



Operational Supports Recommendation: Provide financial, business, and professional support to prospective and existing family child care home providers and centers serving infants.	
Strategy	Initiatives <i>* PDG-funded activity</i>
Fund grants to prospective and existing family child care home providers and centers serving infants in high risk communities, child care deserts, and/or those providing non-traditional hours.	<ul style="list-style-type: none"> ● Creation of a micro-grant program for family child care homes and child care centers (serving infants/toddlers and children with special needs) to support start-up costs, ensuring that families have access to high-quality care environments. * ● Availability of Colorado Shines Quality Improvement Grants for existing providers at a Colorado Shines level two or higher, or programs with a hardship and CCCAP fiscal agreement.
Fund business consultants/navigators for the pre-licensing processes that address the start-up process, cost, technical assistance, and other resources associated with starting and maintaining a financially sound licensed child care facility.*	<ul style="list-style-type: none"> ● Provision of Strengthening Business Practices for Child Care Programs to providers. Training includes developing Master Trainers, implementing a train-the-trainer model, and developing eLearning courses.* ● Development of a business practice toolkit for child care centers and family child care homes.* ● Prioritization of creating online pre-licensing training for home providers to reduce startup costs (i.e. Standard Precautions now online). <p><i>Proposed:</i></p> <ul style="list-style-type: none"> ● Funding request to the legislature to recruit new providers and aid in navigating the licensing process.
Incentivize centers and family child care home providers to continue to access business resources to assure strong and sustainable business practices.	<ul style="list-style-type: none"> ● Provision of Strengthening Business Practices for Child Care Programs to providers. Training includes developing Master Trainers, implementing a train-the-trainer model, and developing eLearning courses.* ● Development of a business practice toolkit for child care centers and family child care homes.*
Fund local partners to create staffed family child care networks or micro-center networks that support recruitment and retention of providers offering infant slots. Review the statutory and regulatory environments to determine how well they support such options.	



Professional Development Recommendation: Increase access to training and professional supports that enable infant care professionals and family child care providers to provide high-quality care.

Strategy	Initiatives * PDG-funded activity
Fund the creation of additional accessible professional development trainings that recognize the needs of infant-program teachers and family child care providers utilizing provider input.	<ul style="list-style-type: none"> ● Provision of Strengthening Business Practices for Child Care Programs to providers. Training includes developing Master Trainers, implementing a train-the-trainer model, and developing eLearning courses.* ● Translation of the Colorado Shines Professional Development Information System (PDIS) website and key courses available on PDIS into Spanish (and possibly one additional language) to recruit a diverse workforce that meets the needs of Colorado families. * ● Implementation of regional field-based, cross-trained coaches (Colorado Shines & Expanding Quality in Infant and Toddler care) to reach professionals in coaching deserts.* ● Provision of scholarships and support to increase access to CDAs with an emphasis on serving infant-toddler teachers.* ● Expansion of online, self-paced eLearning professional development courses offering, available fee-free on PDIS.* ● Continued implementation of the Home Visiting Pilot Program for Home Child Care Providers (HIPPPY and PAT models). Possible additional expansion in 2021-2022 pending outcomes.* ● Prioritization of creating online pre-licensing training for home providers to reduce startup costs (i.e. Standard Precautions now online). ● Continued development of PDIS courses based on noted needs in the field. ● Provision of Infant-Toddler professional development series on PDIS. <p><i>Proposed:</i></p> <ul style="list-style-type: none"> ● Funding request to the legislature to expand scholarship opportunities for early childhood educators to increase education and credentials.
Review and revise rules to assess the frequency of required trainings and provide more opportunity for other professional development options.	<ul style="list-style-type: none"> ● Comprehensive child care licensing rule review and revision in 2020.
Maximize the use of the Professional Development Information System to highlight, automate, and track professional development opportunities across the state.	<ul style="list-style-type: none"> ● Improvement of PDIS system functionality pursuant to the IT Roadmap.*



Child Care Licensing Recommendation: Add resources to the child care licensing process to increase support and training to providers and decrease time to obtain a background check.	
Strategy	Initiatives * PDG-funded activity
<p>Provide funding to the CDHS Office of Early Childhood to: Hire additional state-based licensing specialists to reduce caseloads from the current ratio of 1:85 to the national industry best practice ratio of 1:50, so that licensing specialists can provide technical assistance, guidance, training, and mentoring to prospective and existing providers. Fund additional supervisors to assure licensing specialists are well-trained and supervised, consistent in their understanding of rules, and able to communicate rule and policy changes to providers.</p>	<p><i>Proposed:</i></p> <ul style="list-style-type: none"> • Funding request to the legislature seeking new licensing FTE to decrease caseloads, and increase number of inspections and provision of technical assistance to providers.
<p>Provide funding to the CDHS Office of Early Childhood to: Create auxiliary licensing materials that explain rules for family child care homes in easy-to-read formats with videos and provide more training to providers and early childhood stakeholders on rule compliance.</p>	<ul style="list-style-type: none"> • Seek guidance from family home providers and associations on existing resources; identifying needed supplemental resources; and enhancing promotion of new and existing resources. • Exploration of short videos as delivery method for new content.
<p>Provide funding to the CDHS Office of Early Childhood to: Hire additional background-check staff to allow quicker processing of background checks to shorten the time it takes to become licensed.</p>	<p><i>Proposed:</i></p> <ul style="list-style-type: none"> • Funding request to the legislature seeking additional background check FTE to move closer to compliance with the ten day turnaround requirement.



Regulatory Recommendation: Clarify, coordinate, and resolve differences among state and local regulatory agencies to remove administrative and financial burdens and assure safe environments for children in family child care homes.	
Strategy	Initiatives * PDG-funded activity
Require the CDHS Office of Early Childhood, local regulatory entities, other relevant state agencies, and professional associations to: develop a coordination strategy about regulatory and policy changes; engage in cross-training; establish the importance of and need for licensed infant care and family child care homes; and study the effect of local regulations on the availability of care.*	
Require the CDHS Office of Early Childhood to inform local regulatory agencies of state child care licensing rules and then require local regulatory agencies to review their local zoning, building code and fire regulations to align, where possible, with state child care licensing rules.	
Continue to review state child care licensing rules to eliminate unnecessary, duplicative, and/or outdated licensing rules and address barriers to obtaining or retaining a family child care home license. The health and safety of the children in care must remain a top priority.	<ul style="list-style-type: none"> ● Comprehensive child care licensing rule review and revision in 2020.
Require the CDHS Office of Early Childhood to create a flow/process chart of the path to licensure that includes navigation of local regulatory systems.	<ul style="list-style-type: none"> ● Developed the <i>Building Requirements for Child Care Facilities</i> guide describing state licensing site requirements, including for family homes. ● Seek guidance from family home providers and associations on existing resources and the most helpful way to depict local regulatory navigation. Design a visual that is accessible in soft copy.
Establish a single point of access (i.e. 1-800 number) to offer prospective and existing providers guidance on complying with local regulations.	
Fund grants or loans to defray the cost of complying with local regulations.	<ul style="list-style-type: none"> ● Creation of a micro-grant program for family child care homes and child care centers (serving infants/toddlers and children with special needs) to support start-up costs, ensuring that families have access to high-quality care environments. *



Policy Review Recommendation: Examine how early education (and other) policies impact availability of licensed infant care and family child care homes.

Strategy	Initiatives * PDG-funded activity
<p>Ensure a mixed delivery system of early childhood education - a system where there is a balance of center child care, home child care, Early Head Start and Head Start and school-district based preschools, to ensure parents have choices that best fit their needs and the need of their child, at any age.*</p>	
<p>Develop a policy analysis tool to examine how current and future policies affect availability of infant care with a lens toward equity and impacts on priority populations such as dual language learners and families living in poverty. For example, state-funded preschool slots could be filled in community programs that serve infants, including family child care homes.*</p>	
<p>Require the Early Childhood Leadership Commission to examine policies, programs and data through the lens of the impact on the availability of licensed infant care and family child care homes. The Early Childhood Leadership Commission should seek guidance from stakeholder groups (e.g. Providers, Colorado Department of Human Services, Colorado Department of Education, Colorado Municipal League, Colorado Counties Incorporated, Colorado Department of Local Affairs, Homeowners' Associations, planning associations, and other stakeholders called out in SB 19-063).</p>	
<p>Ensure all agencies that participate in regulating infant care in homes or center-based programs engage in policy analysis, and joint review of the outcome, to determine overall benefits. For instance, health and safety should be weighed against the possibility of reducing licensed capacity for infant care and in-home settings.</p>	
<p>Strengthen policies that incentivize providers who serve priority populations, such as infants. For example, consider development and expansion of tax credits, the Colorado Child Care Assistance Program, the Child and Adult Care Food Program, and future initiatives to increase funding for providers who serve priority populations.</p>	<ul style="list-style-type: none"> • Development of streamlined statewide policies and system functionality to support statewide implementation of Contract for Slots for counties across the state that choose to use this reimbursement method to increase access to quality child care environments for selected target populations, including infants, in their communities.* • OEC, CDPHE, and CDE will enter into a MOU to work together on data sharing, marketing, and alignment strategies to expand access to quality nutrition for underserved or vulnerable children in the ECCE system.* <p><i>Proposed:</i></p> <ul style="list-style-type: none"> • Funding request to the legislature to support ECCs in recruiting providers and slots in child care deserts.



Further Recommendations	
Strategy	Initiatives * PDG-funded activity
<p>Regularly obtain stakeholder feedback on proposed changes and review existing data, such as waivers, to identify areas where regulatory change could increase licensed infant care and family child care.</p> <ul style="list-style-type: none"> changing the family child care home capacity regulation from allowing care of no more than “two (2) children under two (2) years of age” to allowing care of no more than “two (2) children under eighteen (18) months of age” would increase capacity to care for infants without increasing health and safety concerns. 	<ul style="list-style-type: none"> Comprehensive child care licensing rule review and revision in 2020 will include stakeholder feedback and will address family child care home capacity regulations.
<p>Increase awareness of existing resources.</p>	
<p>Reform the Colorado Child Care Assistance Program (CCCAP) to incentivize infant care and family child care homes.</p>	<ul style="list-style-type: none"> Development of streamlined statewide policies and system functionality to support statewide implementation of Contract for Slots for counties across the state that choose to use this reimbursement method to increase access to quality child care environments for selected target populations, including infants, in their communities.* Review of data collected through the child care provider analytics survey and the county facing C-STAT work group that identifies the existing barriers for providers in contracting with CCCAP in general. This will inform needed policy and process changes to remove barriers and encourage more child care providers to accept CCCAP children which will increase infant care and child care home slots.* Comprehensive CCCAP rule review to begin in 2020. <p><i>Proposed:</i></p> <ul style="list-style-type: none"> Funding request to the legislature for continuous quality improvement grants for providers offering CCCAP that wish to improve their quality, as well as additional technical assistance staff to support such providers. Funding request to the legislature to reform CCCAP payment policies to more closely mirror those of private pay families, particularly as it relates to absences.