Collaborative Action Team: Financing Quality Through Quality Rating and Improvement Systems (QRIS)

Session 1: Webinar
Financing and Incentive Strategies
Welcome

Darlene Hamilton
Technical Assistance Specialist
National Center on Child Care Quality Improvement
Welcome to the Financing Quality Through Quality Rating and Improvement Systems (QRIS) Collaborative Action Team!

- **Session 1: Webinar - Financing and Incentive Strategies**
  - Thursday, April 2 2-3:30 PM ET

- **Session 2: Chicago In-Person Meeting - Deep Dive into Understanding the Provider Perspective on Quality Improvement Incentives**
  - Wednesday, May 27 1:30-5:30 PM CT
  - Thursday, May 28 8 AM-1:30 PM CT

- **Session 3: Webinar - Tiered Payments as an Improvement Strategy and an Incentive for QRIS Participation**
  - Thursday, June 18 2-3:30 PM ET

- **Session 4: Webinar - Re-alignment and Re-purposing: How States can maximize existing funding to support QRIS?**
  - Thursday, July 30 2-3:30 PM ET

Let’s Communicate!

- Use the feature on your screen to raise your hand and let us know you want to speak. We will recognize you and ask you to unmute your phone – please make sure to identify your name and state.
- Type in your question or comment using the chat box feature.
- Please put your phone on mute to reduce the background noise.
- You may use the mute button on your phone or press *6 to mute. To unmute press *7.
State/Territory Roll Call

- Alabama
- Mississippi
- New Hampshire
- New Mexico
- North Dakota
- Ohio
- Utah
- Virgin Islands
- Washington

Name one QRIS financing or incentive strategy used in your state and one strategy you want to learn more about.
Facilitator and Guest Introductions

Laura J. Johns, Ph.D.
Senior Technical Assistance Specialist
NCCCQI

Jane Brown
Vice President, Client Services
Care Solutions, Inc.

Marty Ordman
VP, Marketing and Communications
Dole Food Company

Laura Wagner
Director, Early Education Empowerment Zones
GA Dept. of Early Care and Learning (DECAL)

Mindy Binderman,
Executive Director
Georgia Early Education Alliance for Ready Students (GEEARS)
Session Objectives

To explore a range of strategies to incentivize high quality child care; including public and private funding, incentives for parents, and financial awards.

To discuss examples on how financial incentives are structured and implemented and the impact they have on the early care system.
What Influences the Financial Incentives You Choose?

- What do you want to achieve?
- What opportunities are out there?
- Theory of Change
- Climate or Cultural Considerations
- Skills and Knowledge of Partners
- Resources
- What else?
Overview of Incentives by User

• Providers
  – Tiered Reimbursement
  – Subsidy Grants/Contracts for Slots
  – Professional Development/Technical Assistance
  – Scholarships
  – Quality Grants
  – Tax Credits/Low Interest Loans
  – Foundation Grants
  – Business Partnerships
  – Shared Services

• Families
  – Tiered Reimbursement
  – Subsidy Grants/Contracts for Slots
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  – Business Partnerships
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Incentives Tied to Subsidy

• **Tiered Reimbursement** (the most common financial incentive related to QRIS)
  – Higher quality programs are paid higher reimbursement rates for the children who receive child care assistance.

• **Subsidy Grants**
  – Higher quality programs receive higher reimbursement for a group of slots and must maintain higher quality thresholds and a minimum % of child enrollment.

• **Reduced Family Co-pay**
  – Families choosing higher quality programs have a reduced co-pay amount.

• **Benefits for Programs and Families**
Tax Credits and Low Interest Loans

• Loans
  – States and communities have established special low- or no-interest loan initiatives for early care and education programs.

• Tax Credits
  – Parents: Governments can use tax credits to help parents pay for child care in high quality settings.
  – Providers: Governments can use tax credits to incentivize high quality providers to move into under-served areas.
Financial Incentives in the Early Education Empowerment Zones (E³Zs)

Laura Wagner
Early Education Empowerment Zone Director
Successful State Systems
Early Education Empowerment Zones (E3Zs)

Purpose: Align supports, activities, and services in geographical areas with large numbers or high percentages of children with high needs and improve infrastructure for high-quality early learning programs

Activities:

- Offer increased incentives for offering and selecting high-quality early learning environments
- Work with community leaders to improve early childhood infrastructure and increase economic opportunities
- Utilize Georgia’s existing tax incentives based on job creation to encourage high quality providers to open or expand in E3Zs to enhance child care access
Economic Development within the E3Zs

- Partnership with Georgia Department of Early Care and Learning, Georgia Department of Economic Development and Georgia Department of Community Affairs
  - Identification of new and existing investors (Early Care and Education Providers) for the four E3Zs
  - Development of incentive package structure which promotes the use of both *existing* and *new* economic development incentives
    - ELC-funded development incentives include over $1.1 million in funds to be distributed to participating programs
  - Leverage of technical assistance to support best business practices within these and other child care businesses
Subsidy enhancements tied to Quality Rated participation

- **Quality Rated Subsidy Grants (State-wide, Summer 2015):** “Georgia will promote access to high-quality programs by entering into contracts with Quality Rated programs to guarantee a specific number of child care slots for families participating in CAPS. Slots will be for children ages six weeks to three years in age.”

- **Tiered Family Co-Pay (E3Z-specific, Summer 2015):** “Families choosing a Quality Rated program will pay a reduced family co-payment based on the star level.” (higher star level = lower payment)
Technical Assistance and Professional Development

- Technical Assistance
- Professional Development (incentives for programs and individual professionals)
  - Scholarships
  - Wage Incentives
- Benefits for Programs and Families
• Georgia's Early Care and Education Professional Development System encourages and supports continuous learning through academic pursuit, training, technical assistance, and mentoring to develop and maintain a skilled early education workforce. This commitment is reflected through major investments in teacher preparation and career advancement, ongoing professional learning opportunities, and through strategies designed to reduce workforce turnover.

• Supports for Early Educators in Georgia include:
  – Educational Counseling
  – SCHOLARSHIPS
  – INCENTIVES
  – AWARDS for Early Educators
• **SCHOLARSHIPS** for academic credit provides tuition assistance and a support stipend to approved applicants pursuing credentials or degrees in early childhood education, child development, or child care administration. **SCHOLARSHIPS** also supports the achievement of the CDA Credential by paying the Council for Professional Recognition's $425 application fee.

• **INCENTIVES** is a salary bonus and retention program that encourages early care and education professionals to increase their level of education. The program rewards job stability by requiring a one-year tenure to qualify. Likewise, payments are spread over two years (CDA = one year) encouraging the qualified recipient to remain with the same employer.
• **AWARDS for Early Educators** is a time-limited program that requires individuals to pursue higher early childhood education (ECE) credentials and degrees than the credential or degree they currently hold. This program will award a single bonus at each of three levels to eligible applicants who earn any of the following ECE credentials or degrees from January 1, 2014 through June 30, 2017:

  - **Level 1**  
    - CDA or TCC  
    - $1,200
  - **Level 2**  
    - TCD or AAS  
    - $1,500
  - **Level 3**  
    - BA, BS, MA, MEd  
    - $2,500
Quality Grants

• Many States provide quality grants for program improvement and professional development.

• In most States, quality grants are offered as one-time bonuses or awards and are designed as incentives for QRIS participation (Stoney, 2004; Mitchell, 2005).
D.E.C.A.L Initial Dole Participation 2012

- Event at Arthur M. Blank Family Youth YMCA

- Awards to programs stressing nutrition at facilities

- Provided Dole products and nutrition education materials
D.E.C.A.L Quality Rated Programs

• Provided nutrition education materials for kids (2012 – 2014)
• Sponsored field trip to NCRC for QR nutrition specialists (May 2014)
• Produced educational videos with LG and state commissioners (September 2014)
D.E.C.A.L Educational Videos

- Lunches for 6 to 206
- Commissioner Cook-Off
- Cooking with Children
Business/Foundation Partnerships to Support Incentives

• Maybe this strategy is not ongoing…maybe it is a lever or a starting point.
  – Foundation Collaboratives
  – Business Partnerships
Key Aspects of QRIS Funding in Georgia

- Public Private Partnership - Georgia Department of Early Care and Learning, GEEARS: Georgia Early Education Alliance for Ready Students, and Georgia Family Connection Partnership - *each has defined roles*
- Early Learning Challenge Grant
- Private funding for incentives to providers
Steps to Obtaining Private Funds

• Early Education Funders Roundtable
• Governor’s Reception
• Advisory Committee
• Hired fundraising consultants
• Case for Giving
• One on one meetings with foundations
• Intensive follow up
Shared Services

- Web portal for centers and home-based providers
- Cost savings – Discounts on supplies, services
- Time savings – Adaptable templates for handbooks, etc., on-line training
- Quality supports – Classroom, human resources/personnel, and leadership tools, linked to QRIS
Questions
Summary and Next Steps

3 Big Ideas
Next Time

Session 2: Chicago In-Person Meeting

Wednesday, May 27 1:30-5:30 PM CT
Thursday, May 28 8 AM-1:30 PM CT

Designated in-person meeting attendees have received an email from Dara Piltz (BUILD’s meeting planner) with a link to the online registration form, travel information and a preliminary agenda.
## Contact Us

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Thank You
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