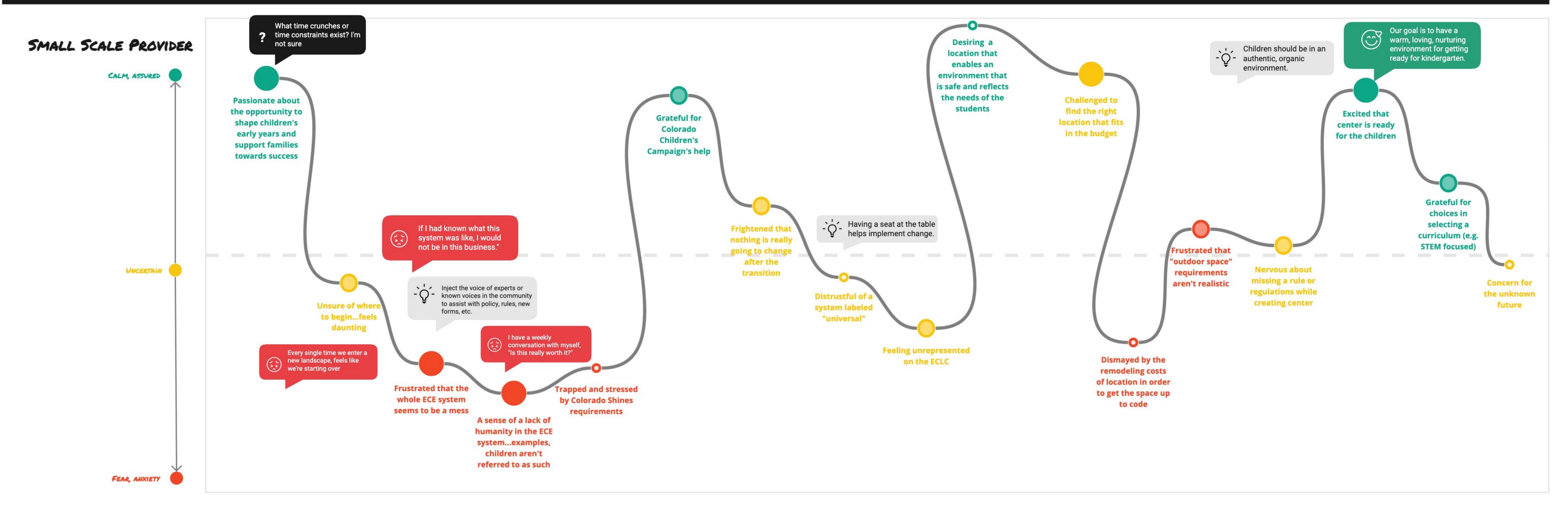
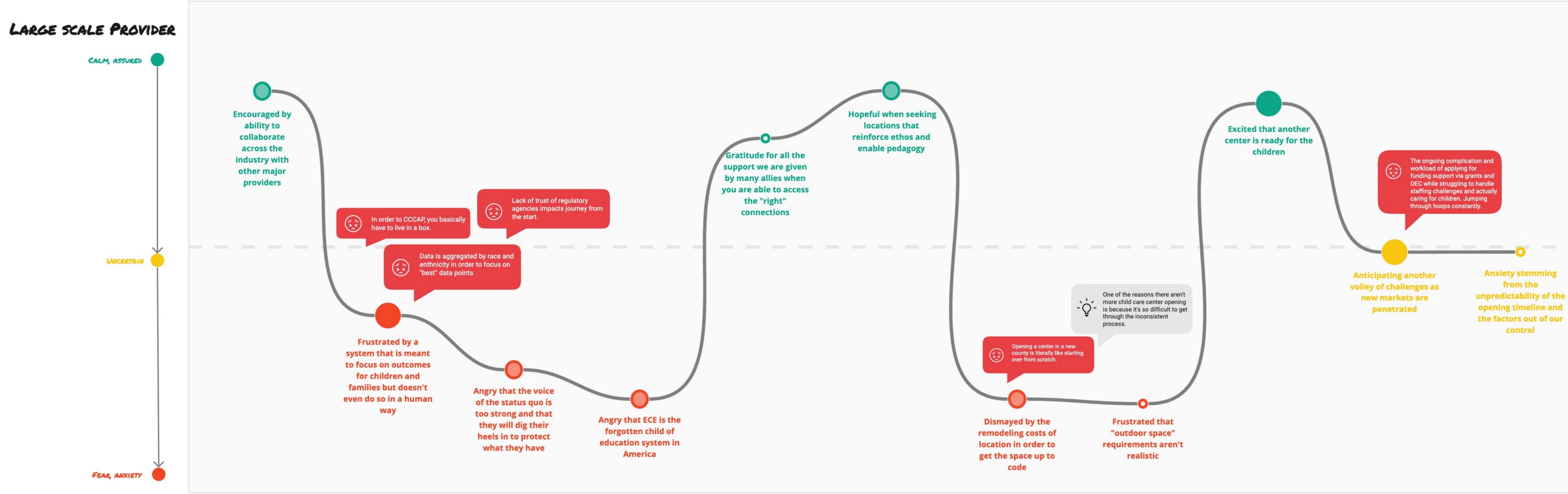
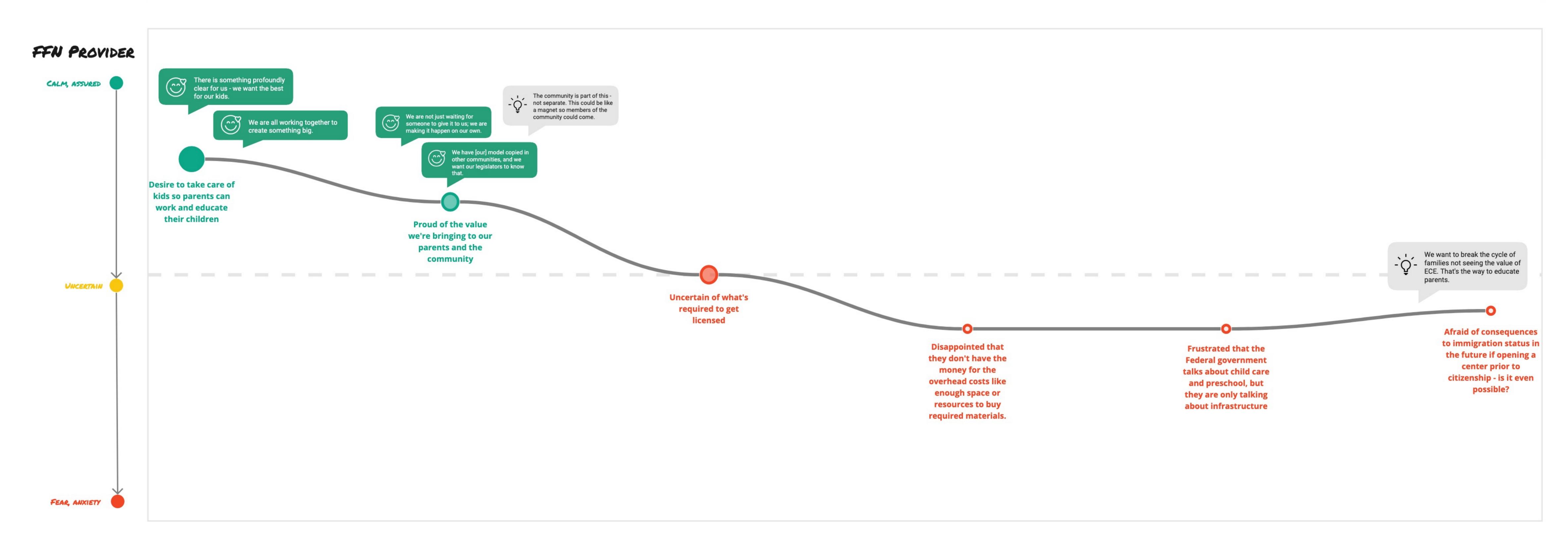
### PROVIDER JOURNEY: STAGE | ESTABLISH







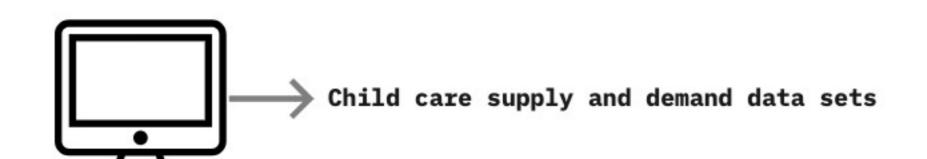
### RESOURCES/INTERACTIONS



- Business advisor
- Teaching staff
- Pro-bono law firm
- Teaching staff
- Real estate agent
- Construction company
- Fire department Parents

Lenders

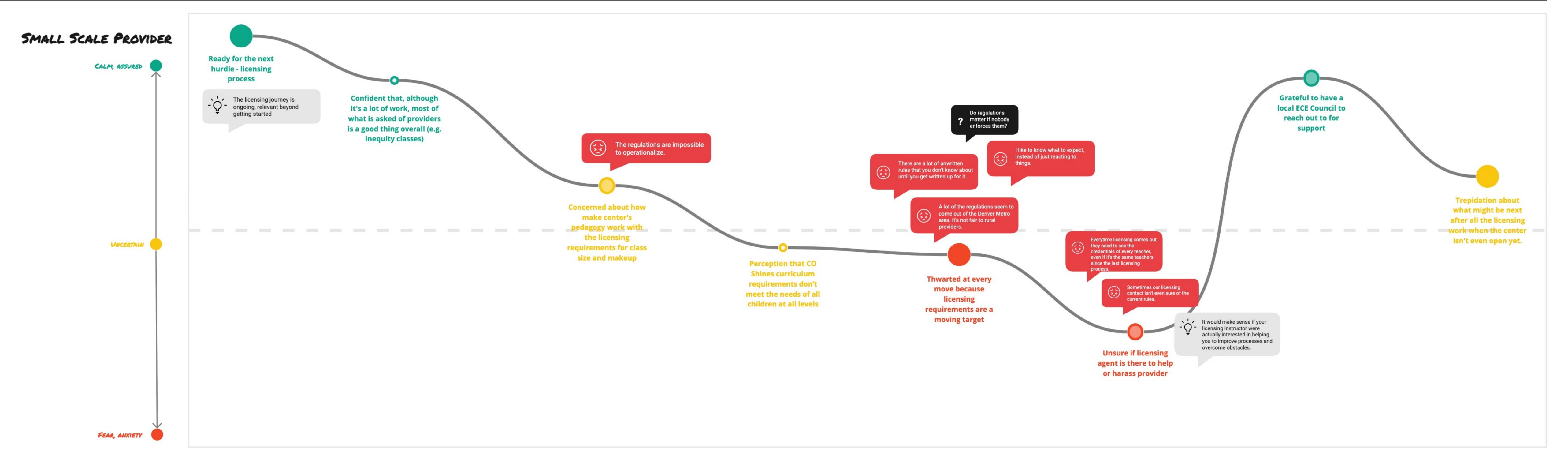
- Potential employers sponsors
- Experienced board members
- Local CCR&R agency Owner's representatives
  - Other current licensed programs
  - Licensing specialists Architect/interior design firms
  - Early childhood councils Accountants
  - Lawyers Peers

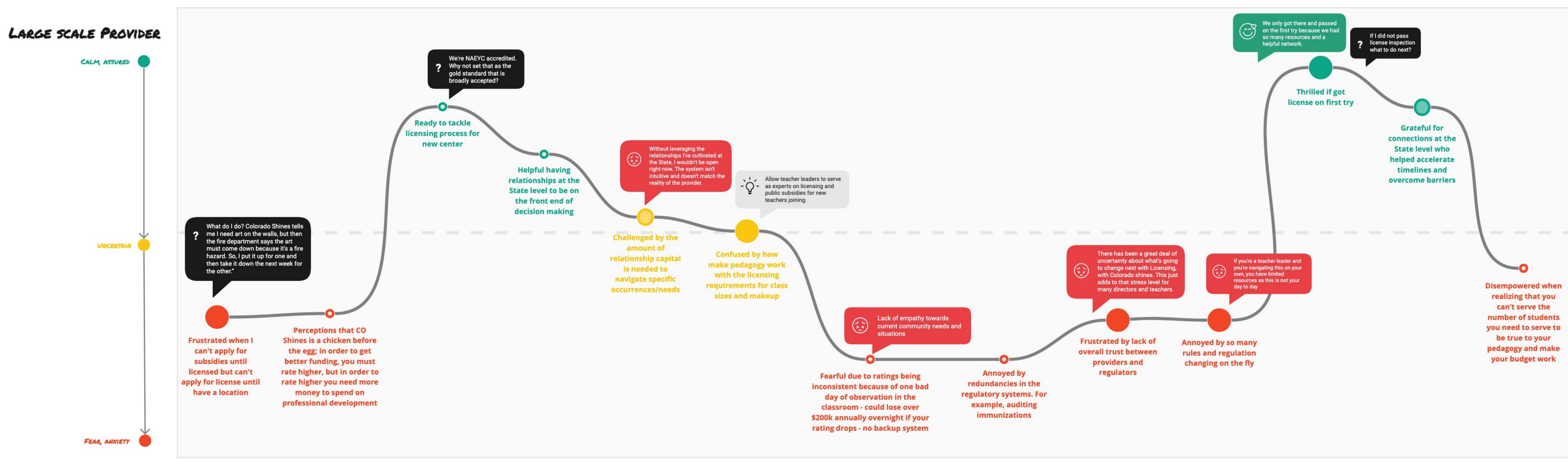


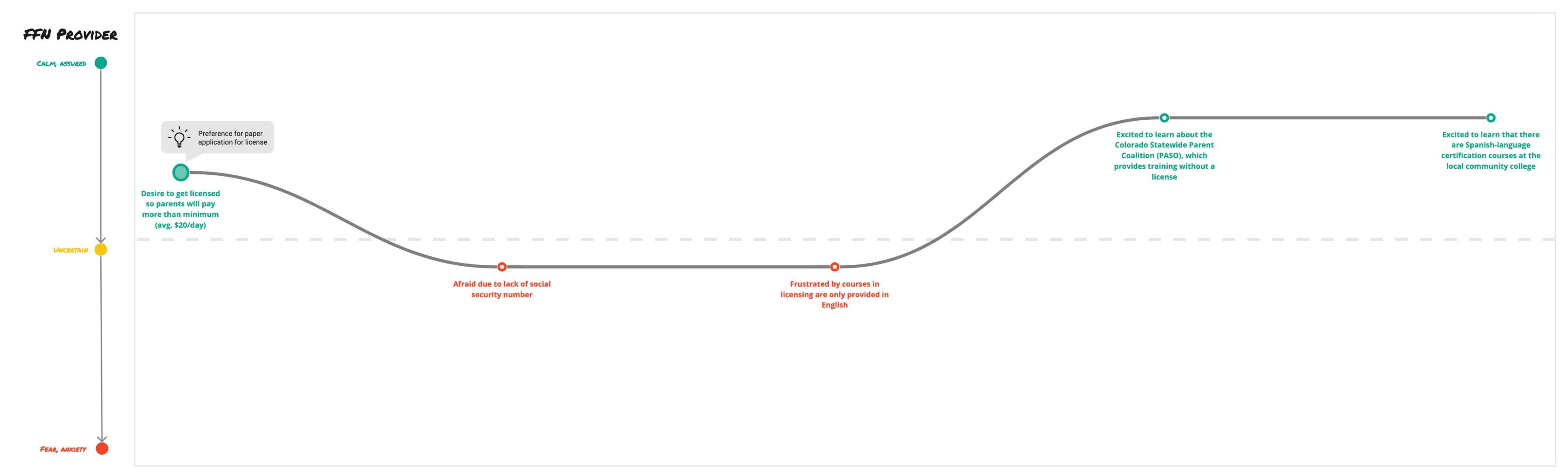


6 mos. - 1 year Average amount of time each month spent on opening a center

### PROVIDER JOURNEY: STAGE 2 LICENSING







### RESOURCES/INTERACTIONS



- Various associations
- Contacts at EPIC Students
- Teaching staff
- Contacts at the State
- Funding Partners
- Elsa at DPP
- CDHS Office of Early Childhood Clayton Early Learning
- Early Childhood Councils Licensing representative
- · Co. Shines
- Colleagues Other providers

Other agency contacts

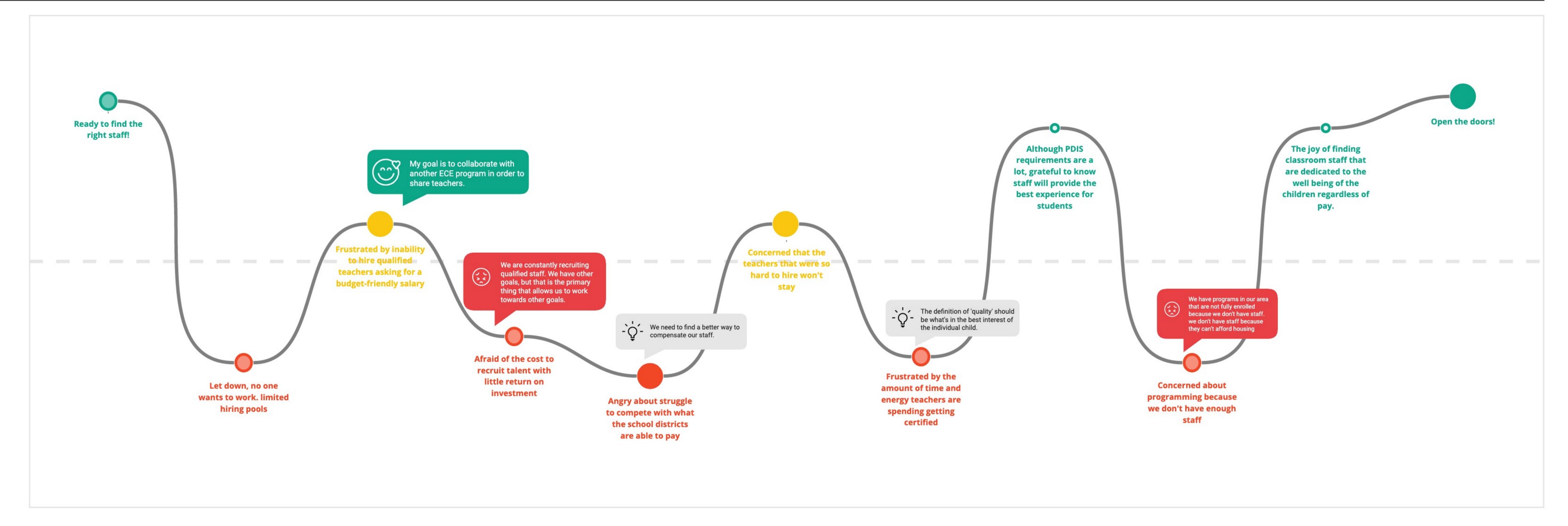
Colorado Shines Early Childhood Council



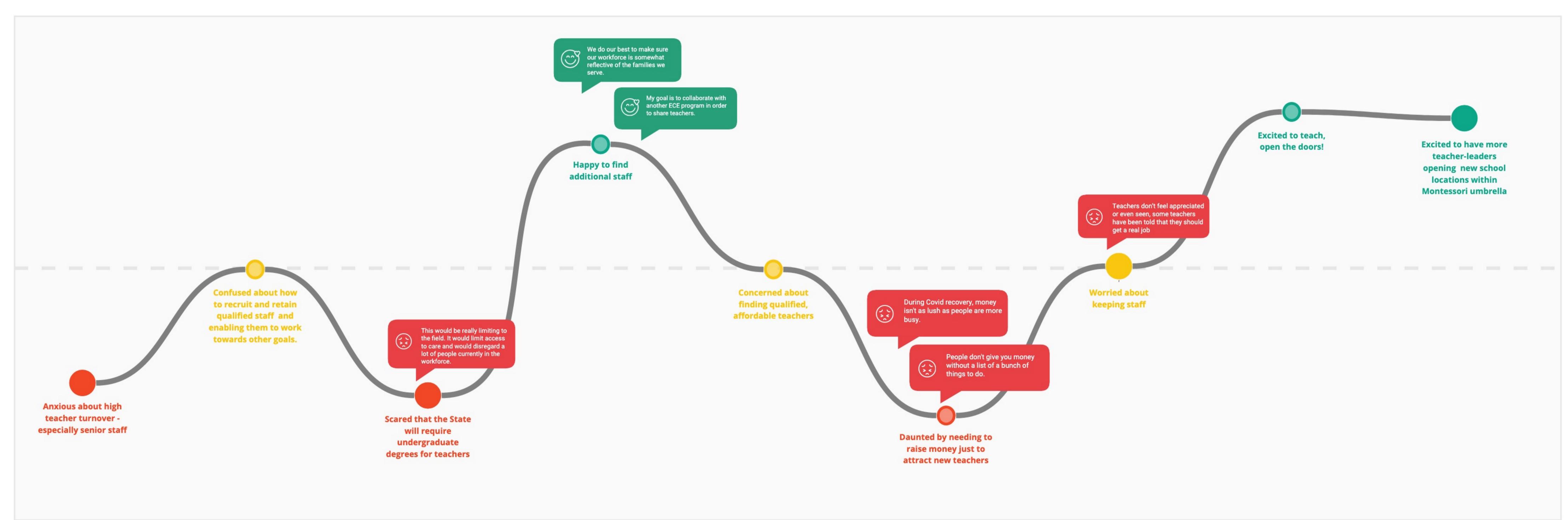
licensing tasks

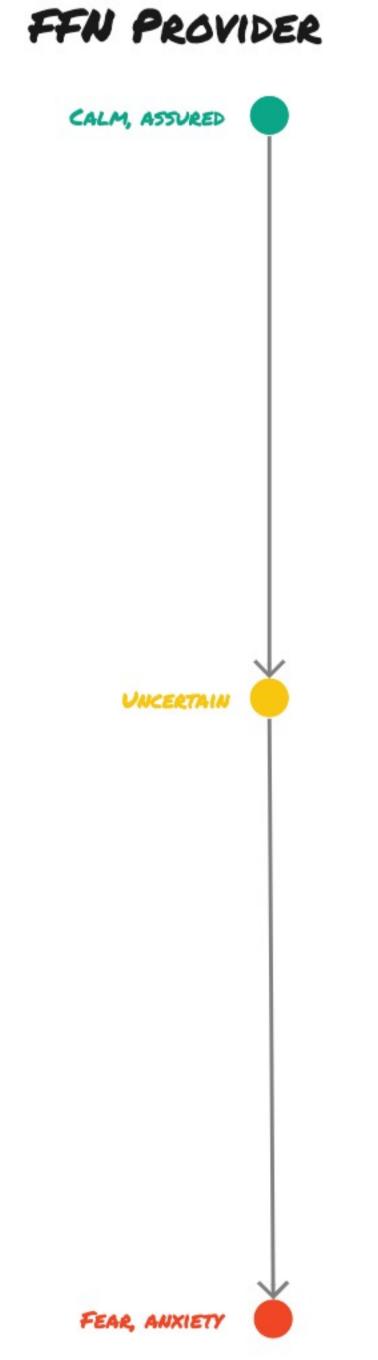
### PROVIDER JOURNEY: STAGE 3 RECRUITING TEACHERS

# SMALL SCALE PROVIDER CALM, ASSURED VINCERTAIN FEAR, ANXIETY

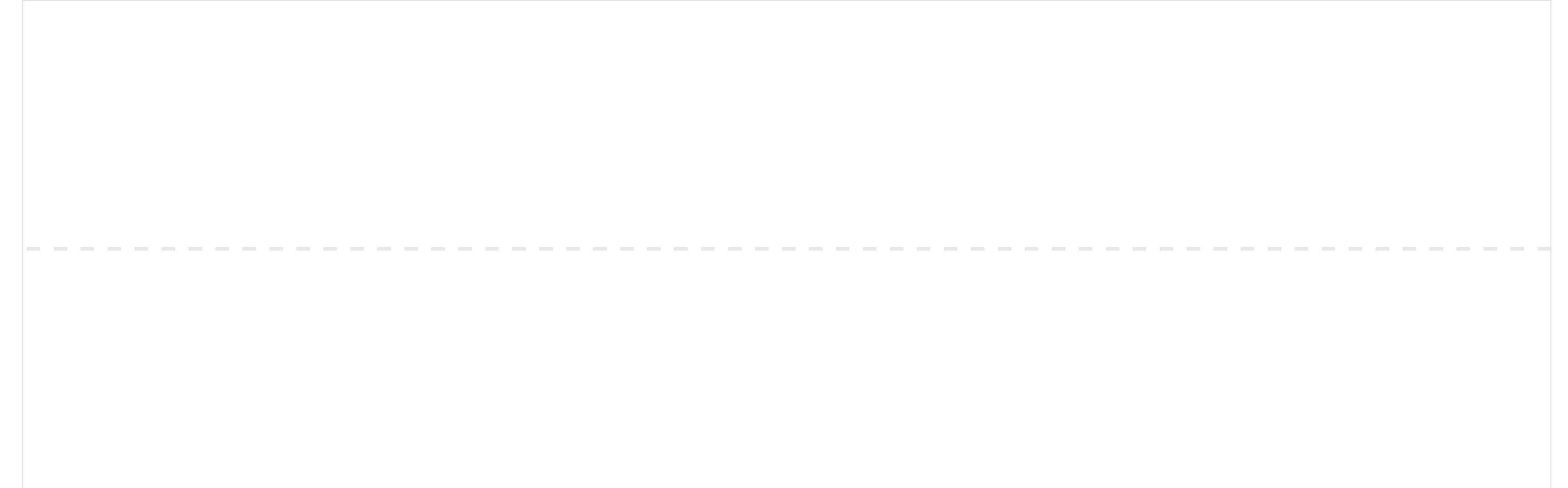


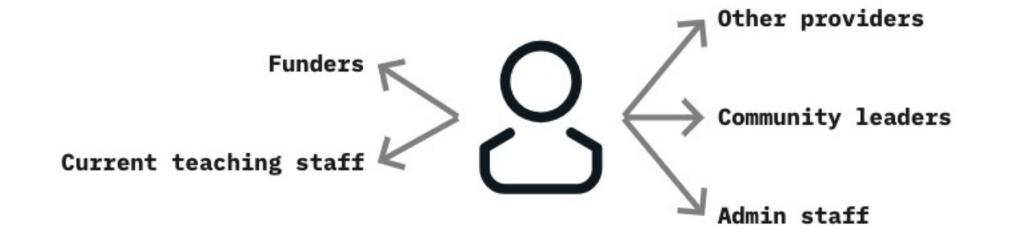
## LARGE SCALE PROVIDER CALM, ASSURED UNCERTAIN

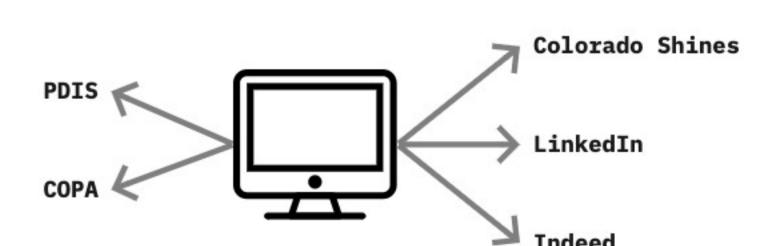




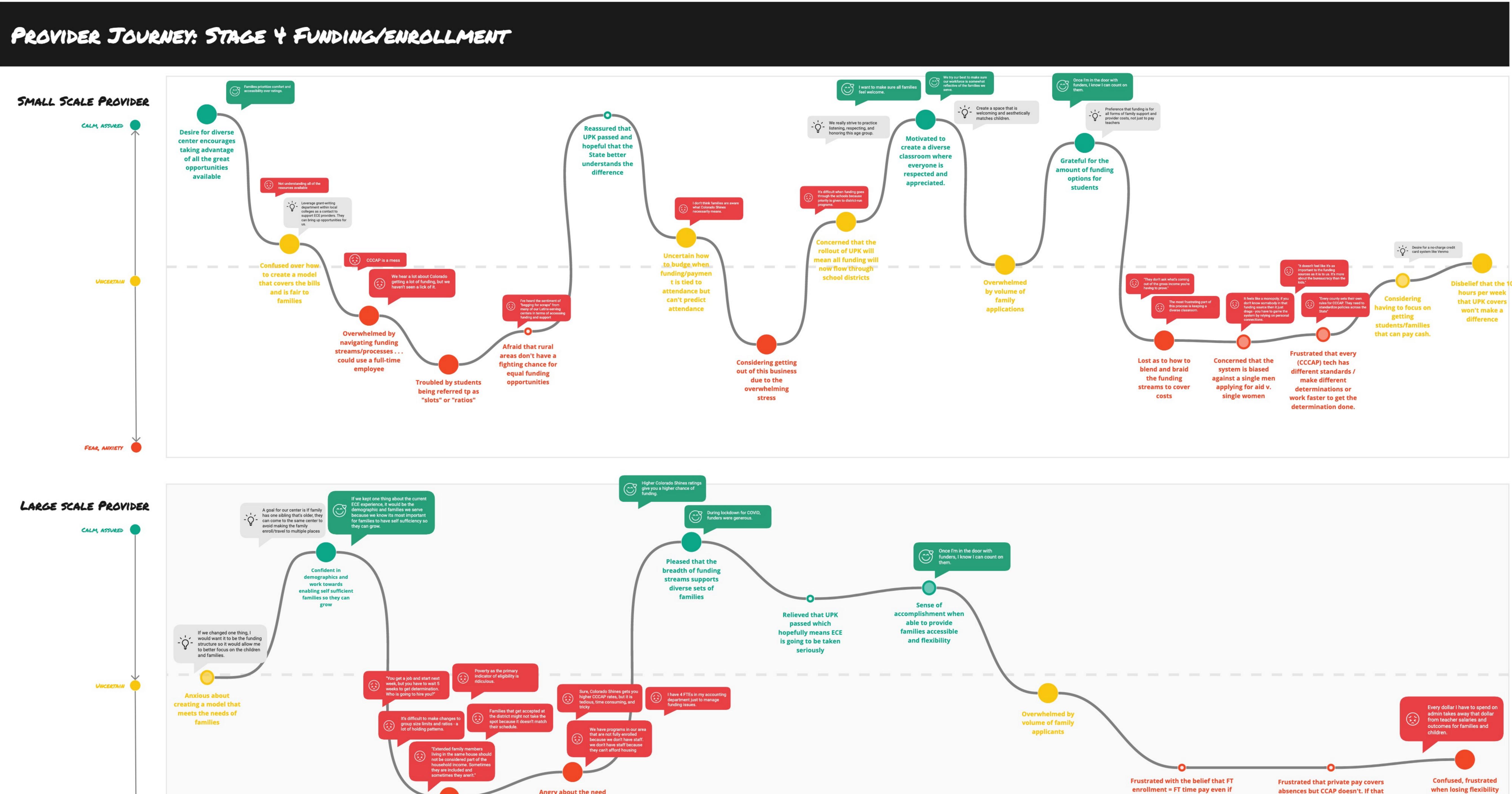
FEAR, ANXIETY

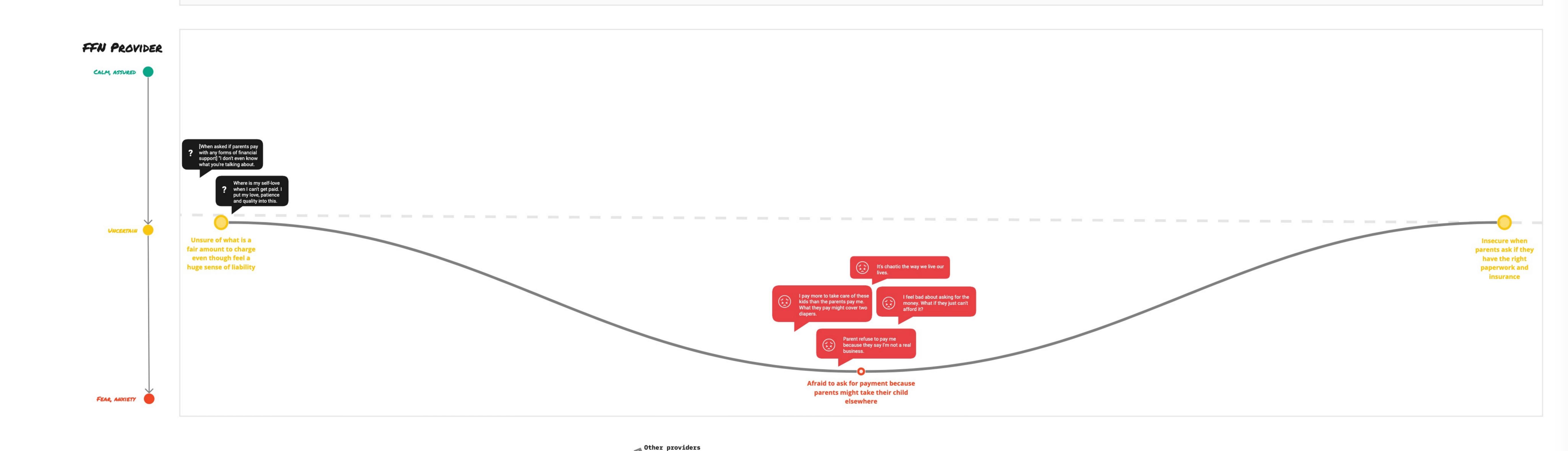






FEAR, ANXIETY





Angry about the need

for multiple full-time

employees just to

keep up with all the

funding issues

Funders |

Current teaching staff

Community leaders

**Excluded when funding** 

models/determination

don't match the needs of

my center and what

families need.

enrollment = FT time pay even if

child is picked up early

Colorado Shines

absences but CCAP doesn't. If that

was the case, it might remove

some of the unconscious bias

during application and enrollment

in programming when

accepting federal

funds

## PROVIDER JOURNEY: STAGE 5 DAY TO DAY OPERATIONS + PAYMENT

