

November 2005

Looking Backward, Inward and Forward: Time for Change

Recommendations for Ohio's Family Child Care Home Businesses



Family Child Care Home Business Workgroup

Convened by:

Child Care Advisory Council

Ohio Child Care Resource and
Referral Association

Approved as submitted by C.C.A.C. and O.C.C.R.R.A. April 2004

**REPORT
and
RECOMMENDATIONS**

of the

FAMILY CHILD CARE HOME BUSINESS WORKGROUP

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TABLE OF CONTENTS

BACKGROUND.....	4
WORKGROUP.....	5
TIMELINE.....	5
NEXT STEPS.....	6
GOALS AND SYSTEM SUMMARY.....	7
RECOMMENDATIONS AND TIME FRAMES.....	8
REGULATORY SYSTEM.....	8
PROVIDER AND PROGRAM SUPPORTS & INCENTIVES.....	10
CONSUMER & PUBLIC AWARENESS AND PROVIDER INFORMATION.....	11
DETAILED RECOMMENDATIONS.....	12
<u> </u> SECTION #1.....	12
<u> </u> SECTION #2.....	25
<u> </u> SECTION #3.....	28
<u> </u> SECTION #4.....	38
FAMILY CHILD CARE WORKGROUP ROSTER.....	44

REPORT and RECOMMENDATIONS
of the
FAMILY CHILD CARE HOME BUSINESS WORKGROUP

**FAMILY CHILD CARE HOME BUSINESS
WORKGROUP**
Report and Recommendations

In September 2003 the Child Care Advisory Council of the Ohio Department of Job and Family Services and the Ohio Child Care Resource and Referral Association (OCCRRA) convened the first meeting of the Family Child Care Home Business Workgroup. Over the course of five months a diverse group of family child care home business professionals, state and county agency staff, child care resource and referral organization staff, early childhood professionals and parents met together and by phone to hammer out a set of short term (1year) and long-term (5 year) recommendations. The twenty-nine workgroup members focused on protecting the health and safety of children in care and improving the quality of their early learning opportunities.

The Workgroup was charged with developing recommendations to improve both the regulatory system and the quality of family child care home businesses. This meant reviewing the current system of certification, a registration process (as discussed in HB 8/11 workgroup), other state systems and legislation as well as, creating a vision with possibilities not yet discussed or explored in Ohio.

If these recommendations are adopted and implemented, Ohio will no longer rank 45th among the states in protecting the health and safety of children who are cared for in family child care home business settings and we will move closer to ensuring that all children come to school well prepared for success.

BACKGROUND

In Ohio anyone may advertise and do business as a family child care home provider caring for as many as six children without registration, license, inspection for health and safety or criminal background checks. There are no consumer protections or minimal standards unless public funds are used to help pay for the care of children from low income working families.

Over the last five years a number of events, activities, proposed legislation and even the tragedy of child deaths prompted the Child Care Advisory Council and OCCRRA to examine Ohio's system of family child care.

In 2002 *The Columbus Dispatch* published a series of articles about family child care home businesses. Between 1995 and 2002 *The Dispatch* identified 12 child deaths in unregulated family child care home business operations and additional serious injuries. Their examination revealed that in many instances the operators were caring for more children than the law allows. This series of articles and the efforts of parents helped to prompt draft legislation. At this writing, however, legislation has not been enacted.

In addition to the desire to protect vulnerable children and offer consumer protections for parents, early childhood professionals are seeking ways to improve early learning opportunities for children and to foster school readiness. This movement includes the development of a 10-year plan to improve the early care and education system throughout Ohio, a quality rating system for licensed centers and local accreditation initiatives.

WORKGROUP

The workgroup was facilitated by the National Child Care Information Center (NCCIC) which provides technical support to state agencies administering child care regulation and funding. NCCIC staff gathered resource materials, conducted research and facilitated Workgroup meetings. The Workgroup members reviewed Ohio's laws, rules and procedures and examined the policies and procedures of other states. Meetings were held on weekends and conference calls were conducted at night to accommodate the schedules of family child care home professionals.

Each recommendation includes a goal statement and a one-, three- or five-year time frame for implementation. The anticipated outcome or change is identified. The Workgroup has attempted to project various impacts of the recommendations. This includes the impact on families, business operators, agencies and staff as well as fiscal, legislative, and administrative implications. The research base and data used to support the recommendation is cited. Next steps and recommended evaluation measures are proposed.

TIMELINE

Summer 2004	Charge from ODJFS/CCAC
September 2004	First meeting of the workgroup
October 2004-March 2005	Monthly meetings and conference calls of the workgroups and the committees
April 2004	Recommendations presented to and accepted by ODJFS/CCAC and OCCRRA
May 2004-February 2005	Development of House Bill 11 that was informed by the Family Child Care Home Business Workgroup
February 2005	HB 11 signed by Governor Taft
March 2005-July 2005	HB 11 implementation begins
August 2005	FCC Home Business Workgroup re-convenes

NEXT STEPS

With the submission of this report to the Child Care Advisory Council and to the OCCRRA Board of Directors and Membership, the official charge of the Workgroup is complete. We encourage broad dissemination of the report to key stakeholders and a process for soliciting and incorporating comments.

We hope that the Child Care Advisory Council, ODJFS and OCCRRA will use this report to develop an action agenda to implement the recommendations. The Family Child Care Business Workgroup stands ready to work with you to:

- protect the health and safety of children who are cared for in family child care home business settings and
- ensure that all children come to school well prepared for success.

In August 2005, the workgroup re-convened and re-committed to working towards the implementation of these recommendations. The membership was broadened to include additional interested parties. Action plans will be developed for recommendations that are prioritized by the workgroup.

**FAMILY CHILD CARE HOME BUSINESS
WORKGROUP**

GOALS AND SYSTEM SUMMARY

Regulatory System	Provider and Program Supports and Incentives	Consumer & Public Awareness and Provider Information
<p>Establish a licensing system for family child care home businesses by:</p> <ul style="list-style-type: none"> • Licensing all family child care home businesses caring for three or more unrelated children and initiating pre-licensing requirements • Improving monitoring and enforcement by strengthening complaint and revocation processes and developing a weighted compliance system with appropriate sanctions • Increasing training and qualifications of monitoring staff 	<p>Create accessible high quality family child care home businesses through an appropriately funded system of supports and incentives which includes:</p> <ul style="list-style-type: none"> • Training • Providing formal education opportunities through T.E.A.C.H. Early Childhood® Ohio scholarships • Expanding consumer access to specialized care through rate premiums • Supporting program Accreditation • Developing a quality rating and quality payment system • Improving communication among key players • Providing technical assistance 	<p>Develop consumer demand and public support for high quality family child care home businesses that will include consumer protections and awareness through:</p> <ul style="list-style-type: none"> • Promoting a comprehensive, statewide communications effort • Engaging the media, families/consumers and legislators through materials, web sites, PSA's, public policy agenda and branding the campaign • Supporting family child care home businesses through information sharing

RECOMMENDATIONS AND TIME FRAMES

REGULATORY SYSTEM

Goal: Establish a licensing system for family child care home businesses

	Recommendations	Year 1	Year 3	Year 5
Licensing	ODJFS/BCCD shall develop an "Introduction to Licensing" (currently called certification) orientation module. All counties shall provide training on the module to new family child care home businesses. The module shall be at least two hours in length and introduce, at a minimum, the following topics: <ul style="list-style-type: none"> • Health and safety training requirements • Certification requirements • Rules-with special note of equipments that is needed • Developmentally appropriate practices • Accreditation • Early learning content standards • Taxes/bookkeeping 	X		
	Institute a pre-licensing system that requires an application and approval process prior to the issuance of a license (currently called certification). The pre-licensing system shall include: Step 1: Attendance at the 2-hour (minimum) orientation Step 2: Completion and submission of medical form and background check Step 3: Completion and approval of home inspection Step 4: Completion of Health and Safety modules, First Aid, CPR, Communicable Disease and Child Abuse trainings.		X	
	Establish statewide consistency in the application of family child care home business licensing standards and procedures (currently called certification). <ul style="list-style-type: none"> • Conduct a thorough review of licensing and regulatory options used by states and by regional and local authorities to be completed by NCCIC staff by January 2005 • Review research and make recommendations for changes in Ohio by April 2005 • Implement change, by 2010 all administration will be done by the identified entity. 	X		
	License (currently certify) all family child care home business caring for three or more unrelated children. Any relatives under the age of ten, with the exception of residential children who are six and older, must be included in the maximum of 6 children permitted at any one time for a type B family child care home business license. Exceptions: occasional unpaid care, school breaks of less than one month, caretaker illness and backup care.		X	
	Monitoring and Enforcement	Establish and communicate an anonymous complaint system to enable families/consumers/concerned citizens to initiate complaints about family child care home businesses.	X	
	Develop a family child care home business complaint process within the Bureau of Child Care and Development. A state-level ombudsman shall facilitate the process, that focuses on: <ul style="list-style-type: none"> • Regulatory practices • Payment rates • Payment processes • Licensing inconsistencies 	X		
	Transfer the responsibility of termination and/or revocation hearings, for certified family child care home businesses, to ODJFS from the local county departments.	X		
	**Retain the current inspection criteria and process used by CDJFS to inspect certified homes. Modify the inspection form by adding: <ul style="list-style-type: none"> • CPR training • First Aid training • Liquid soap • Steel gun cabinets 	X		
	Inspection criteria and process shall be applied to all licensed family child care home businesses.		X	
	Develop a system that assigns weights to non-compliant behavior and inspection findings with strong emphasis on reviewing how alleged operations are handled. <ul style="list-style-type: none"> • Counties to identify and gain consensus regarding Level 1, Level 2, and Level 3 			

	<p>violations/non-compliant behavior with broad input from family child care home businesses and consumers.</p> <ul style="list-style-type: none"> The system that assigns weights and the appropriate responses and consequences is in place. 	X		
		X		
Training and Qualifications of Monitoring Staff	<p>All newly hired certification/licensing specialists must have a minimum of a CDA and/or AA in early childhood or a related field plus 3 years related experience.</p> <p>All certification/licensing staff will participate in an orientation process developed by ODJFS. The orientation will provide core knowledge of their job duties including, but not limited to</p> <ul style="list-style-type: none"> Child development Developmentally Appropriate Practice Health and Safety Practices Professional development opportunities in the community or surrounding area *R&R, Accreditation, CDA, professional organizations, support services Being an effective communicator Fostering trusting, working relationships that promote quality The unique needs/challenges of family child care <p>All certification/licensing staff will participate in an annual training process which will include a review and/or update based on the orientation process.</p> <p>All staff must acquire a minimum of 6 hours of additional professional development per year.</p> <p>Develop a committee to review the certification/licensing manual for clarity of rules.</p>	X		

*These recommendations have been completed.

**Progress has been made on part of this recommendation.

PROVIDER AND PROGRAM SUPPORTS & INCENTIVES

Goal: Create accessible high quality family child care home businesses through an appropriately funded system of supports and incentives

	Recommendations	Year 1	Year 3	Year 5
Provider Training	<p>ODJFS to develop a mandatory 2-hour (minimum) training module for family child care home businesses that accept public subsidies on OAC Chapter 2-16 rules which includes but is not limited to:</p> <ul style="list-style-type: none"> • Family eligibility, re-determination and appeal process • Why families lose eligibility • Co-pays and family child care home businesses responsibilities • Reimbursement rates and how they are determined • When can rates be negotiated and what is the definition of negotiation • County/provider contracts • Parental choice • Absentee days, when are they paid, what is the family child care home businesses responsibility • Record keeping for billing 	X		
Provider Education	<p>ODJFS to provide financial investment in T.E.A.C.H. Early Childhood® Ohio to assist family child care home businesses with obtaining their Child Development Associate or an Associate degree in Early Childhood Development.</p> <p>**OCCRRA to make participation in the T.E.A.C.H. Early Childhood® Ohio project available to all types of family child care home businesses.</p>	X		X
Program Access	<p>*Counties shall provide a higher rate to family child care home businesses serving children during non-traditional hours (2nd, 3rd and weekend shift care).</p> <p>*Counties shall provide an increase of a minimum of 5% and maximum of 50% for special needs care in order for family child care home businesses to accommodate lower ratios associated with meeting the needs of the child.</p>	X		
Program Accreditation	<p>ODJFS to provide accreditation support funding in each region of the state to assist at least 15 family child care home businesses each year with the expenses of completing the National Association of Family Child Care (NAFCC) accreditation process.</p>		X	
Program Quality Rating	<p>Convene family child care stakeholders within the next 6 months to develop a tiered quality rating and quality payment system for family child care family child care home businesses. Components of the system should, at a minimum, include provider qualifications, provider professional development, ratios and early learning materials and training.</p> <p>Implement the tiered quality rating system for family child care home businesses.</p>	X		X
Quality Payments	<p>*Counties shall provide a minimum increase of 5% to the market rate for family child care home businesses who obtain accreditation through the National Association of Family Child Care.</p> <p>ODJFS/BCCD or County Departments of Job and Family Services may use quality allocations to provide a bonus payment for:</p> <ul style="list-style-type: none"> • A Child Development Associate credential • Associate or higher degree in Early Childhood Development <p>Implement quality payment system in conjunction with the quality rating system</p>	X		
Communication	<p>Convene key representatives of the county certification staff, family child care provider associations and resource & referral agencies to develop a communication and action plan to improve the information and resource sharing among the three entities.</p>	X		
Technical Assistance	<p>Convene family child care stakeholders to develop a technical assistance plan for family child care home businesses. The plan will include technical assistance related to each approved recommendation, as appropriate, and will be completed within 6 months of approval of the recommendations.</p>	X		

*These recommendations have been completed.

**Progress has been made on part of this recommendation.

CONSUMER & PUBLIC AWARENESS AND PROVIDER INFORMATION

Goal: Develop consumer demand and public support for high quality family child care home businesses that will include consumer protections and awareness.

	Recommendations	Year 1	Year 3	Year 5
Consumer and Public Awareness	Promote public awareness through a well-organized, comprehensive, consistent statewide effort that results in demand for high quality family child care home businesses.		X	
	*Engage the media, families/consumers, and legislators by: <ul style="list-style-type: none"> Enhancing the ODJFS & local R&R websites to include more information for families/consumers and the public such as materials on: 1) recognizing quality child care in family child care setting, 2) parent responsibilities 3) working with family child care home businesses – communication process, 4) what a parent can do if the care is poor quality, 5) how to file a complaint and explaining the process Developing and or gathering information for PSA's for radio and TV to stations that play children's programming Providing hospitals, pediatrician offices, and the Health Board with information on quality child care settings and consumer resources Implementing an effective communications plan that ensures communications originating from multiple parties are consistent with format and message for websites, TV, radio, brochures Developing a public policy agenda with specific goals and strategies to support family child care workgroup recommendations Develop a brand around the campaign 		X	
	*Engage media and parents by: <ul style="list-style-type: none"> Contacting Cleveland area TV co-anchors to do a special report on choosing quality family child care as well as other media outlets around the state Circulating materials on quality child care in a family child care setting in mandatory county parenting classes 	X		
Provider Information	Support family child care home businesses by: <ul style="list-style-type: none"> Informing family child care home businesses of upcoming rules, their rights, distinctions between severe and minor violations Informing family child care home businesses of how to access TEACH scholarships, professional development opportunities (CDA,AAI, formal education) and accreditation Involving the Child Care Provider Association in raising the professional development of family child care home businesses Developing materials for subsidy family child care home businesses on the basics – payments, policies, expectations, rights, etc. Developing materials for all family child care home businesses on professional development, business practices, communicating with parents, quality child care 		X	

DETAILED RECOMMENDATIONS

Section #1

Recommendation 1 of 10

Regulatory System; Licensing

Goal Statement: Establish a licensing system for family child care home businesses

Timeframe: 1yr 3yr 5yr

Year 1 Recommendation:

ODJFS/BCCD shall develop an "Introduction to Licensing" orientation that all counties shall offer, for all new family child care home businesses, that is at least 2-hours in length and introduces, at a minimum, the following topics:

- Health and safety training requirements
- Certification requirements
- Rules-with special note of equipments that is needed
- Developmentally appropriate practices
- Accreditation
- Early learning content standards
- Taxes/book keeping

Impact on families, other programs/agencies, workers, and family child care home businesses:

What does the recommendation change?

Fiscal Impacts:

Regulatory/statutory impact?

Not specifically addressed in ORC or OAC. Can be accomplished via procedure letter or OAC language to be developed.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Regulatory System; Licensing

Goal Statement: Establish a licensing system for family child care home businesses

Timeframe: 1yr 3yr 5yr

Recommendation:

Institute a pre-licensed system that requires that the following minimum requirements are approved prior to the issuance of a license. The application and approval process should include the following steps:

Step 1: Attend mandatory orientation

Step 2: Completion and submission of medical form and background check

Step 3: Completion and approval of home inspection

Step 4: Completion of Healthy and Safety modules, First Aid, CPR, Communicable Disease and Child Abuse trainings.

Impact on families, other programs/agencies, workers, and family child care home businesses:

Increase in the demand of provider trainings and background checks (licensing organization and law enforcement). There will be a longer delay in getting providers certified.

What does the recommendation change?

All paperwork must be completed and approved prior to being licensed.

Fiscal Impacts:

Upfront costs to family child care home businesses that include \$100 for Health and Safety modules, First Aid and CPR training, as well as a \$15-40 fee for background checks.

Regulatory/statutory impact?

5104.011 (G) (2) The rules shall provide for safeguarding the health, safety and welfare of children receiving child day-care or publicly funded child day-care in a certified type B home and shall include the following:

(n) Qualifications and training requirements for authorized family child care home businesses.

This recommendation would not require an ORC change

OAC 5101:2-14-13, "Continuing education requirements for professional certifications as a type B home provider or in-home aide", will need revised.

OAC 5104.11 "Certification of type B homes for publicly funded services..." would need to be revised

ORC 5104.012 (B)(2) allows for conditional approval before background check is returned.

OAC 5104:2-14-11, "Offenses prohibiting certification as a limited or professional certified type B home provider, or in-home aid, or as an emergency or substitute caregiver"(L) and (M) would require revisions.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Practical experience of local counties who find that interested providers or family members sign conviction statements despite having convictions.

Next steps and recommended evaluation measures:

Hopefully this change will reduce turnover rate of providers and stabilize the relationship between the child and the caregiver.

Possible limitations or uncontrollable factors:

Number of certified providers drops because of the additional time to have all the pieces approved. Children and families are not able to be served as quickly.

A court case in Columbiana county names the CDJFS in a suit which involves a child death in a certified home. The suit states that the CDJFS should have been responsible for the safety of the children in that home, at all times, etc. If this case is won-against the county-it could have an impact on how certification authority is viewed.

Several bills have recently been introduced that may influence this recommendations and this bill sponsors may be willing to support necessary legislative language changes.

Regulatory System; Licensing

Goal Statement: Establish a licensing system for family child care home businesses

Timeframe: 1yr **3yr** 5yr

Recommendation:

Licensing for any person caring for three or more unrelated children and any relatives under the age of ten with exception of residential children who are six and older.

Exceptions: occasional unpaid care, school breaks of less than one month, caretaker illness and backup care.

Impact on families, other programs/agencies, workers, and family child care home businesses:

The public would be informed that family child care home businesses are being regulated and monitored, and that children are being cared for in a safe learning environment.

What does the recommendation change?

Currently anyone can operate a family child care home businesses without having any type of training, background check or home inspection.

Fiscal Impacts:

Additional revenue for state and local government through implementing licensing fees and taxes. Additional staff needed to license and monitor. Families may pay more for child care.

Regulatory/statutory impact?

Statutory changes would have to be made in order to make licensing of family child care law. **ORC 5104.01(F)** "Certified Type B home" and (RR) "Type B home" would need to be revised.

OAC 5101:2-14-01 (FF) would need to be revised

OAC 5101:2-14-02 "Application for professional certification as a type B home provider or in-home aide" and 5101:2-14-55 "Application, approval and renewal for limited certification as a type B home provider or in-home aide" would need to be revised.

What criteria/data were used to support the recommendations?

NCCIC, Wheelock College research and other state's websites

What research-based information was used to support the recommendations?

Wheelock College, NCCIC and other state's websites

Next steps and recommended evaluation measures:

Submit proposal to law makers.

Possible limitations or uncontrollable factors:

Public protest from family child care home businesses who do not wish to become licensed.

Regulatory; Monitoring and Enforcement

Goal Statement: Establish a licensing system for all family child care home businesses

Timeframe: 1yr 3yr 5yr

Recommendation:

Transfer the responsibility of termination and/or revocation hearings, for certified family child care home businesses, to ODJFS from the local county departments.

Impact on families, other programs/agencies, workers, and family child care home businesses:

Family child care home business owners will have a more neutral party determine if proper state policies and procedures were applied appropriately at the local level.

What does the recommendation change?

Currently family child care home businesses must go to their local county Department of Job and Family Services to appeal the termination or revocation of their license. Therefore family child care home businesses do not have a neutral party reviewing their termination.

Fiscal Impacts:

ODJFS staff time to develop and oversee the process. Travel expenses for state staff to attend hearings in local counties.

Regulatory/statutory impact?

None

What criteria/data were used to support the recommendations?

Experiences of county staff members and certified family child care home businesses.

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Regulatory; Monitoring and Enforcement

Goal Statement: Establish a licensing system for all family child care home businesses

Timeframe: 1yr 3yr 5yr

Year 1 Recommendation:

The current inspection criteria and process used by CDJFS to inspect certified homes should be retained. However, the inspection form should be modified to reflect the following changes:

- **Adding CPR requirement**
- **Adding First Aid requirement**
- **Adding liquid soap**
- **Adding steel gun cabinets**

Year 3 Recommendation:

The inspection criteria and process shall be applied to all licensed family child home businesses.

Impact on families, other programs/agencies, workers, and family child care home businesses:

All licensed child care environments are inspected and monitored to ensure a healthy and safe setting.

What does the recommendation change?

It is recommended that current practices are continued.

Fiscal Impacts:

Additional administrative dollars for additional home inspections currently not required to be licensed but which will be required.

Regulatory/statutory impact?

None

What criteria/data were used to support the recommendations?

The experiences of family child care home businesses about current practices and the effectiveness of this process.

What research-based information was used to support the recommendations?

Form JFS 01926, provider experiences

Next steps and recommended evaluation measures:

Identify average lengthen and administrative costs of inspections as well as determine if different regulatory organizations (i.e. county staff, CACFP, etc.) can share information to save time and money.

Possible limitations or uncontrollable factors:

- (2) Any costs incurred in organizing/delivering orientation
- (3) Cost incurred to provide regular PD opportunities
- (4) Cost incurred to bring together the focus group, reprint & distribute new rules

Regulatory/statutory impact?

- (1) Will impact the overall education level of employees within these positions
- (2) Designated staff will have to conduct orientations regularly
- (3) Designates staff will have to proactively seek PD opportunities that meet their staff's' needs
- (4) Facilitating the focus groups, reprint and distribution of materials

This is not specifically addressed in ORC/OAC, can be accomplished by procedure

What criteria/data were used to support the recommendations?

Current job descriptions, responsibilities

Provider feedback on the relationship problems with certification specialist

Provider feedback on the problems with 88 counties conducting programs in 88 ways

What research-based information was used to support the recommendations?

Research was done to determine how random states including Maine, Texas, New Jersey, New York, and Ohio classify this particular position and what the qualifications of that person particular position would be.

Next steps and recommended evaluation measures:

- (1) Conduct a more formal survey of what other states, as well as counties within Ohio are using for the qualifications for a new hire within this position
- (2) Assemble a focus group to determine training components within the orientation
- (3) Assign a responsibilities of organizing PD opportunities to a staff person
- (4) Assemble a focus group of individuals committed to reviewing the licensing manual

Possible limitations or uncontrollable factors:

Staff unwilling to gain needed training

Staff resistant to changes in licensing book

Provider Incentives & Supports Toward Quality; Training

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: 1yr 3yr 5yr

Recommendation:

ODJFS should develop a required 2-hour (minimum) training module, for family child care home businesses that accept public subsidies, that OAC 2-16 rules which include but are not limited to the following:

- **Family eligibility, re-determination and appeal process**
- **Why families lose eligibility**
- **Co-pays and family child care home businesses responsibilities**
- **Reimbursement rates and how they are determined**
- **When can rates be negotiated and what is the definition of negotiation**
- **County/provider contracts**
- **Parental choice**
- **Absentee days, when are they paid, what is the family child care home businesses responsibility**
- **Record keeping for billing**

Impact on families, other programs/agencies, workers, and family child care home businesses:

Increased retention of family child care home businesses due to a greater understanding of the system and the impact of policies on their business. More consistent communication between county staff and family child care home businesses.

What does the recommendation change?

This recommendation adds an additional training requirement for family child care home businesses. This training would allow family child care provider access to the same information regardless of the county in which they live. It would assist counties with an outline for their training of potential or new family child care home businesses.

Fiscal Impacts:

ODJFS staff time to develop the module and provide training to county staff. There will be a cost for printing the modules and disseminating the materials. County staff time to develop contracts for someone to provide this training, to release staff to attend the training or to provide the training in-house.

Regulatory/statutory impact?

OAC 5101:2-14-13 would need to be revised to include this topic as a required training component.

What criteria/data were used to support the recommendations?

Provider feedback and retention rates of family child care provider. Cuyahoga county surveyed family child care home businesses to find that the average length of a family child care business is between 18-36 months.

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Establish a curriculum development workgroup that includes participation from family child care family child care home businesses.

Possible limitations or uncontrollable factors:

County level interpretations and resources.

Program Incentives & Supports Toward Quality; Accreditation

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: 1yr 3yr 5yr

Recommendation:
Provide accreditation support funding in each region of the state that assists, at a minimum, 15 family child care home businesses with the expenses of completing a national accreditation process.

Impact on families, other programs/agencies, workers, and family child care home businesses:

Accreditation standards focus on six areas of quality: relationships, environment, activities, developmental learning goals, safety and health and professional business practices.

According to NAFCC, children, parents, employers and communities all benefit from family child care home businesses completing the accreditation process.

For Children:

Accredited homes offer safe, inviting spaces and warm, nurturing care. Activities are designed to meet the needs and interests of the individual children while promoting their development.

For Parents:

NAFCC Accreditation helps parents identify responsive, stimulating child care. They enjoy open communication with the provider and know that their children are growing and learning in an environment that is responsive to their individual needs.

For Employers:

Stable, high-quality child care directly improves employee attendance, morale, and productivity.

For Communities:

Accredited family child care home businesses help to make communities attractive to families, signaling that children are well cared for and educated during their early years and before and after school.

What does the recommendation change?

Currently there are only 26 accredited family child care home businesses in the entire state of Ohio. By making funds available, the number of accredited family child care home businesses should increase.

Fiscal Impacts:

The cost of the accreditation application and observation visit is \$495.00.

Regulatory/statutory impact?

ORC 5104.30 (E)(3)(g) allows ODJFS to establish enhanced reimbursements to family child care home businesses that have exceeded minimum qualifications.

OAC 5101:2-16-41(G) allows reimbursement increases of 5% higher to family child care home businesses with the following accreditations: OAEYC, NECPA, NACCP, NAFCC and NSACA

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Program Incentives & Supports Toward Quality; Quality Rating and Quality Payment System

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: **1yr** **3yr** **5yr**

Year 1 Recommendation:

Convene family child care stakeholders within the next 6 months to develop a tiered quality rating and quality payment system for family child care home businesses. Components of the system should, at a minimum, include provider qualifications, provider professional development, ratios and early learning materials and training.

Year 5 Recommendation:

Implement the tiered quality rating and quality payment system for family child care home businesses.

Impact on families, other programs/agencies, workers, and family child care home businesses:

What does the recommendation change?

Fiscal Impacts:

Funding to convene the stakeholders group. Cost would vary depending on the number of stakeholders that participate. During the implementation phase, additional funding for the regulatory agency to monitor the tiers during an on-site visit and to award the appropriate quality payment.

Regulatory/statutory impact?

This is not specifically addressed in ORC/OAC, can be accomplished by procedure

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Program Incentives & Supports Toward Quality; Quality Payment

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: 1yr 3yr 5yr

Year 1 Recommendation:

ODJFS/BCCD or County Departments of Job and Family Services may use quality allocations to provide a bonus payment for:

- **A Child Development Associate credential**
- **Associate or higher degree in Early Childhood Development**

Year 5 Recommendation:

Incorporate quality payments into the tiered quality rating system (see Section #4, Recommendation 2).

Impact on families, other programs/agencies, workers, and family child care home businesses:

Parents will have additional information when selecting the appropriate provider for their child. The family child care community will have a common understanding of the indicators that impact the quality of the program. Family child care home businesses will receive quality payments for their commitment to meeting quality indicators.

What does the recommendation change?

Fiscal Impacts:

It would be an additional cost to the Bureau of Child Care & Development and/or the counties' quality allocation. Additional research would need to be done to determine how many family child care home businesses currently have a CDA, AA or higher degree.

Regulatory/statutory impact?

ORC 5104.30 (E)(3)(g) allows ODJFS to establish enhanced reimbursements to family child care home businesses that have exceeded minimum qualifications.

OAC 5101:2-16-41(G) allows reimbursement increases of 5% higher to family child care home businesses with the following accreditations: OAEYC, NECPA, NACCP, NAFCC and NSACA . This policy would need to be revised to allow the additional recognitions and payments.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Limited funding.

Program Incentives & Supports Toward Quality; Quality Payment

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: **1yr** 3yr 5yr

Recommendation:

Counties shall provide a higher rate to family child care home businesses serving children during non-traditional hours (2nd, 3rd and weekend shift care) .

Impact on families, other programs/agencies, workers, and family child care home businesses:

Encourage additional family child care home businesses to care for children during non-traditional times.

What does the recommendation change?

Interpretation in the rule from county to county and require family child care home businesses from across the state access to consistent resources.

Fiscal Impacts:

Increased costs would be based on the number of family child care home businesses who are currently or wish to provide care during those hours, as well as the market rate in their prospective counties.

Regulatory/statutory impact?

Would change language from "shall" to must.

ORC 5104.30 (E)(3)(e) and (f) allows ODJFS to establish enhanced reimbursements to family child care home businesses that offer expanded and non traditional hours of care.

OAC 5101:2-16-41(F) allows reimbursement increases of 5% higher to family child care home businesses that offer non-traditional hours of care. The language would need to be revised from "may be reimbursed" to "shall be reimbursed"

What criteria/data were used to support the recommendations?

Counties currently have the authority to provide a higher rate to family child care home businesses serving children during non-traditional hours. As parents struggle to meet their work requirements and maintain employment during non-traditional shifts, our system should support family child care home businesses willing to serve children during those times.

What research-based information was used to support the recommendations?

Since the rule changes (can not offer care for a 24-hour period) in April 2003, resource and referral agencies are beginning to see a decrease in the number of family child care home businesses offering care during non-traditional shifts.

NCCIC to do further research on other states.

Next steps and recommended evaluation measures:

Verify county numbers to determine if a decrease has actually occurred in the number of providers no longer offering non-traditional hours care.

Possible limitations or uncontrollable factors:

Limited funding.

Program Incentives & Supports Toward Quality; Quality Payment

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: **1yr** 3yr 5yr

Recommendation:
Counties shall provide an increase of a minimum of 5% and maximum of 50% for special needs care in order for family child care home businesses to accommodate lower ratios associated with meeting the needs of the child.

Impact on families, other programs/agencies, workers, and family child care home businesses:

What does the recommendation change?

Fiscal Impacts:

Regulatory/statutory impact?

ORC 5104.30 (E)(3)(d) allows ODJFS to establish enhanced reimbursements to family child care home businesses that provide care to children with special needs

OAC 5101:2-16-41(F) allows reimbursement increases of 5% higher to family child care home businesses that offer care to children with special needs. This policy would need to be revised from "may be reimbursed" to "shall be reimbursed"

OAC 5101:2-16-42 allows family child care home businesses to be reimbursed up to 50% higher reimbursements for specific situations in which care is being provided to a child with special needs and business accommodations, such as lower ratios, are being made.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Program Incentives & Supports Toward Quality; Quality Payment

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: 1yr 3yr 5yr

Recommendation:

Counties shall provide a minimum increase of 5% to the market rate for family child care home businesses who obtain accreditation through the National Association of Family Child Care.

Impact on families, other programs/agencies, workers, and family child care home businesses:

What does the recommendation change?

Fiscal Impacts:

Regulatory/statutory impact?

ORC 5104.30 (E)(3)(g) allows ODJFS to establish enhanced reimbursements to family child care home businesses that have exceeded minimum qualifications.

OAC 5101:2-16-41(G) allows reimbursement increases of 5% higher to family child care home businesses with the following accreditations: OAEYC, NECPA, NACCP, NAFCC and NSACA. This policy would need to be revised from "may be reimbursed" to "shall be reimbursed"

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Program Incentives & Supports Toward Quality; Technical Assistance

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: **1yr** 5yr 10yr

Recommendation:
Convene key representatives of the county certification staff, family child care provider associations and resource and referral agencies to develop a communication and action plan to improve the information and resource sharing amongst the three entities.

Impact on families, other programs/agencies, workers, and family child care home businesses:

What does the recommendation change?

Fiscal Impacts:

Regulatory/statutory impact?

This is not specifically addressed in ORC/OAC. This can be achieved through procedure.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Program Incentives & Supports Toward Quality; Technical Assistance

Goal Statement: Have in place a funded system of supports and incentives for high quality family child care home businesses

Timeframe: 1yr 3yr 5yr

Recommendation:
Convene family child care stakeholders to develop a technical assistance plan for family child care home family child care home businesses. The plan will include technical assistance related to each approved recommendation, as appropriate, and will be completed within 6 months of approval of the recommendations.

Impact on families, other programs/agencies, workers, and family child care home businesses:

What does the recommendation change?

Fiscal Impacts:

Regulatory/statutory impact?

This is not specifically addressed in ORC/OAC. This can be achieved through procedure.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Public Awareness; General Information

Goal Statement: Develop consumer demand and public support for high quality family child care home businesses that will include consumer protection and awareness

Timeframe: 1 yr 3 yr 5 yr

Recommendation:

To promote public awareness through a well-organized, comprehensive, consistent statewide effort that results in demand for high quality family child care home businesses.

Impact on families, other programs/agencies, workers, and family child care home businesses:

1. Improved outcomes for children
2. Public demand for quality child care
3. Family child care home businesses attain higher professional development levels
4. Supply and demand will change – impact on R&Rs and ODJFS

What does the recommendation change?

Lack of knowledge and understanding of general public and family child care home businesses about the family child care industry, its value, and its regulations and operations

Fiscal Impacts:

Will be a fiscal impact – to be determined

Regulatory/statutory impact?

None

What criteria/data were used to support the recommendations?

Feedback generated within and by the committees

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Create a work group in 2006 to develop work plan, fiscal impacts, evaluation measures

Possible limitations or uncontrollable factors:

Priorities within state budget

Public Awareness; Parent & General Information

Goal Statement: Develop consumer demand and public support for high quality family child care that will include consumer protection and awareness

Timeframe: 1 yr **3 yr** 5 yr

Recommendation: To engage the media, families/consumers, and legislators by:

1. Enhancing the ODJFS & local R&R websites to include more information for families/consumers and the public such as materials on: 1) recognizing quality child care in family child care setting, 2) parent responsibilities 3) working with family child care home businesses – communication process, 4) what a parent can do if the care is poor quality, 5) how to file a complaint and explaining the process
2. Developing and or gathering information for PSA's for radio and TV to stations that play children's programming
3. Providing hospitals, pediatrician offices, and the Health Board with information on quality child care settings and consumer resources
4. Implementing an effective communications plan that ensures communications originating from multiple parties are consistent with format and message for websites, TV, radio, brochures
5. Developing a public policy agenda with specific goals and strategies to support family child care workgroup recommendations
6. Develop a brand around the campaign

Impact on families, other programs/agencies, workers, and family child care home businesses:

1. Increased awareness of how to find, select, support, and sustain quality child care
2. Agencies will need to coordinate resources and best practices to accomplish the recommendation
3. Agency staff (ODJFS, local departments, R&R, other partners) will be involved in the planning and implementation of the recommendation
4. Family child care home businesses will begin to be impacted by increased demand for quality child care and a better educated consumer

What does the recommendation change?

The recommendation develops consumer guides, online resources, and culture of consumer education.

Fiscal Impacts:

There will be a fiscal impact – to be determined . There will be some cost in the development and printing of pamphlets/brochures. There will be some minor administrative cost as the materials are formatted for and placed on the ODJFS web site.

What criteria/data were used to support the recommendations?

What research-based information was used to support the recommendations?

Provider feedback, advocate feedback, and consumer feedback. Cuyahoga County efforts with local hospitals to include information in new parents take home folders. NAEYC and Zero To Three materials on Finding Quality Child Care. *Child & Family Canada: The Child Care Partnership; Managing and Monitoring Your Child Care*, www.cfc-efc.ca/docs/sccs/00000376.htm.

Next steps and recommended evaluation measures:

Create a public awareness committee to develop implementation plan, fiscal impact, and evaluation measures

Possible limitations or uncontrollable factors:

Public Awareness; General Information & Parent Information

Goal Statement: Develop consumer demand and public support for high quality family child care that will include consumer protection and awareness

Timeframe: **Upon approval of recommendations** 1 yr 3 yr 5 yr

Recommendation: To engage media and parents by:

1. Contacting Cleveland area TV co-anchors to do a special report on choosing quality family child care as well as other media outlets around the state
2. Circulate materials on quality child care in a family child care setting in mandatory county parenting classes

Impact on families, other programs/agencies, workers, and family child care home businesses:
Begins to get the message out to the public and parents on the importance of quality child care

What does the recommendation change?
No change to current regulations or policies

Fiscal Impacts:
Minimal. Possibly the time and cost of agency staff to make contacts and distribute public information materials/news releases.

Regulatory/statutory impact?
None

What criteria/data were used to support the recommendations?
Committee members and feedback from agencies dealing with family child care home businesses and parents/consumers.

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Possible limitations or uncontrollable factors:

Public Awareness; Provider Information

Goal Statement: Develop consumer demand and public support for high quality family child care home businesses that will include consumer protection and awareness

Timeframe: 1 yr **3 yr** 5 yr

Recommendation: To support family child care home businesses by:

1. Informing family child care home businesses of upcoming rules, their rights, distinctions between severe and minor violations
2. Informing family child care home businesses of how to access TEACH scholarships, professional development opportunities (CDA,AAI, formal education) and accreditation
3. Involve the Child Care Provider Association in raising the professional development of family child care home businesses
4. Develop materials for subsidy family child care home businesses on the basics – payments, policies, expectations, rights, etc.
5. Develop materials for all family child care home businesses on professional development, business practices, communicating with parents, quality child care

Impact on families, other programs/agencies, workers, and family child care home businesses:

1. Impact on family child care home businesses includes increased professionalism and professional development
2. Increased positive interactions between family child care home businesses and families
3. Positive impact on local department workers and family child care home businesses due to clear expectations and consistency
4. Impact on local department staff, ODJFS, other collaborating entities in developing and distributing materials

What does the recommendation change?

No change to current regulations or policies

Fiscal Impacts:

Fiscal impact includes higher costs associated with increased provider participation in professional development activities. Also, costs associated with development of materials.

Regulatory/statutory impact?

What criteria/data were used to support the recommendations?

Feedback from committees, family child care home businesses, and consumer advocates

What research-based information was used to support the recommendations?

Next steps and recommended evaluation measures:

Create a work group to develop implementation plan, fiscal impact, and evaluation measures

Possible limitations or uncontrollable factors:

Priorities in state budgeting

Family Child Care Workgroup Roster

As of April 4, 2004

Alicia Leatherman OCCRRRA	Devlyn Jones Family Child Care Home Business Owner	Michelle Albast Ohio Department of Job and Family Services/Bureau of Child Care & Development
Amelia Rodgers Family Child Care Home Business Owner	Diane Bennett Action for Children	Nancy Allaguer Hamilton County Department of Job and Family Services
Angela Parker Children's Hunger Alliance	Elaine Ward 4C	Pam Oviatt Early Childhood Consultant
Audrey Copeland Family Child Care Home Business Owner	Gwen Ridley Family Child Care Home Business Owner	Peg Gilbert Family Child Care Home Business Owner
Beverly Williams Starting Point	Jewell Dowdell Family Child Care Home Business Owner	Robin Zeigler Ohio Department of Education
Bill Goodrich Starting Point	Karen Lampe Creative World of Child Care	Rosalind Barnes Family Child Care Home Business Owner
Carla Unkefer Wayne-Medina CAA Head Start	Kim Tice Ohio Association for the Education of Young Children	Tasha Dusenberry Family Child Care Home Business Owner
Chris Stoneburner Build Ohio	Lawrence Hall Parent Representative	Terri Novak Family Child Care Home Business Owner
Chriss Lauer Family Child Care Home Business Owner	Maureen Boggs Corporation for Ohio Appalachian Development	Treasa Dawson Family Child Care Home Business Owner
Oxana Golden *Facilitator National Child Care Information Center	Susan Rohrbough *Facilitator National Child Care Information Center	



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