

OCC Advisory Committee Meeting



**WORKFORCE
SERVICES
CHILD CARE**

Wednesday, May 11, 2022
1:00 p.m. to 3:00 p.m.

Join Zoom Meeting: <https://utah-gov.zoom.us/j/89877559091?pwd=SUxBTzgyTGI3MDdtNXFTUjFpZm0vdz09>
Meeting ID: 89877559091 Passcode: ziBzpf3.

Agenda

- | | | |
|-------|---|----------------------|
| I. | Welcome | Rhonda Dossett |
| | a. Approval of March 9, 2022, Meeting Minutes | |
| | b. New Advisory Members | |
| II. | OCC Director's Update | Rebecca Banner |
| | a. Federal Monitoring Visit | |
| | b. Trina Valdez – Out-of-School Time Program Specialist | |
| III. | Cost of Care Analysis | Catherine Ruetschlin |
| IV. | COVID Relief Funding Update..... | Rebecca Banner |
| | a. CAC Regional Highlight - WSU - Northern region..... | Crystal Knippers |
| V. | OCC Updates | |
| | a. Infant and Toddler Program Supports..... | Nune Phillips |
| | b. Stabilization Grant | Kathy Randle |
| | c. CCQS | JoEllen Robbins |
| | d. Professional Development..... | Heather Thomas |
| | e. Subsidy Update | Ann Stockham-Mejia |
| VI. | Agency Updates | |
| | a. Child Care Licensing..... | Sarah Atherton |
| | b. USBE | Jared Lisonbee |
| VII. | Other Business | |
| VIII. | Adjourn | |

Welcome

Call for Attendance

Welcome

Approval of March 9, 2022 Minutes

Welcome

New Advisory Members

OCC Director's Update

Rebecca Banner

- a. Federal Monitoring Visit
- b. Trina Valdez – Out-of-School Time Program Specialist

Modeling the Cost of Quality Child Care in Utah

Prepared for the Utah Department of Workforce Services Office of Child Care
Catherine Ruetschlin, PhD
Economic Evaluation Unit, University of Utah

Federal reporting requirements include cost of care estimates to support equal access

- 45 CFR 98.45(f)(1)(ii)
- The lead agency must prepare a report that includes the estimated cost of care necessary to support:
 - (A) Child care providers' implementation of the health, safety, quality, and staffing requirements at §§ 98.41 through 98.44; and
 - (B) Higher-quality care, as defined by the Lead Agency using a quality rating and improvement system or other system of quality indicators, at each level of quality;

Objectives of a cost model

- Estimate the per-child cost of care by child age, provider type, and region.
- Identify key cost drivers associated with measurable, quality-related investments tracked in the CCQS.
- Understand the effects of changes in the price or availability of resources on the supply of childcare.
- Project the cost of hiring and retaining qualified staff.
- Assess any gap between consumers' ability to pay and the true cost of care.
- Inform childcare subsidy rate-setting that supports access to higher-quality care.

Method

- Estimate per-child expenses and key cost drivers at three quality ratings tiers based on:
 - Utah's CCQS quality designations,
 - cost data collected in the Market Rate Survey from September through December 2020,
 - state and national-level data including the Bureau of Labor Statistics, the National Association of Realtors, and others.
- The cost model does not reflect the details of individual provider expenditures, but rather shows average effects across subsets of the market.

Key Cost Drivers

Personnel Costs

- Adult/child ratios
- Group sizes
- Staff qualifications
- Staff benefits
- Other staff retention policies
- Training
- Curriculum planning
- Parent engagement
- Child assessments
- Administration

Non-personnel Costs

- Facility rent
- Materials/Supplies
- Maintenance
- Insurance
- Food
- Curriculum tools
- Payment processing
- Enrollment levels
- Uncollected fees

Model Parameters: How Costs Vary

- Staff/Child Ratios
- Group Sizes
- Administrative staff
- Teacher compensation and qualifications
- Director compensation and qualifications
- Curriculum planning, family engagement, professional development, and other paid staff time
- Enrollment
- Regional price differences

Modeling Costs: Center-Based Facilities

- **Facility-level costs** include administration, rent, insurance, fees and permits, and office supplies.
 - Facility-level costs are divided across classrooms to calculate per-child cost estimates.
- **Classroom-level costs** include staffing and compensation to meet provider goals for group size, staff/child ratio, staff qualifications and retention, and time spent outside the classroom planning curriculum or communicating with families.
 - Classroom-level costs are divided across attending children in the classroom where they occur.

Cost of Quality, Capacity, and Group Size

- Smaller group sizes mean fewer total students and higher per-student costs.
- For most age groups, providers in all CCQS ratings categories meet CCQS higher-quality standards for group size.

Median Reported Group Size by Age and CCQS Rating			
	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
0-12 months	8	8	8
1 year	8	8	8
2 years	14	12	14
3 years	14	12	12
4 years	16	15	12
5 years	20	16	12
School Aged	20	20	15
Total	100	91	81
Median Licensed Capacity	113	94	81

Facility-Level Costs

- Some expenses, like rent, are calculated per child. These result in higher total costs at larger centers but do not raise assessed per-child costs of care.
- Some expenses, like internet, are constant across facilities. These costs raise per-child costs of care at smaller-capacity/higher CCQS-rated providers.
- Some expenses, like personnel costs, are higher at higher quality-rated centers. These raise per-child costs at smaller-capacity/higher CCQS-rated providers due to both higher spending and lower capacity.

Facility-Level Costs

	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
Capacity	100	91	81
Rent/Lease \$20.73/square foot, 80 square feet/child	\$165,840	\$150,914	\$134,330
per child/month	\$138	\$138	\$138
Internet/Telephone annual	\$1,440	\$1,440	\$1,440
per child/month	\$1.20	\$1.32	\$1.48
Director Wage/Salary annual	\$38,525	\$38,948	\$48,963
per child/month	\$32.10	\$35.67	\$50.37
Administrative Staff Wage/Salary annual	\$26,707	\$31,158	\$35,610
per child/month	\$22.26	\$28.53	\$36.64

Cost of Quality and Staff/Child Ratios

- Number of staff per child rises with CCQS quality rating for all age groups.
- Teaching costs are assessed at the classroom level to reflect differences in staff/child ratios.

Median Reported Staff/Child Ratios			
Age Group	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
0-12 months	1/4	1/4	1/4
1 year	1/4	1/4	1/4
2 years	1/7	1/7	1/6
3 years	1/12	1/11	1/10
4 years	1/15	1/14	1/12
5 years	1/20	1/15	1/12

Classroom-Level Teaching Cost Assumptions

- 1 Lead Teacher and 1 Assistant Teacher
- Classroom open 10 hours per day
- Assistant Teacher coverage of all breaks and non-teaching responsibilities
 - Certified Foundation of Quality: 0.25 FTE coverage for 1-hour daily breaks
 - Certified Building Quality: 0.30 FTE coverage for breaks + curricular planning
 - Certified High Quality/Plus: 0.35 FTE coverage for breaks + curricular planning + other

Infant Classrooms

Ages 0-12 Months & 1 Year			
	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
Staff/Child	1/4	1/4	1/4
Group Size	8	8	8
Lead Teacher Median Wage	\$11.24	\$11.77	\$13.91
Assistant Teacher Median Wage	\$10.03	\$10.43	\$11.24
Monthly Per-child Cost	\$643	\$686	\$680

- Note that this estimate includes only classroom wage and salary costs. Employee benefits will be added to teaching costs at the classroom level. The cost of substitute teachers for paid leave and professional development will be added at the facility level.

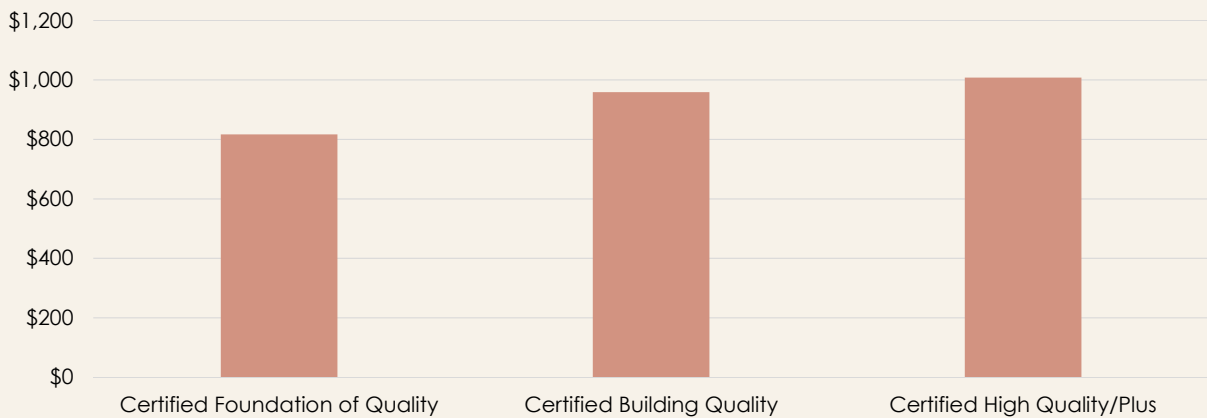
Monthly Cost of Infant Care by CCQS Rating (provisional)



Toddler Classrooms

Age 2			
	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
Staff/Child	1/7	1/7	1/6
Group Size	14	12	14
Lead Teacher Median Wage	\$11.77	\$12.04	\$13.38
Assistant Teacher Median Wage	\$10.70	\$10.70	\$11.24
Monthly Per-child Cost	\$347	\$410	\$381
Age 3			
	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
Staff/Child	1/12	1/11	1/10
Group Size	14	12	12
Lead Teacher Median Wage	\$11.77	\$12.04	\$13.38
Assistant Teacher Median Wage	\$10.70	\$10.70	\$11.24
Monthly Per-child Cost	\$389	\$468	\$515

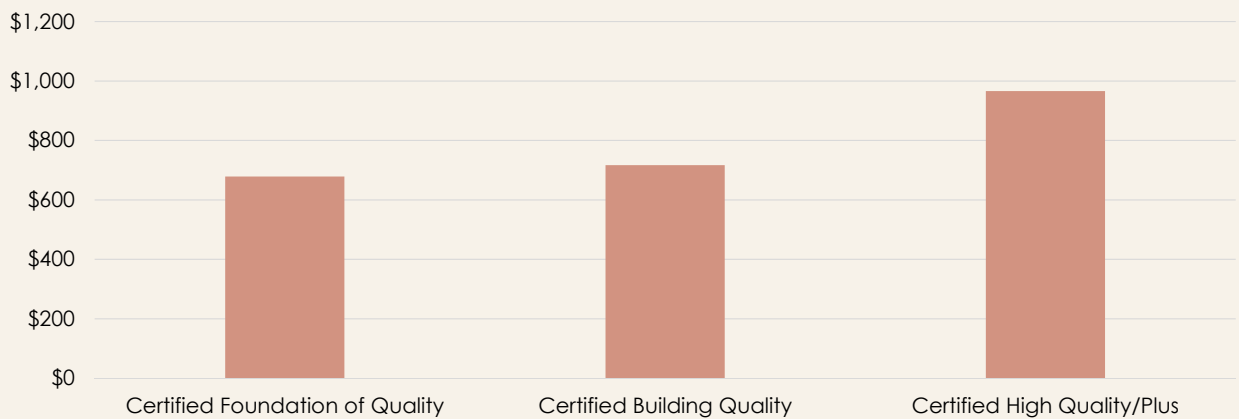
Monthly Cost of Care for 3-year-olds by CCQS Rating (provisional)



Preschool Classrooms

Age 4			
	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
Staff/Child	1/15	1/14	1/12
Group Size	16	15	12
Lead Teacher Median Wage	\$11.77	\$12.31	\$14.98
Assistant Teacher Median Wage	\$10.70	\$10.17	\$11.24
Monthly Per-child Cost	\$304	\$324	\$473
Age 5			
	Certified Foundation of Quality	Certified Building Quality	Certified High Quality/Plus
Staff/Child	1/20	1/15	1/12
Group Size	20	16	12
Lead Teacher Median Wage	\$11.77	\$12.31	\$14.98
Assistant Teacher Median Wage	\$10.70	\$10.17	\$11.24
Monthly Per-child Cost	\$272	\$460	\$544

Monthly Cost of Care for 4-year-olds by CCQS Rating (provisional)



Improving the Model


- This method thrives on local data. Your feedback is important for the accuracy and reliability of the cost model.
- Issues include:
 - Review of facility-level non-personnel costs
 - Teacher time in non-classroom activities
 - FT/PT assistant teachers by age group
 - FT/PT non-teaching staff including educational coordinators, consultants, coaches, and trainers
 - One-time investments for quality transitions
 - “True Cost” of Care: improving teacher retention and care infrastructure

Facility-Level Costs: Non-personnel National Estimates from the PCQC (annual)

Food & Food Preparation	\$1,000	per child
Kitchen Supplies	\$50	per child
Office Supplies	\$30	per child
Office equipment	\$22	per child
Education Supplies	\$50	per child
Education Equipment	\$100	per child
Child assessment system	\$20	per child
Utilities	\$2.19	per square foot
Insurance		
building insurance	\$1.34	per foot
liability, accident, etc.	\$75	per child
Maintenance/Repair/Cleaning	\$2.85	per square foot
Telephone & Internet	\$1,440	per facility
Fees/Permits	\$500	per facility
Miscellaneous	\$15	per child

COVID Relief Funding Update

Rebecca Banner

 Funding Source	Funding Amount	Funding Availability
CARES	\$40,414,976	Expend by 09/30/23
CRRSA	\$108,969,353	Expend by 09/30/23
ARPA Stabilization	\$261,389,459	Expend by 09/30/23
ARPA Discretionary	\$163,100,176	Expend by 09/30/24
Total Awarded	\$573,873,964	

COVID Relief Funding Update

- \$413M obligated for COVID relief programming
 - Evaluate current obligations
- Additional Funding Opportunities
 - Grants for employer/CC provider partnerships
 - Grants for providers not eligible for stabilization grant
 - CC Apprenticeship program
 - Mental health supports for families and providers
 - Infant/Toddler support
 - Shared Services Network

CAC Regional Highlight – WSU – Northern Region

Crystal Knippers

- Stabilization plan for Weber, Davis, and Morgan counties.
 - The goal is to support family and center care in additional business resources through class and peer learning.
 - To provide business support literature.
 - Incentivize current regulated family providers to recruit, support and mentor new family child care providers into the business.
 - Supply materials to new family child care providers.
 - Support membership in professional organizations.



WEBER STATE
UNIVERSITY



Business support

- Business support
 - Classes for both center and family child care providers focuses on the challenges programs faced. (Employee Retention, Business practices)
 - Open discussion time for sharing and brainstorming ideas received from the classes.
 - Literature to further support these topics for programs to add to their resources.

Recruitment

- Family Childcare mentors to assist individuals in the process of becoming licensed.
- Community outreach to recruit providers.
- Family Child Care material start up grants

Professional Personal Development

- Reimbursement of part of professional organization membership fee.
- One year membership to Conscious Discipline for courses that support personal emotional development and child social emotional development.

Infant and Toddler Program Supports

Nune Phillips

Stabilization Grant Update

Kathy Randle

- **Stabilization Grant Applications**
 - \$41.5 M was disbursed for Jan – Apr 2022. 766 programs currently receiving.
 - Rate increase effective May 1, 2022
 - Base rate is \$350 x licensed capacity
 - Enhanced rate is \$400 x licensed capacity
 - May 2022 – Additional funding allows programs licensed after March 11, 2021 and Commercial Preschools to apply.
 - July 31, 2022 - Applications close & no longer able to opt in for enhanced rate
 - September 7, 2023 - Final payment

Questions regarding the stabilization grant can be sent to: ocstabilization@utah.gov

Stabilization Grant Update

Kathy Randle

- **Monthly Reporting**

- Available April 2022
- First report due May 5, 2022 – for current and overdue
 - Grant reduction to base rate when enhanced rate criteria not met
- Reports due on the 5th of each month
- Payroll requirements for enhanced base rate
 - Documentation to validate and verify the majority of staff are paid a minimum of \$15/hour
 - Most current pay period or payment
 - Grant reduction to base rate when enhanced rate criteria not met

Questions regarding the stabilization grant can be sent to: ocstabilization@utah.gov

CCQS Center Data Update

JoEllen Robbins

Current Rating Distribution for Centers May 2022

108 of 370 centers with certified rating=29% of all centers

Foundation of Quality	Building Quality	High Quality	High Quality Plus
51/108= 47%	26/108=24%	27/108=25%	4/108=3.7%

*Total includes all programs rated on Temporary and Standard CCQS Frameworks

Current Center Data for Rated Centers May 2022

What is measured	Number of Programs	Percentage of Programs
ERS Observation Score Increase	42/73	57.53%
SAPQA Observation Score Increase	36/60	60%
Increase Points Education of Director	23/73	31.51%
Increase Points Education of Caregiver	14/73	19.18%
Overall Point Increase	41/73	56.16%
Increase of Certified Rating	15/73	20.55%

*Data reflects only those programs rated with the Standard CCQS Framework

CCQS FCC Data Update

JoEllen Robbins

Current Rating Distribution for FCC May 2022

132 programs have received a rating (132/739) = 18% of all Licensed FCC Programs

Default Foundation of Quality	Certified Foundation of Quality	Certified Building Quality
48/132 = 36.36%	37/132 = 28.03%	47/132 = 35.61%

Applications for Early Rating with Observations

69 Applications Received Percentage of Original Applicants= 69/132= 52%

Rating	Number of Applications	Percentage of Applications
Building Quality	31	44.93%
C. Foundation of Quality	21	30.43%
D. Foundation of Quality	17	24.64%

CCQS Provider Support

- ERS Best Practices Courses
- Best Practices Support Groups
- CCQS Specialist Consultation
- Ask An Anchor Email and Bi-Monthly Office Hours
- Observation Feedback
- New Family Child Care Peer Learning Community Cohort
- PLC cohort for centers to be selected July 2022

CCQS Intensive Support

- Applications accepted from eligible programs July 1-15, 2022
- Rating of Building Quality or Foundation of Quality with 60 points on Framework
- Rubric will be used to determine programs to be served
- Enter into contract with OCC and receive intense onsite coaching using Practice Based Coaching Model

Professional Development Update

Heather Thomas

CDA Scholarship Eligibility Policy Update



- Work at least 15 hours/week in a program that cares for children birth through age 12 in Utah; OR
- *High school student completing an Early Childhood Education Skills Certificate*

Professional Development Update

Heather Thomas

Other Updates

- SLCC *Family Child Care* Business Fundamentals Course (May and June)
- New Curriculum - *Explore More Series*: Art, Music, STEM, Enriching Activities
- Updated Curriculum - *CCQS: From Application to Award for Centers*
(Family Child Care Version Coming Soon!)
- *Early Education Payback Program Scholarship* -
Marketing Push and Press Release



<https://jobs.utah.gov/occ/urpd/scholarships.html>

Subsidy Update

Ann Stockham-Mejia

Agency Updates

a. Child Care Licensing (Sarah Atherton)

CCL 2022 Compliance Grant

Pre-Release information was sent to licensed providers on April 15th.

The grant application will be open on May 9, 8:00 AM MDT and will Close May 20, 5:00 PM MDT.

For equity, no funding limit set.

Written in collaboration with 2 provider committees.

Provided detailed instruction sheet and ideas list for each type.

Hosted webinars for application questions.

All done in English and Spanish!

USBE Agency Updates

b. USBE (Jared Lisonbee)

- Public Comment Period on English Language Arts Standards (Including ELA Early Learning Standards) ends June 14
- <https://tinyurl.com/433du5cx>


English
Language
Arts
Standards



Utah State Board of Education

USBE Agency Updates

- Standards Implementation Institute
- Multiple locations throughout the state
 - <https://tinyurl.com/37rbwfm5>




Standards
Implementation
Institute

WHAT **Preschool**
Effective early learning happens as we intentionally plan to meet the needs of all children. Through collaborative interactions, participants will gain knowledge and develop skills that will make classroom learning come alive. Join us for an interactive training as we investigate ways to meet expectations outlined in the new Utah Early Learning Standards while maintaining appropriate practices in the classroom.

Cost: \$105 >>>
Registration costs includes **LUNCH**, full day access to the professional learning sessions at location and date(s) of choice.

MIDAS COURSE: 57907
<https://tinyurl.com/yrnth64>

 Session is a two day course.
Find full dates and schedule: <https://tinyurl.com/37rbwfm5>

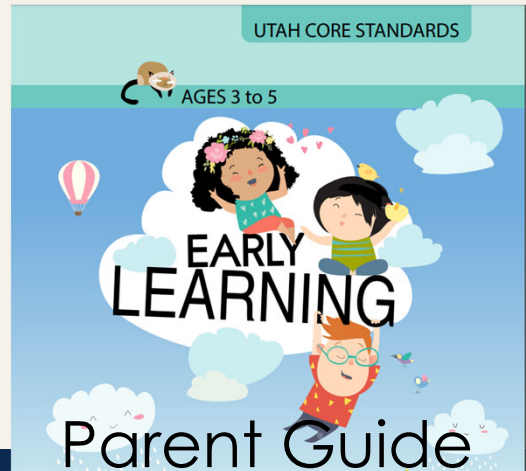
USBE Agency Updates

- PEEP Exit Testing Window
 - Last four weeks the program is in session, **BUT**
 - PEEP Exit scores *must be submitted by June 15th*
 - Last day to initiate Data Gateway access to submit scores is **May 15th** (Jonathan.collins@schools.utah.gov)
- Reminder: The June 2020 version of the PEEP Exit Manual has a scoring error on Item #9 (counting up to "5"=1 point)



USBE Agency Updates

- Coming Soon:
 - Utah Early Learning Standards **Parent Guide**
 - Summaries and strategies for parents to support their children's learning through play



USBE Agency Updates



Standards
Implementation
Institute

WHAT

Elementary Content Integration

Come spend two days exploring new ideas about integration, experiencing lessons for your grade level, and designing instruction tied to standards. In each session you will collaborate, share resources, create lesson plans, and explore new ways to help weave social studies, science, and mathematics, ELA, health and more into student learning.

Cost: \$105 >>

Registration costs includes **LUNCH**, full day access to the professional learning sessions at location and date(s) of choice.

MIDAS COURSE: 57826

<https://tinyurl.com/49nu78er>



Sessions include: PreK-K, Grades 1-2, Grades 3-4, Grades 5-6
Find full dates and schedule: <https://tinyurl.com/37rbwfm5>

Other Business & Public Comment

Adjourn

Next Meeting

Wednesday, July 13, 2022

1:00 pm – 3:00 pm