

COMMUNITY ACTION NETWORK – 2001	<b>EARLY EDUCATION AND CARE</b> Urgent Issues and Recommended Solutions	Prepared by the Early Education and Care Planning Group and approved by the Austin Child Care Council.
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**Urgent Issue: Good quality child care is not available to all families.**

**Data:**

- Less than 1 in 3 early childhood teachers have an early childhood degree or certificate.
- 35% of full-time child care teachers have only a high school diploma or GED.
- The average wage of a full-time early childhood teacher is \$8.97 per hour.

**Desired Result: Early childhood programs are able to hire and retain qualified early childhood teachers.**

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
<u>Priority # 1</u>  Increase the number of new qualified early childhood teachers and keep current qualified teachers.	Increase teacher wages to keep qualified teachers in the classroom and reduce teacher turnover.	One year’s supplement for a BA level teacher \$1,600.  Double number of teachers who received supplements = \$100,000 per year.	Volunteer administrative support	<ul style="list-style-type: none"> <li>• Jeannette Watson Fellowships at Austin Families.</li> </ul>
	Provide scholarships and incentives for teachers to improve their qualifications.	Child Development Associate (CDA) certificate Materials/ Fees \$325.  ACC Child Development course tuition/books \$256.	Provide child care so teachers can attend classes.  Mentors for teachers beginning college courses.	<ul style="list-style-type: none"> <li>• Teacher TRAC (Training, Retention and Compensation) at Austin Community College Child Development Department.</li> </ul>
	Recruit qualified employees into early childhood teaching and directorships.	Orientation training for entry level child care workers \$200	Speak to Middle/High School students about early childhood career	<ul style="list-style-type: none"> <li>• Early Childhood Career Center (Proposed) through Fund for Child Care Excellence.</li> </ul>

<p><b>Urgent Issue: Good quality child care is not available to all families.</b>  <b>Data:</b> Only 11% of child care centers and registered family homes in Travis County are Accredited or are Designated Vendors.  <b>Desired Result: Increased number and percentage of child care providers who meet quality standards (staff, curriculum, facilities).</b> [National Association for the Education of Young Children (NAEYC), National School Age Care Alliance (NSACA) or National Association of Family Child Care (NAFCC) Accreditations and Child Care Management Services (CCMS) Designated Vendor Program].</p>				
SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
<p><u>Priority # 2</u> Support providers to improve the quality of child care.</p>	<p>Increase the number of centers and registered family homes that are Accredited and/or Designated.</p>	<p>Accreditation assistance for one center \$6,000 per year.  Group of 12 centers in an assistance program for \$72,000 per year.</p>	<p>Classroom volunteer while teacher is in training.  Business management or computer training/ assistance for Directors.</p>	<ul style="list-style-type: none"> <li>Quality Improvement Project at Austin Community College Child Development Department</li> <li>Designated Vendor Program at Texas Migrant Council - CCMS</li> </ul>
	<p>Provide child care provider training, resource materials, on-site visits.</p>	<p>One resource van visit \$134.  Visit to every center 2 times per year = \$116,580.</p>	<p>Help at resource center – computer help to toy washing.</p>	<ul style="list-style-type: none"> <li>Child Care and Parent Resource Center at Connections Resource Center</li> </ul>
	<p>Fund child care facility construction/renovation/repair.</p>	<p>Construction materials.  Direct donations \$100 to \$1,000,000.  Capital for low interest loans \$10,000 to \$1,000,000.</p>	<p>Repair and maintenance work.  Design and construction work.  Financial and management training.</p>	<ul style="list-style-type: none"> <li>Facility Construction Grants through City Neighborhood, Housing &amp; Community Dev. Office</li> <li>Financing for Child Care Facilities (w/ financial management training) at Community Dev. Corp.</li> </ul>

	Provide training for people who care for children in an unregulated home setting.	Educational books, materials, subscriptions.  Intensive training and home visitation program for 25 providers \$50,000.	Help with phone information, referral, and scheduling.	<ul style="list-style-type: none"> <li>• Training for relative care providers at Texas Migrant Council – CCMS or Any Baby Can</li> </ul>
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**Urgent Issue: Too many parents are isolated and lack the support to effectively raise their children.**  
**Data:** The caregiver-child relationship, usually the relationship between the parent and the child, especially during the early years of life, has been proven to be the strongest predictor of later child success.  
**Desired Result: Increased utilization of parenting resources by parents.**

SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
<p><u>Priority # 3</u></p> <p>Support parents.</p>	<p>Create centralized coordinated efforts for parent support activities that would:</p> <p>(i) improve communication/marketing about available parenting support;</p> <p>(ii) address negative stigma associated with participation in parenting support program; and</p> <p>(iii) assist coordination among existing providers of parenting support.</p>	<p>Parent Education Coordinator and budget \$80,000.</p>	<p>Help with annual, city-wide Parenting Conference.</p> <p>Communication and marketing services for publicity materials and web site.</p>	<ul style="list-style-type: none"> <li>• Coordination of various parent education programs by Connections Resource Center</li> <li>• Strong Families Program at Connections Resource Center and Parents Anonymous</li> <li>• Parent Education at Any Baby Can</li> </ul>
	<p>Increase available parent education and improve access by reducing barriers such as lack of child care and transportation and by improving incentives for parents to attend.</p>	<p>One hour parent education seminar for 20 parents \$250, 12 session series \$3,000.</p>	<p>Provide child care or transportation for parent education classes.</p> <p>Host parent education brown bag seminars at work site.</p>	<ul style="list-style-type: none"> <li>• Various programs.</li> </ul>

<p><b>Urgent Issue: Many families cannot afford good quality child care.</b></p> <p><b>Data:</b></p> <ul style="list-style-type: none"> <li>• In March 2001, more than 3,000 children were on the waiting list for CCMS subsidized child care in Travis County.</li> <li>• In Texas, only 8% of children eligible for subsidized child care actually receive it.</li> </ul> <p><b>Desired Result: Increased average number of children enrolled in CCMS, Head Start, City of Austin, Travis County, United Way, and employer subsidized child care.</b></p>				
SOLUTIONS	ACTIONS	FINANCIAL INVESTMENT OPPORTUNITIES	HUMAN INVESTMENT OPPORTUNITIES	EXAMPLES OF ONGOING EFFORTS
<p><u>Priority # 4</u></p> <p>Reduce the cost of good quality child care to parents.</p>	<p>Employers provide/increase child care benefits for employees.</p>	<p>Provide flextime schedules, telecommuting, and child care options in cafeteria benefit plans.</p> <p>Subsidize employees' child care \$50 to \$500/month.</p>	<p>Mentor a business about family friendly policies.</p>	<ul style="list-style-type: none"> <li>• Employee benefits programs at various employers</li> </ul>
	<p>Increase funding for scholarships for low income families.</p>	<p>Child care for one child Infant to Preschool:</p> <p>Monthly \$591 - \$461 Annual \$7,092 - \$5,532</p> <p>Serve all children on CCMS waiting list = \$12 million.</p>	<p>Educate public officials, business and community leaders about the need for subsidized care.</p> <p>Campaign for donations for child care through United Way.</p>	<ul style="list-style-type: none"> <li>• Subsidized child care at CCMS - Texas Migrant Council, Head Start/ Early Head Start - Child Inc., Child care direct and voucher social service programs - City, County, and United Way.</li> </ul>

	Provide scholarships at child care centers.	Centers allocate scholarship spaces  Child care for one child Infant to Preschool:  Monthly \$591 - \$461,  Annual \$7,092 - \$5,532.	Solicit donations from friends, faith community, and work place.	<ul style="list-style-type: none"> <li>• Various programs through individuals, faith based organizations, foundations, and corporations.</li> </ul>
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***Urgent Issue:* The critical importance of educating and raising children is not widely understood and valued.**

***Data:***

- In a national benchmark survey, 44% of parents of young children and 60% of grandparents incorrectly believe picking up a 3 month-old every time he cries will spoil the child;
- 61% of all adults do not know when young babies begin to sense and are affected by the moods of others.

***Desired Result:* Increased understanding of the children’s development, and an increased public willingness to invest in improving the lives of young children.**

<b>SOLUTIONS</b>	<b>ACTIONS</b>	<b>FINANCIAL INVESTMENT OPPORTUNITIES</b>	<b>HUMAN INVESTMENT OPPORTUNITIES</b>	<b>EXAMPLES OF ONGOING EFFORTS</b>
<p><u>Priority # 5</u></p> <p>Increase public awareness of the importance of early childhood development, parenting skills, and qualified early childhood teachers.</p>	Establish a coordinated public education/awareness campaign.	<p>Underwrite PSA’s, billboards, and web site.</p> <p>Five year, coordinated public education/ awareness campaign \$200,000/year, \$1,000,000.</p>	<p>Become a “Children’s Champion”, “Speak out on behalf of children at every opportunity.”</p> <p>Communication and marketing services for publicity materials.</p>	<ul style="list-style-type: none"> <li>• Success by Six (Proposed) by Austin Child Care Council and United Way</li> <li>• I Am Your Child Campaign</li> </ul>