

RESEARCH FINDINGS

Provider themes

01

Workforce scarcity

The inability to recruit and retain qualified teachers is the #1 threat to early childhood education

04

Exclusive vs. inclusive

Access to information and support seems reserved for those who know how to navigate the system and have the "right" connections

02

Measurement mismatch

We are too focused on the wrong performance indicators of the right goal - driving positive, equitable outcomes for children and families

05

Data scarcity

A lack of trust between stakeholders, especially in reporting and the data management, is a major cause of the duplicate processes

03

Funding process = shame

The request for, and determination of funding, is an inauthentic process that can create barriers to access and prevent true family choice

WORKSHOP FINDINGS

Provider workshops

Workshop #1

Details

August 28
14 participants

Key Learnings

- Desire for a streamlined place to see regulations and complete requirements
- There is a general lack of trust of regulatory agencies impacts the provider journey from the start
- Need for flexible licensing coaching in addition to inspections; standardize licensing specialists' approach to requirements
- Want a roadmap for providers to get from point A to point B
- Licensing needs to be more of an ongoing partnership

Quotes

"The regulations are impossible to operationalize."

"Sometimes our licensing contact isn't even sure of the current rules."

"There are a lot of unwritten rules that you don't know about until you get written up for it."

"I've heard the sentiment of "begging for scraps" from many of our Latinx-serving centers in terms of accessing funding and support."

WORKSHOP FINDINGS

Provider workshops

Workshop #2

Details

Sept 16
17 participants

Key Learnings

- Belief that FT enrollment = FT time pay even if child is picked up early
- Preference that funding is for all forms of family support and provider costs, not just to pay teachers
- Perceptions that CO Shines is a chicken before the egg; in order to get better funding, you must rate higher, but in order to rate higher you need more money to spend on professional development
- Frustration that the financial support seems biased against single male parents
- Perception that CO Shines curriculum requirements don't meet the needs of all children at all levels

Quotes

"We have taken people who are passionate about child care and turned them into glorified administrative assistants."

"Colorado Shines tells me I need art on the walls, but then the fire department says the art must come down because it's a fire hazard. So, I put it up for one and then take it down the next week for the other."

"Every county sets their own rules for CCCAP. They need to standardize policies across the State"

"It feels like a monopoly; if you don't know somebody in that funding source then it just drags - you have to game the system by relying on personal connections."

WORKSHOP FINDINGS

Provider workshops

Workshop #3

Details

Roaring Fork FFN HCD Workshop
 September 15
 7 participants

Key Learnings

- Afraid of consequences to immigration status in the future if opening a center prior to citizenship - is it even possible?
- Certain that they don't have the money for the overhead costs like enough space or resources to buy required materials
- Excited to learn that there are Spanish-language certification courses at the local community college
- Desire to get licensed so parents will pay more than minimum (avg. \$20/day)
- Insecure when parents ask if they have the right paperwork and insurance
- Frustrated that the Federal government talks about child care and preschool, but they are only talking about infrastructure
- Excited to learn about the Colorado Statewide Parent Coalition (PASO), which provides in-home training w/o a license

Quotes

"We have [our] model copied in other communities, and we want our legislators to know that."

"I had a parent who would drop off her kid at 5 a.m. and just expect me to take him. I feel uncomfortable setting boundaries."

"Parent refuse to pay me because they say I'm not a real business."

"Where is my self-love when I can't get paid? I put my love, patience and quality into this."

"We want to break the cycle of families not seeing the value of ECE. That's the way to educate parents."

"Women will be empowered to leave their children in a safe place so they can work."

"[People] think [babies] don't need a lot of attention, but I know better than that. With a routine and care, they will be better adapted as teenagers."

"There is something profoundly clear for us - we want the best for our kids."

"I pay more to take care of these kids than the parents pay me. What they pay might cover two diapers."