Care Resource and Referral Agencies

## **Community Coordinated Child Care (4Cs)**

(800) 524-4533

**Counties:** Elkhart, Fulton,  
Kosciusko, Marshall,  
Starke and St. Joseph

## **The Child Care Resource Network**

(800) 932-3302

**Counties:** Benton,  
Boone, Carroll, Cass,  
Clinton, Fountain, Jasper,  
Newton, Pulaski,  
Tippecanoe, Warren and  
White

## **Community Alliance and Services for Young Children - CASY**

(800) 886-3952

**Counties:** Clay,  
Greene, Montgomery,  
Morgan, Owen, Parke,  
Putnam, Sullivan,  
Vermillion and Vigo

## **Huffer Child Care Resource and Referral**

(800) 554-9331

**Counties:** Delaware,  
Fayette, Hancock,  
Henry, Madison,  
Randolph, Rush,  
Shelby, Union and  
Wayne

## **Child Care Solutions/ Bona Vista Programs**

(800) 493-3231

**Counties:** Adams,  
Blackford, Grant, Howard,  
Huntington, Jay, Miami,  
Tipton, Wabash and Wells

## **Workforce Development Services, Inc.**

(866) 582-2229

**Counties:** Lake, LaPorte  
and Porter

## **Child Care Answers**

(800) 272-2937

**Counties:** Hamilton,  
Hendricks, Johnson and  
Marion

## **4C of Southern Indiana, Inc.**

(866) 200-5909

**Counties:** Daviess,  
Dubois, Gibson, Knox,  
Martin, Perry, Pike,  
Posey, Spencer,  
Vanderburgh and  
Warrick

## **Early Childhood Alliance (ECA)**

(800) 423-1498

**Counties:** Allen, DeKalb,  
LaGrange, Noble,  
Steuben, and Whitley

## **Childhood Connections**

(866) 693-0672

**Counties:** Bartholomew,  
Brown, Crawford,  
Harrison, Jackson,  
Jennings, Lawrence,  
Monroe, Orange and  
Washington

## **S.I.E.O.C.**

(800) 755-8558

**Counties:** Clark,  
Dearborn, Decatur,  
Floyd, Franklin,  
Jefferson, Ohio, Ripley,  
Scott and Switzerland

## **NIÑOS (CCR&R) en su comunidad local**

### **Ayudando a los padres a encontrar servicios de cuidado de niños**

Las organizaciones locales de recursos y referencias sobre el cuidado de niños (CCR&R) ayudan a los padres a eliminar la incertidumbre de la tarea de escoger un servicio de cuidado de niños, proporcionándoles referencias sobre proveedores de cuidado de niños, información sobre los requisitos estatales en lo referente a la emisión de licencias, disponibilidad de subsidios para cubrir el costo del cuidado de niños, y otra información pertinente. Tales organizaciones proporcionan orientación por teléfono, en persona y de otras maneras, por ejemplo, a través del Internet, que se ajustan a la situación de cada familia.

### **Apoyando a las familias para que críen niños saludables**

A través de talleres, líneas telefónicas "calientes" y boletines informativos, las organizaciones CCR&R se acercan a los padres con información local confiable que les permite tomar decisiones fundamentadas acerca de todos los aspectos del cuidado de niños.

### **Desarrollando la disponibilidad de servicios de cuidado de niños**

Las organizaciones CCR&R ofrecen un punto de ingreso al campo del cuidado de niños, ayudando a los proveedores a cumplir con los requisitos para la obtención de licencias y a informarse sobre aspectos de la salud y la seguridad, prácticas comerciales y desarrollo infantil. También trabajan con gobiernos locales y estatales y con el sector privado para aprovechar al máximo los recursos existentes para desarrollar y mantener la disponibilidad de servicios de cuidado de niños de alta calidad.

### **Mejorando la calidad en el cuidado de niños**

Las organizaciones CCR&R ofrecen oportunidades constantes de desarrollo profesional a los proveedores de servicios de cuidado de niños y sus empleados. Al apoyar programas de acreditación, ayudar a crear incentivos financieros para la educación y bogar en favor de una mejor compensación para los proveedores, las organizaciones CCR&R mejoran la calidad del cuidado para todos los niños.

## **Cerrando la brecha entre el cuidado de niños y la educación**

Las organizaciones CCR&R procuran crear ambientes para el cuidado de niños que ayuden a los niños a crecer y aprender. El educar a los padres acerca del aprendizaje temprano y los diversos componentes del cuidado de niños de alta calidad es un elemento importante de los servicios proporcionados por dichas organizaciones.

## **Documentando las necesidades y las tendencias en materia de cuidado de niños**

Las organizaciones CCR&R son la principal fuente de información sobre el costo y la disponibilidad local de servicios de cuidado de niños. Con sus bases de datos amplias y bien mantenidas, estas organizaciones pueden seguir de cerca las tendencias en lo referente a las cambiantes necesidades de las familias.

## **Logrando la intervención de nuevos socios**

Al acercarse a dirigentes de la comunidad de los negocios, agencias policiales, maestros de escuela y otros, las organizaciones CCR&R ayudan a hacer que el cuidado de niños sea un tema de interés para la comunidad entera. Estas organizaciones colaboran con otros servicios de apoyo familiar para promover una visión holística del cuidado de niños que incluye la salud, la alfabetización y las necesidades especiales.

## **Divulgando la historia del cuidado de niños**

Al proporcionar recursos, documentar las necesidades de la comunidad y crear nuevas formas de satisfacer esas necesidades, las organizaciones CCR&R traen al público las voces de los niños, las familias y los proveedores de servicios de cuidado de niños.

Child Care Aware es una iniciativa nacional emprendida por la National Association of Child Care Resource and Referral Agencies (NACCRRRA) y dedicada a ayudar a los padres a encontrar la mejor información disponible para localizar recursos y servicios de cuidado de niños de alta calidad en su comunidad. Child Care Aware, en sociedad con agencias locales de recursos y referencias sobre el cuidado de niños, desarrolla la conciencia de los consumidores y apoya a las familias en las decisiones que toman respecto al cuidado y educación de sus hijos.

# **ChildCareAware™**

El servicio de información más confiable de Estados Unidos sobre el cuidado de niños.

Para más información sobre Child Care Aware o para obtener ayuda en localizar a su agencia local de recursos y referencias sobre el cuidado de niños, llame al:

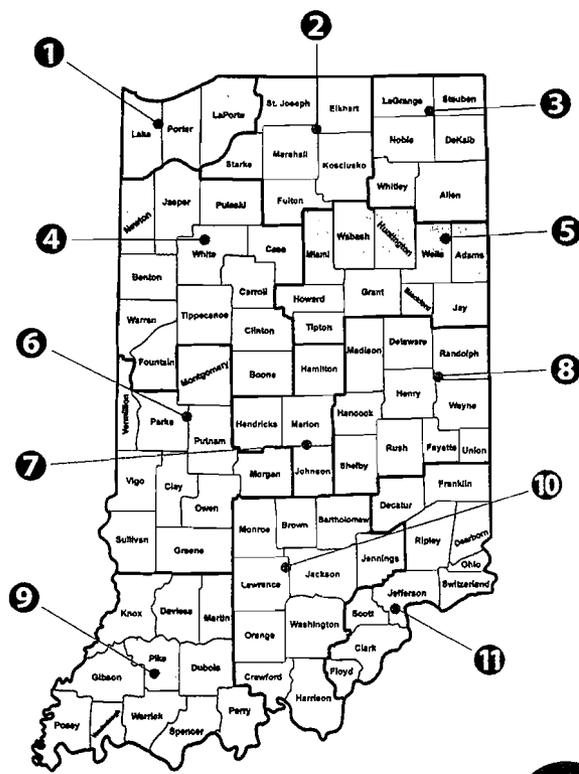
**1-800-424-2245**

[www.ChildCareAware.org](http://www.ChildCareAware.org)

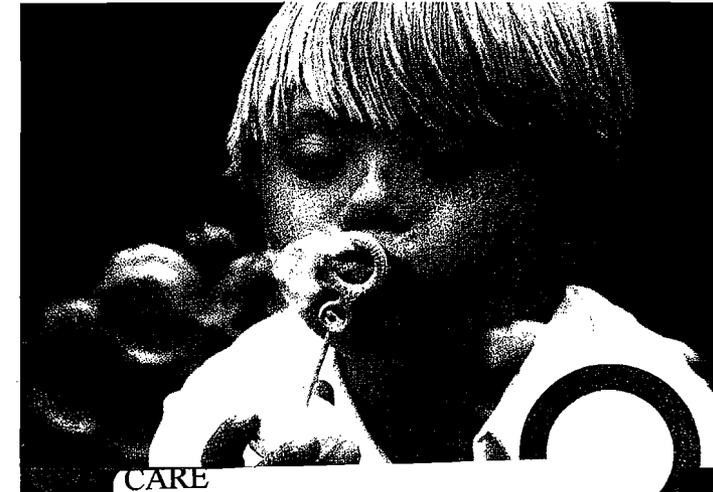
 **Child Care Bureau** Child Care Aware, un programa de NACCRRRA que opera sin fines de lucro, es financiado a través de un convenio cooperativo con la División de Cuidado de Niños, Departamento de Salud y Servicios Humanos de los Estados Unidos.

©2001 National Association of Child Care Resource and Referral Agencies ([www.naccrra.org](http://www.naccrra.org))

# Indiana Partnership for Inclusive Child Care



IACCRR  
indiana association for child care  
resource & referral



CARE

September 9, 2010  
Attachment 7  
10 of 11

## Indiana Partnership for Inclusive Child Care

3901 N. Meridian Street, Suite 200  
Indianapolis, IN 46208  
(317) 924-5202 or (800) 299-1627  
Email: [inclusion@iaccrr.org](mailto:inclusion@iaccrr.org)  
Fax: 317-924-5102

[www.iaccrr.org](http://www.iaccrr.org)

This project is supported by the Indiana Family  
and Social Services Administration, Division of  
Family Resources, Bureau of Child Care.

resources that support  
all children

- 1 Workforce Development Services, Inc.  
(866) 582-2229 | [www.wdscrr.org](http://www.wdscrr.org)
- 2 Community Coordinated Child Care (4Cs)  
(800) 524-4533 | [www.4csindiana.org](http://www.4csindiana.org)
- 3 Early Childhood Alliance (ECA)  
(800) 423-1498 | [www.ecalliance.org](http://www.ecalliance.org)
- 4 The Child Care Resource Network  
(800) 932-3302  
[www.thechildcareresourcenetwork.org](http://www.thechildcareresourcenetwork.org)
- 5 Child Care Solutions/Bona Vista Programs  
(800) 493-3231 | [www.bonavista.org](http://www.bonavista.org)
- 6 Community Alliance and Services for  
Young Children - CASY  
(800) 886-3952 | [www.casonline.org](http://www.casonline.org)
- 7 Child Care Answers  
(800) 272-2937 | [www.childcareanswers.com](http://www.childcareanswers.com)
- 8 Huffer Child Care Resource and Referral  
(800) 554-9331 | [www.huffermcc.org](http://www.huffermcc.org)
- 9 4C of Southern Indiana, Inc.  
(866) 200-5909 | [www.child-care.org](http://www.child-care.org)
- 10 Childhood Connections  
(866) 693-0672  
[www.childhoodconnections.org](http://www.childhoodconnections.org)
- 11 S.I.E.O.C.  
(800) 755-8558 | [www.sieoc.org](http://www.sieoc.org)

IACCRR  
indiana association for child care  
resource & referral

Indiana Partnership for Inclusive Child Care is a program that improves access, quality and availability of inclusive environments for families of children with special needs.

IPICC is a program of Indiana Association for Child Care Resource and Referral (IACCRR) which uses its network of community-based CCR&R agencies to positively impact quality child care. Here is how we can help:

training opportunities

offering on-site technical assistance

assisting child care providers to meet criteria in Paths to QUALITY

providing links to resources in their communities

providing enhanced referrals for families of children with disabilities

answering questions about the rights and responsibilities under the Americans with Disabilities Act



## children

- encourages friendships with other children
- encourages acceptance of others
- provides an understanding of similarities and differences

## families

- provides quality care for working parents
- encourages sharing of common experiences with other families
- provides a break from daily routines

## early childhood professionals

- provides training on disabilities
- increases awareness of the unique needs of all children

## an inclusive environment...

- is where those with and without disabilities have the opportunity to play and learn together
- addresses the needs and interests of every child, including those with disabilities
- includes all children in age-appropriate activities with their peers
- includes children with disabilities in daily routines
- has access to resources, consultation and technical assistance which supports families and individuals providing care for children with special needs



2008-2009

Indiana Association for  
Child Care Resource and Referral

# Annual Report

CARE  
September 9, 2010  
Attachment 7  
11 of 11



*IACCRR is a not-for-profit organization  
working to build a network of communities that  
support the highest quality of child care for all  
Indiana families.*

I A C C R R  
indiana association for child care  
resource & referral  
building networks to support families, providers and communities



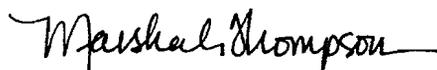
*The Indiana Association for Child Care Resource and Referral (IACCRR) is a team of dedicated professionals committed to the development of a high quality statewide system of child care resource and referral (CCR&R) based on best practices. Through a network of community-based CCR&R agencies, IACCRR will reach out to Indiana families, child care providers and communities and will positively impact the quality of child care at the local, state and national levels.*



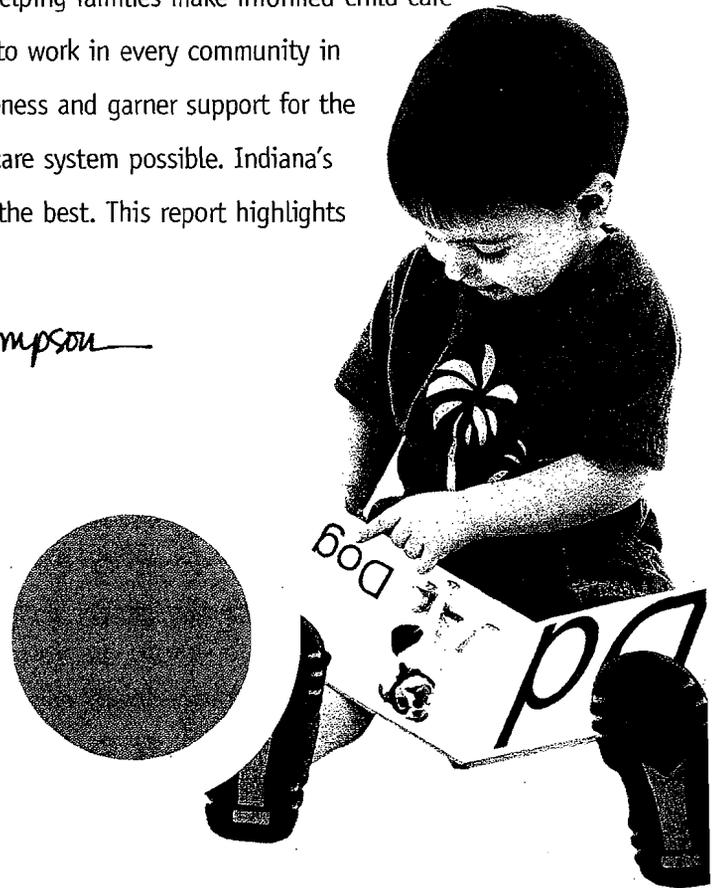
## A letter from our **Executive Director**

Dear Friends,

The Indiana Association for Child Care Resource and Referral (IACCRR) has experienced significant growth over the past year. Our organization has played a key role in the development and implementation of early childhood initiatives that directly impact the quality of child care, resulting in improved school readiness for Indiana's children. Along with our funders, our eleven local child care resource and referral agencies and partners, IACCRR has taken the lead on professional development, training and mentoring of child care providers, as well as helping families make informed child care choices. We continue to work in every community in Indiana to raise awareness and garner support for the highest quality child care system possible. Indiana's children deserve only the best. This report highlights our accomplishments.

A handwritten signature in black ink that reads "Marsha Thompson".

Marsha Thompson  
*Executive Director*



## Family Support Services

Approximately 61% of children in Indiana, five years and younger, currently receive some type of non-parental care on a regular, weekly basis.

IACCRR understands the challenges that families face while navigating the complex child care system in Indiana. The work of the child care resource and referral system is concentrated on providing information that simplifies the child care search process and offers information to families so they are equipped to make the most informed child care decision for their family. This work is grounded in respect for parental choice and the commitment to sharing research based information.

- **14,296 families** received referrals and information from local CCR&R agencies
- **6,661 internet child care searches**, a 44% increase from the previous year
- **94% of clients** using CCR&R services, who responded to a survey, indicated that their needs were met

*"It wasn't until I got in contact with CCR&R that I understood the differences between daycares . . . She emailed me a list of providers within five minutes who met my criteria and within the next week my children were enrolled at a great daycare that my children as well as I enjoy."* Mother

## Paths to QUALITY™

Since January 1, 2008, Indiana has implemented a child care quality rating and improvement system, Paths to QUALITY™. The success of Indiana's statewide quality rating and improvement system is a direct result of the work and impact of local child care resource and referral agencies. Paths to QUALITY™ is a replication of a successful, privately funded system created in 2000 by Early Child Alliance, Child Care Resource & Referral, in Fort Wayne. In 2005, 4C of Southern Indiana, Inc., Child Care Resource & Referral, demonstrated how the system could be effectively replicated.

IACCRR is proud to work with the Indiana Family and Social Services Administration/Bureau of Child Care and other partners to support the realization of a statewide system that empowers families and supports access to high-quality child care for all of Indiana's children.

IACCRR has, as of September 30, 2009, coordinated the work that has resulted in:

- **1,589 providers** enrolled in Paths to QUALITY™
- **10,690 hours** of consultations delivered by local agency mentors to assist child care programs throughout Indiana
- **59,620 children** have been positively impacted by Paths to QUALITY™

*"It has given us the confidence that we were already providing quality care for children and families. It has given us organizational tools to support and clarify our mission. We are ready to continue to move forward in a spirit of excellence thanks to our mentor's support."* Paths to QUALITY™ participant

## Training and Professional Development

IACCRR coordinates efforts to support the child care workforce.

- Annual assessments of the child care workforce training needs; distributed to every legally operating child care program and key stakeholder in Indiana
- Annual Training Plans implemented by 100% of local CCR&R agencies based on needs, location, research and trends

### BETTER BABY CARE INDIANA

IACCRR coordinates the efforts of Infant Toddler Specialists who provide services to families, child care programs and communities in each of Indiana's 92 counties.

Better Baby Care Indiana, coordinated by IACCRR, resulted in the following:

- **586 trainings**, designed to improve the quality of child care for Indiana's youngest citizens
- **335 hours** of technical assistance delivered, which includes specialized on-site support to create high-quality infant toddler child care environments
- **1,252 enhanced referrals**, which are designed to help families in their child care search and promote continuity of care for infants and toddlers

#### SAFE SLEEP

After three years of delivering safe sleep practices training, IACCRR and local agency staff have trained more than **10,000** participants. This milestone illustrates the ongoing and diligent work to keep children safe and healthy. Participants increased their knowledge of safe sleeping practices for infants by an average of more than 30% after attending Safe Sleeping Practices and Reducing the Risk of SIDS in Child Care Training.

*"I thought it was helpful and possibly life saving."* Teen Parent

#### HISPANIC OUTREACH

Responding to Indiana's changing demographics, this project provides Spanish-speaking parents with child care referral services in their first language and provides professional development for Spanish speaking providers.

- **202** child care referrals were completed in Spanish
- **251** participants attended trainings in Spanish
- **80** participants attended the first Annual Latino Early Childhood Conference

*"We want to make sure that all families of all ethnicities have an opportunity to understand the child care process, as well as, having a great experience in the child care setting."* Maricela Madden, Early Childhood Alliance

#### INDIANA PARTNERSHIP FOR INCLUSIVE CHILD CARE

The primary goal of this project is to improve access, quality and availability of inclusive child care environments for families of children with special needs.

- **210 trainings**, designed to equip child care providers with knowledge and resources to successfully include children with special needs in child care
- **409 hours** of technical assistance delivered which includes specialized on-site support to enhance all children's access to high-quality child care environments
- **234 enhanced referrals**, designed to support families, educate providers and offer high quality environments to all children

#### ORIENTATION TRAINING

Specific trainings designed to support licensure and/or registration are offered through IACCRR and the 11 local CCR&R agencies in each of Indiana's 92 counties. Participants attending Orientation I and Orientation II trainings are provided with a vast array of information and resources to assist them in successful operation of their child care business.

- **1,417** Orientation I participants trained
- **999** Orientation II participants trained





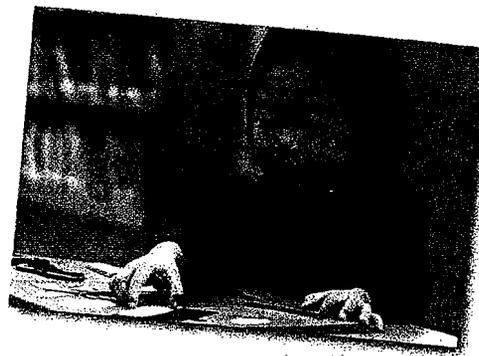
*"IACCRR serves as one of our country's model child care resource and referral statewide networks. Its exceptional leadership, innovative practices, and commitment to best practices make it a leading example of how child care resource and referral agencies can and will change the landscape of child care across the country."*

Linda K. Smith, Executive Director, National Association of Child Care Resource & Referral Agencies (NACCRRA)

### Ensuring Quality and Accountability

The work of IACCRR is built on the basis of accountability to partners, funders, colleagues and ultimately the children of Indiana. IACCRR ensures fiscal prudence and engagement in effective activities that result in meaningful outcomes.

IACCRR builds a high-functioning statewide system for child care resource and referral service delivery by:



- Using research, customer feedback, and national best practices to set consistent, statewide standards for CCR&R service delivery
- Facilitating monthly, one-on-one program reviews with CCR&R Program Directors
- Conducting third-party evaluations to measure satisfaction and outcome achievement related to services to parents, providers and community members
- Developing and implementing nationally-recognized technical assistance and training for CCR&R staff, including a process to evaluate and enhance parent education and referrals delivered by phone
- Representing Indiana at the national level through collaboration and participation in national committees
- Offering training, technical assistance, and evaluation to support CCR&Rs in achieving national certification through NACCRRA's New Quality Assurance Program for CCR&R service delivery
- **1,550 Hours of Training and Technical Assistance** delivered by IACCRR to CCR&R Staff
- **125 Trainings** held by IACCRR staff for CCR&R Staff



### Board of Directors

**Nannette Anderson, President**

**Ekumene Lysonge, Vice President**  
Lysonge Law

**Donnielle Fowler, Secretary**  
Head Start

**Rose Ellen Adams**  
Childhood Connections

**Carrie Bale**  
Huffer Memorial Children's Center

**Keta Cross**  
Children's Bureau

**Tammy Cunningham**  
Southeastern Indiana Economic Opportunities Corporation

**Victoria Matney**  
The Child Care Resource Network

**Michelle Marietta**  
JP Morgan Chase

**Tonette Murff**  
Eastern Star Church  
Jewel Child Care and Preschool

**Lucinda Nord**  
Indiana Association of United Way



### Local Agencies

4C of Southern Indiana, Inc.  
4C of St. Joseph County  
Child Care Answers

Child Care Solutions/  
Bona Vista Program  
Childhood Connections  
Community Alliance and Services  
for Young Children  
Early Childhood Alliance

Huffer Memorial Children's Center  
Southeastern Indiana Economic  
Opportunity Corporation  
The Child Care Resource Network  
Work Force Development Services, Inc.

## Impacting 100% of Zip Codes in Indiana

### COMPREHENSIVE DATA COLLECTION

The network uses a specialized database which enables the collection, analysis, reporting, and distribution of comprehensive and accurate data related to child care supply, demand, quality, and cost. This data supports market rate analysis, state and national data reporting and informs economic development efforts. IACCRR responds to a variety of customized data requests.

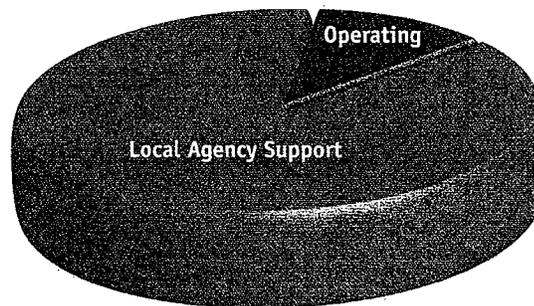
### WORK LIFE INITIATIVE

Affordable, accessible and high-quality child care is an essential component to a vibrant economy and a stable workforce. IACCRR works to share strategies, research and support to the private sector in order to engage communities in progressive economic development and cost effective support for families.

### COMMUNITY PARTNERSHIPS

The child care resource and referral system in Indiana has strong partnerships to assist in scaffolding resources and increasing positive outcomes for families and communities.

## Financials



Expenses \$7,733,068

Income \$7,728,304

**88% Direct  
Support to Local  
Communities**

**12% Operating**

Indiana Association for Child Care Resource and Referral (IACCRR)

3901 North Meridian Street, Suite 200

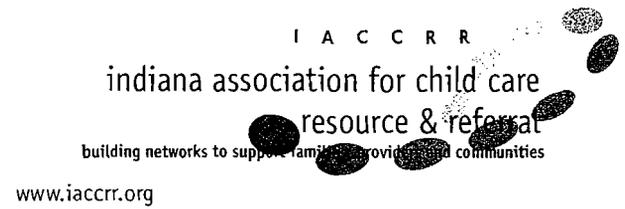
Indianapolis, Indiana 46208

800-299-1627 ■ 317-924-5202 ■ [www.iaccrr.org](http://www.iaccrr.org)

IACCRR is supported by the Indiana Family and Social Services Administration/Bureau of Child Care.



**Marsha Thompson**, Executive Director [mthompson@iaccrr.org](mailto:mthompson@iaccrr.org)  
3901 N. Meridian, Suite 200, Indianapolis, IN 46208  
1.800.299.1627 or 317.924.5202 FAX 317.924.5102  
Spanish 1.866.865.7056 or 317.924.8561





## Licensed Home Advisory Board September 9, 2010

**At this time we do not have a formal recommendation. However, we'd like to share:**

### **What we've done:**

- Presenters from outside organizations have met with the Homes Committee to discuss/address possible curriculum options for providers
- Board has at least 1 representative from each of our State regions
- created a facebook page for providers, parents, and the public to join, network, share thoughts and put faces to providers
- discussed PTQ (Paths To Quality)

**Here are some of the topics that we will be continuing to address at our future meetings:**

- **Unlicensed childcare providers:** Licensed home providers are losing families for cheaper care because of too-lenient response/inadequate monitoring to reports of unlicensed, illegal childcare operations, putting our state's children at greater risk. This forces licensed, legally-compliant childcare providers to increase rates to compensate for loss of business, thereby placing financial hardships on already struggling families. Parents may choose certain ministries who, like unlicensed/illegal providers, can charge lower rates because the state does not mandate child-to-adult ratios as they do for private childcare providers and centers, another policy which puts our state's children at greater risk. **How can there be "NO limit" to the number of children under one adult's care, ministry or otherwise?**
- **Taxes and Employee Cost in Running a Childcare Program:** Because of the low net profit of childcare businesses, high payroll taxes and minimum wage increases it begins to become impossible for childcare providers to hire sufficient and qualified staff to provide the highest quality of care to children. Some providers are working additional jobs to supplement their childcare programs as well as giving up their salary to pay their staff or closing. **Couldn't we be given some kind of special tax incentives or financial support so that we may hire the needed quality help for higher-quality care?**
- **Vouchers:**  
Share our ideas and concerns as the program goes through its changes.
- **PTQ (Paths to Quality):**  
Continue our discussions on the program "the good and the bad." As the program reaches state wide and providers reach higher levels issues are being brought to our attention.
- **P.R.**  
Continue to get the word out to other providers that we are here.

### Licensed Child Care Center Advisory Board – 2010 Report to the Committee on Child Care

The Licensed Child Care Center Advisory Board would like to see all children in Indiana have the opportunity to receive *QUALITY* child care and early childhood education. Research conducted by many different organizations has revealed the same three key elements in a *quality* early childhood program:

- Appropriate group size (examples: no more than 8 infants per room or 10 two-year-olds per room: or 20 three- year-olds per room)
- Child/staff ratios that allow for safe, nurturing environments (examples: no more than 4 infants per adult or 5 two-year-olds per adult or 10 three-year-olds per adult)
- Staff Qualifications (staff members counted in ratio must be at least 18 years of age or 21 years of age if working with infants and/or toddlers).

Young children do not meet developmental milestones as rapidly when in classrooms with large numbers of children. Some of the disadvantages to having large groups of young children together are as follows:

- It is not safe. Children get injured more often when in large groups. It is much more difficult to get children out during emergency situations (fire) in large groups.
- It is not healthy. Children spread more germs and are exposed to more communicable illnesses in large group settings.
- Children are much more aggressive when in large groups.

Research shows many, many advantages to children being in groups with appropriate child/staff ratios:

- Appropriate ratios are based on what children need to have a reasonable amount of quality nurturing care.
- 75% of a child's brain is developed by age 3 and 95% by age 5. In order for a child to develop to his/her full potential, beginning in infancy a child must be nurtured in an appropriate manner.
- Direct, warm social interaction between adults and children is more common with lower child/staff ratios.
- Children develop language skills by being read to, singing songs, conversation, and exposure to a variety of activities—none of which include television or video stimulation. Caregivers can only do this when they have appropriate numbers of children in their care. Too many children per caregiver leads to only custodial care rather than the care needed for each child to develop to his/her full potential

There are many benefits to requiring child care providers in Indiana to meet basic quality standards:

- Children develop to their full potential and enter school ready to succeed.
- Hoosier taxpayers benefit when children are successful in school and become educated, skilled adults ready to enter the workforce.
- Children become more productive citizens when they develop appropriate social-emotional skills in the early formative years. Children with appropriate social-emotional skills are less likely to be incarcerated for a crime as an adult.
- Indiana will have an adequate number of quality early childhood providers when universal pre-k is introduced in Indiana

The State of Indiana could take a huge step forward in preparing children to enter school and be successful by requiring providers, including registered ministries to adhere to basic quality standards of appropriate group size, proper staff qualifications, and adequate child/staff ratios. CCDF Vouchers are making it possible for more at-risk children (children from low-income families) to be in child care and now it is time for the State of Indiana to required that these programs be *quality* programs.

Age of the Youngest Child in the Group	Maximum Number of Children Supervised by One Caregiver	Maximum Number of Children in One Group
Infant	4	8
Toddler	5	10
2 years	5	10
30-36 months	7	14
3 years	10	20
4 years	12	24
5 years and older	15	30

*(Division of Family and Children; 470 IAC 3-4.7-47)*

**470 IAC 3-4.7-48 Child/staff ratios and supervision**

Authority: IC 12-13-5-3

Affected: IC 12-17.2-4