Tennessee Child Care Task Force Consultant

Task Force Meeting: March 17, 2022

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Solutions that Matter

Agenda

March 2022 CCTF Consultant Status Report

TN Department of
Human Services

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Tennessee Child Care Task Force
Status Report:
March 2022

Project Status

Overall Status for this Period:	Green	• As-Is Survey Complete
Overall Status last Period:	Green	• CCTF Member Interviews beginning to be scheduled and held throughout March 2022
Budget Status Notes:	Green	• Stakholder identification begun
Scope Status Notes:	Green	• Research protocol finalized
Schedule Status Notes:		• Looking on horizon for stakeholder engagement through April 2022

G (Green): No issues or concerns have been identified.

Y (Yellow): Minor to moderate issue(s), mitigation strategy in place; no change in scope or schedule is anticipated.

R (Red): Major issue(s) impacting scope or schedule has been identified; mitigation strategies are not resolving the issue(s). Need assistance from Project Sponsor(s), Steering Committee and/or outside resources to resolve issue(s).

CCTF Survey "As-Is" Analysis

Project Goals

To create a strategic action plan in collaboration with the Task Force to:

- Address the challenges of quality, affordability, and accessibility of child care in Tennessee;

- More effectively using public resources to address the above challenges;

- Building partnerships between government and the business sector, through which businesses are motivated to create and participate in strategies that address the child care needs of their employees; and,

- Streamlining coordination between the Department of Human Services, Department of Labor and Workforce Development, Department of Economic and Community Development, Department of Health, and Department of Education in developing solutions to the state's child care challenges.

Introduction

The first Child Care Task Force meeting concluded with the desire for PCG to conduct an "As Is" survey, designed to better understand the current state of child care in Tennessee.

Survey Overview

Questions: 11

Available: 2/28 – 3/8

Response Rate

Population: 14

Responses: 7 (50%)
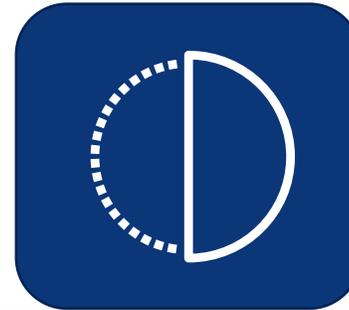
Question 1

What is "early childhood?"

All participants (100%) agree "**early childhood**" includes **birth through five (5) years of age** and just over half of the participants (57%) feel "early childhood" encompasses birth through age 8.

Age Range	N (n=7)	%
Birth to Five (0-5)	7	100%
Birth to Seven (0-7)	1	14%
Birth to Eight (0-8)	4	57%
Birth to Nine (0-9)	2	29%
Birth to Thirteen (0-13)	1	14%

Question 2

What is child care?

Most participants (86%) define "child care" as the care and supervision of children with 43% of participants specifying that it is "out of home" care. Some participants indicated that this includes the education and developmental support of the children in the program (43%) and the provision of services in a safe and healthy environment (43%).

Age Range	N (n=7)	%
Care/supervision of a child	6	86%
Educational/developmental services	3	43%
Safe/healthy environment	3	43%
Out of home care	3	43%

Question 3

What terminology do you recommend for child care?

Two participants agreed on "**Early Care and Education**" while the remainder of the suggestions were individually represented. When looking at the suggested terminology, most participants (71%) included "**care**", while other terms like "**development**" and "**education**" were mentioned less. One participant noted that in discussing this with peers, there was no consensus on the terminology used.

Included Terminology	N (n=7)	%
Care	5	71%
Development	2	29%
Education	2	29%
No preference or consensus	2	29%

Question 4

What does quality look like in child care?

Most participants agreed that the baseline of quality is health and safety. Other key components mentioned include:
- Developmentally appropriate practice
- Care giver interactions/engagement
- Learning, growth, and development of the children

Key Themes	N (n=7)	%
Safe and healthy environment	5	71%
Developmentally appropriate	3	43%
Adult/child interaction/engagement	3	43%
Learning/growth/development	3	43%
Accreditation	2	29%
Affordability	1	14%

*"The most important child care quality is **safety**; then, well-being; then, human development; then, educational development. **To be enabled to learn, children must first be safe, then be well, then develop as people**."*

Question 5

What is the role of government and the role of the state in the child care setting?

Most participants (71%) indicated the primary role of the government, and the state is to regulate and monitor programs to ensure health and safety is maintained.

Key Themes	N *(n=7)*	%
Regulation, monitoring, oversite to ensure healthy and safe programming	5	71%
Financial support for programs	3	43%
Support quality initiatives and improvement	3	43%
Affordable for families	3	43%
Accessible to families	2	29%
Resources and support for programs and the workforce (non-financial)	2	29%

Question 6

How can businesses engage and support childcare?

Key Themes	N *(n=7)*	%
Financial support	5	71%
Logistical support	5	71%

Financial Support

- Subsidizing child care costs
- Sponsoring programs/events/materials

Logistical Support

- Provide on-site child care (51%)
- Implement family-centered policies (14%)

Question 7

What do you think makes up the early childhood system in Tennessee?

Most participants (71%) agreed that the early childhood system included licensed and regulated programs serving children, such as licensed center-based programs, family child care homes and group family child care homes, public pre-k, and Head Start.

Key Themes	N (n=7)	%
Licensed/regulated programs serving children	5	71%
Unregulated programs serving children	3	43%
System-level entities and supports	2	29%
Unknown	2	29%

Question 8

What top 3-5 areas do you think are priorities in Early Care and Education (ECE) in Tennessee?

The majority of participants (86%) felt that improving quality of programming was a priority for Tennessee's early childhood system. Other priorities include:
- Accessibility and availability of quality programming.
- Health and safety
- Affordability

Key Themes	N (n=7)	%
Improve quality	6	86%
Access/availability	4	57%
Health & safety	3	43%
Affordability of services	3	43%
Workforce supports	2	29%
Education	2	29%

Question 9

What available funding resources are you aware of to support the ECE system in Tennessee?

Most participants were aware of the Child Care and Development Fund (CCDF). The second most reported funding source was Temporary Assistance for Needy Families (TANF).

Key Themes	N (n=7)	%
CCDBG/CCDF	5	71%
TANF	5	71%
Head Start/Early Head Start	2	29%
Employers (directly and indirectly)	2	29%
Department of Education funding	2	29%
Unknown	2	29%
Workforce scholarships and grants	1	14%
Other state department funding	1	14%

Question 10

What are some examples of previously implemented innovative approaches have you seen in Tennessee for child care that have worked well and why? Those that haven't and why?

Of the six participants who submitted responses to this question, only one shared concrete examples of innovative approaches they have seen implemented in Tennessee. These include:

- Connecting reimbursement to quality rating
- Enhancing funding for the Tennessee Early Childhood Training Alliance (TECTA) and Child Care Resource and Referrals (CCR&R)
- Increased the eligibility to state medium income

Question 11

What 3 objectives would you like the Task Force to achieve?

All participants (100%) indicated the need to explore and identify opportunities for change and improvement, as well as next steps. While the suggestions for opportunities varied, the urgency to identify and discuss opportunities is prevalent. Participants explicitly called out a need for a strategic plan.

Key Themes	N (n=19)	%
Identify opportunities and next steps	8	42%
Develop a Strategic Plan	4	21%
Develop a shared understanding and objectives	2	11%
Obtain feedback from those embedded in the system	2	11%

Task Force Interviews and Other Stakeholder Analysis ("As-Is" Continued….)

Interviews Have Already Started!

Sign Up Here!

https://doodle.com/meeting/participate/id/rb2XM7Pe

Thanks to the six members who have already signed up!

Research Protocol

Study:	Tennessee Child Care Task Force Stakeholder Engagement
Researcher(s):	Public Consulting Group LLC

You have been invited to participate in a research study conducted by Public Consulting Group LLC (PCG), a contracted vendor of the **Tennessee Department of Human Services**. Participation in this research is complete voluntary. If you agree to participate now, you can change your mind later. There are no negative consequences to you, regardless of your decision to participate.

Purpose:	CCTF Member Interviews – direct one-on-one interviews with each CCTF member to gather "as-is" information on child care in Tennessee and a discussion of goals for
Procedures:	Virtual Microsoft Teams meeting with two or more members of the PCG team following a structured interview process with pre-prepared questions. Interviews will be recorded for further review and analysis with manual and automated analysis tools.
Eligibility:	Member of the Tennessee Child Care Task Force
Time Commitment:	One hour
Risks:	To ensure transparency and comfort for all study participants, the following risks have been identified: 1. We ask everyone to keep everything said during the focus group confidential. However, we are unable to control what others say, so we recommend against sharing anything you may not want others to know. 2. Task Force Meetings are live streamed publicly and publicly recorded meetings, so we recommend against sharing anything you may not want others to know. 3. Your contribution(s) to this research is not guaranteed to be confidential. All data gathered by PCG staff and research personnel is the sole property of the Tennessee Department of Human Services and may be used in one or more of the methods as indicated in Use of Results. Please be sure to read Privacy and Data Protection for more details.

	Additionally, there may be risks we don't know about yet. Throughout the study, we will inform participants of anything that may impact their decision to participate. To decrease the impact of any risk or discomfort to participants, participants may skip any question you they do not wish to answer, skip any activity, or pause and/or cease participation at any time.
Benefits:	There are no direct benefits to you any one person who participates in this study. However, this research may increase the body of knowledge in the subject area of this study.
Privacy & Data Protection:	All data gathered during the duration of this research is property of the State. All data and information gathered is subject to the Freedom of Information Act (FOIA). This includes but is not limited to **any and all** results of findings, raw data, recordings and transcripts, and/or survey responses.
Use of Results:	All data and information gathered will be analyzed by PCG research personnel and disseminated in aggregated reports, which include but are not limited to an **Interim Progress Report** (by May 15, 2022) and a **Final Report** (by November 1, 2022), which will be made available to the Tennessee Child Care Task Force.

Research Protocol Cont'd

	This data could be used for future research studies or distributed to other investigators for future research studies without additional informed consent from a participant or a participant's legally authorized representative. All data and information gathered is subject to the Freedom of Information Act (FOIA) and, therefore, PCG cannot guaranteed anonymity.
Audio/Video Recording:	The research activities involve the use of audio and video recording software. For the purpose of data analysis, all research activities that use audio and video recording software will be recorded.
Mandated Reporting:	The PCG Project Team's professional roles requires us to report any suspicion of child or elderly abuse and/or suspicion of possible harm to self or others, and/or committed crimes to the appropriate authorities.
Voluntary Participation:	Should an eligible person decide not to participate or should a participating individual stop participation after the study has begun, there will be no penalty to them

By signing below, you authorize Public Consulting Group LLC to share all your gathered data and information, abiding by the guidelines listed above. Additionally, you agree to your eligibility based on the criteria listed above and consent to your voluntary participation in the research activities listed above.

Participant Name (Print):	
Participant Signature:	
Date:	Click or tap to enter a date.

If you have any questions regarding the research or research participation, or if you would like to revoke your consent and/or remove yourself from the study, please contact Zane Wyrick at zwyrick@pcgus.com or (615) 983-5324.

Sample Interview Questions

- What barriers have been encountered in service delivery and how has the state addressed these barriers? What additional support is needed?

- What business practices or supports have been implemented within your state to assure business sustainability/ continued operations for child care businesses?

- How have these changes improved the service model?

- What administrative hurdles were experienced in implementation?

- What effects were reported or found related to the workforce, with respect to recruitment, retention, and professional development needs?

- Were changes required to funding new service models? Where there funding considerations or barriers that had to be worked through? What solutions were found/ implemented?

- How was equity considered when structuring the revised service model?

- What measures were put in place to measure the maintenance of quality under the new service model?

- Are there opportunities to more effectively coordinate and align early childhood resources that lead to improved outcomes for children and families as a result of the new service model?

Exercise: Non-Task Force Stakeholder Analysis

- **R** – Responsible for completing the work
- **A** – Accountable for ensuring task completion/sign off
- **C** – Consulted before any decisions are made
- **I** – Informed of when an action/decision has been made

Stakeholder Group	Specific Named Stakeholders	RACI
TN DHS Staff		
Providers		
Parents and Child Care Customers		
CCDF Quality Partners		
Business Community		
Local Gov / Economic Dev Agencies		
Other Groups		

Exercise: Peer State/Agency Identification

State / Agency	Theme to Investigate
?	?

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