

Key Messages from Early Childhood Providers Outreach Sessions



BUILDING BRIGHT FUTURES

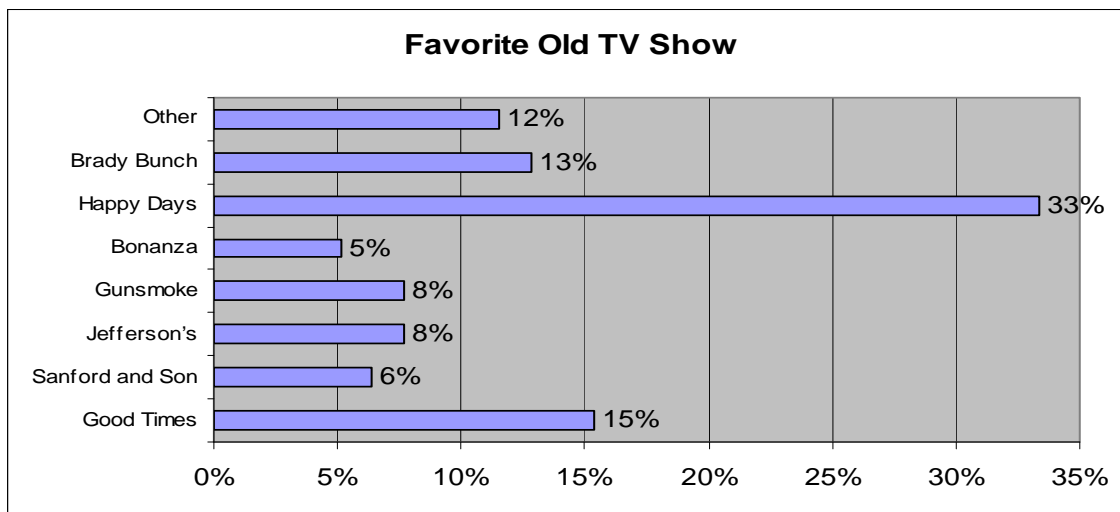
CREATING EDUCATIONAL EXCELLENCE & EQUITY

February 2009

This summary captures information gathered from Building Bright Future's Early Childhood Providers Outreach Sessions held in November 2008. If you would like additional information, please contact the BBF Early Childhood Coordinator, Sarah Ann Lewis at (402) 715-4145.

Favorite Old TV Show

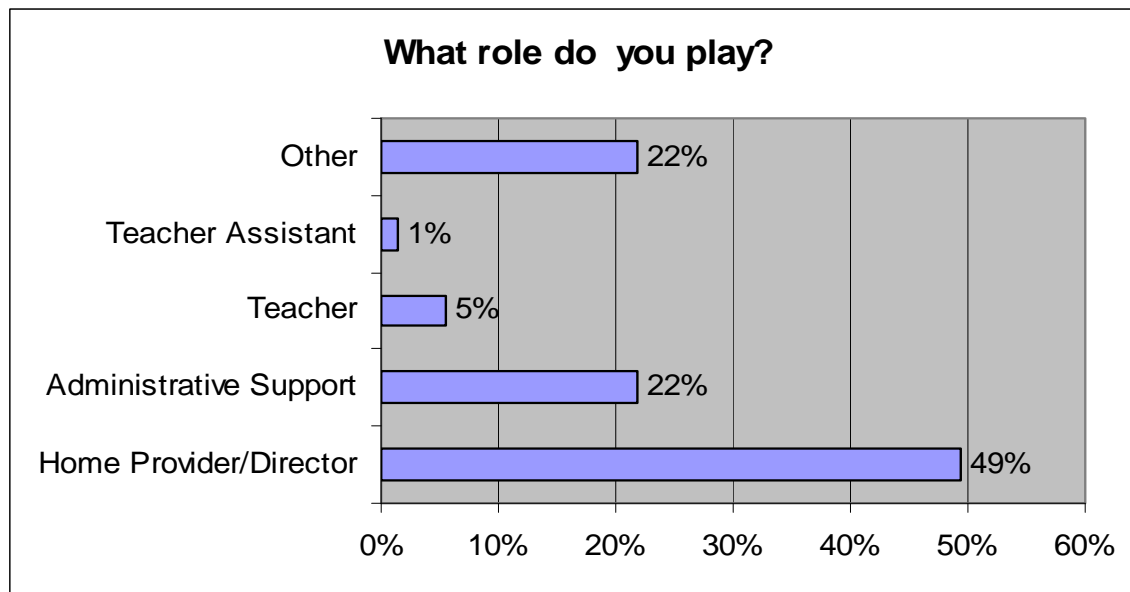
Participants were asked to identify their favorite old television show in order to acquaint participants with the survey process. Happy Days had the highest rating.



1.) Favorite OLD TV Show	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Total	
Good Times	9	20.93%	1	6.25%	2	10.53%	12	15%
Sanford and Son	4	9.30%	0	0%	1	5.26%	5	6%
Jefferson's	5	11.63%	1	6.25%	0	0%	6	8%
Gunsmoke	3	6.98%	3	18.75%	0	0%	6	8%
Bonanza	0	0%	2	12.50%	2	10.53%	4	5%
Happy Days	11	25.58%	5	31.25%	10	52.63%	26	33%
Brady Bunch	5	11.63%	1	6.25%	4	21.05%	10	13%
Other	6	13.95%	3	18.75%	0	0%	9	12%
Totals	43	100%	16	100%	19	100%	78	100%

Role You Play

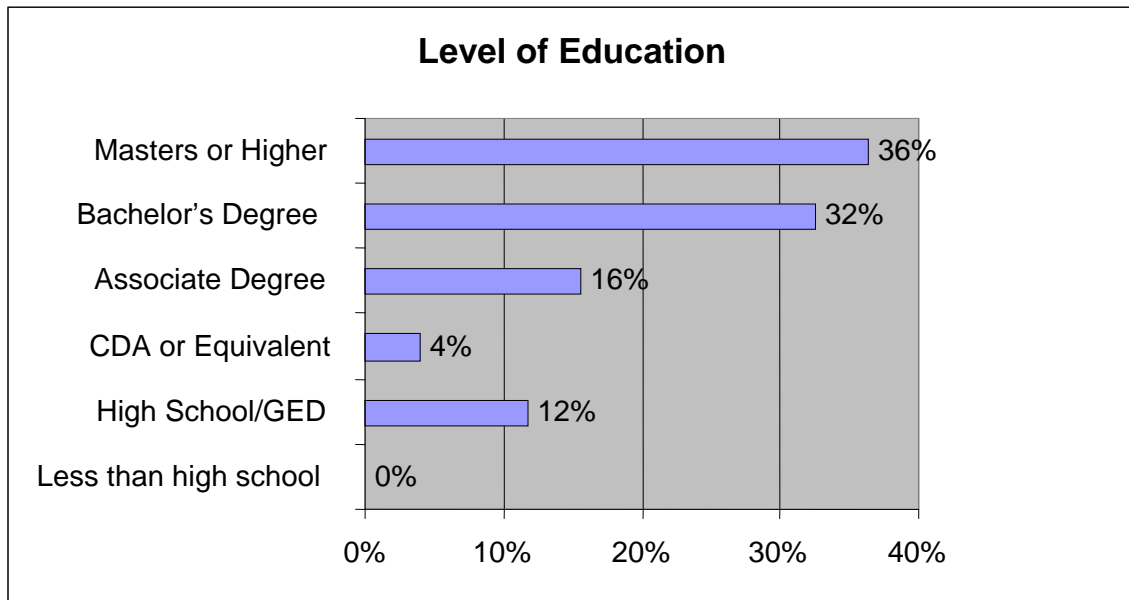
Participants were asked what role they play within the organization they were representing. 49% identify as Home Provider/Director.



7.) What role do you play on your team?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Home Provider/Director	20	48.78%	4	28.57%	12	66.67%	36	49%
Administrative Support	9	21.95%	6	42.86%	1	5.56%	16	22%
Teacher	2	4.88%	2	14.29%	0	0%	4	5%
Teacher Assistant	0	0%	0	0%	1	5.56%	1	1%
Other	10	24.39%	2	14.29%	4	22.22%	16	22%
Totals	41	100%	14	100%	18	100%	73	100%

Education Level

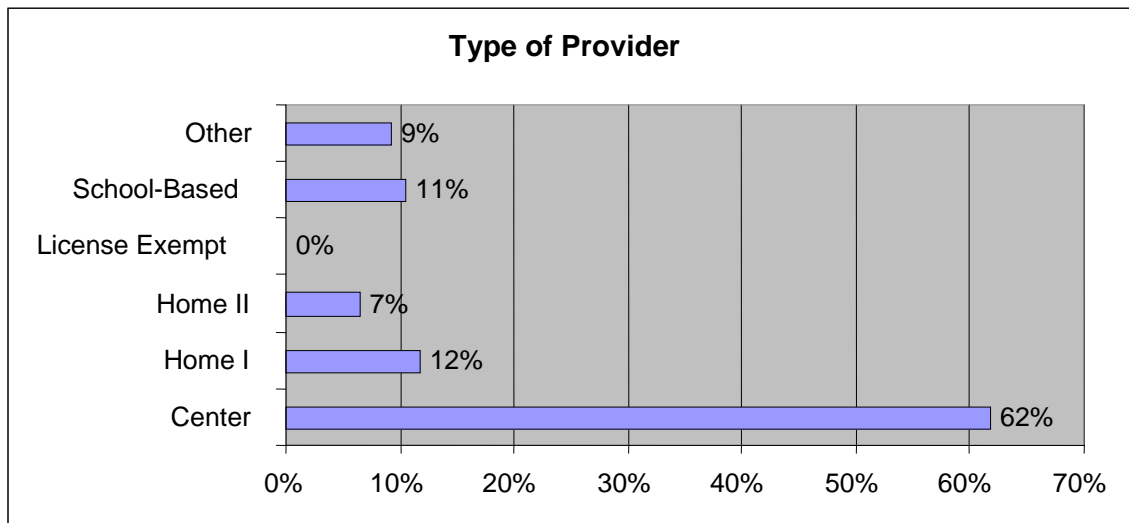
When asked about their highest completed level of education, 68% report having a bachelors degree or higher.



8.) What is your level of education?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
Less than high school	0	0%	0	0%	0	0%	0	0%
High School/GED	4	9.52%	0	0%	5	25%	9	12%
CDA or Equivalent	3	7.14%	0	0%	0	0%	3	4%
Associate Degree	5	11.90%	3	20%	4	20%	12	16%
Bachelors Degree	13	30.95%	4	26.67%	8	40%	25	32%
Masters or Higher	17	40.48%	8	53.33%	3	15%	28	36%
Totals	42	100%	15	100%	20	100%	77	100%

Type of Provider

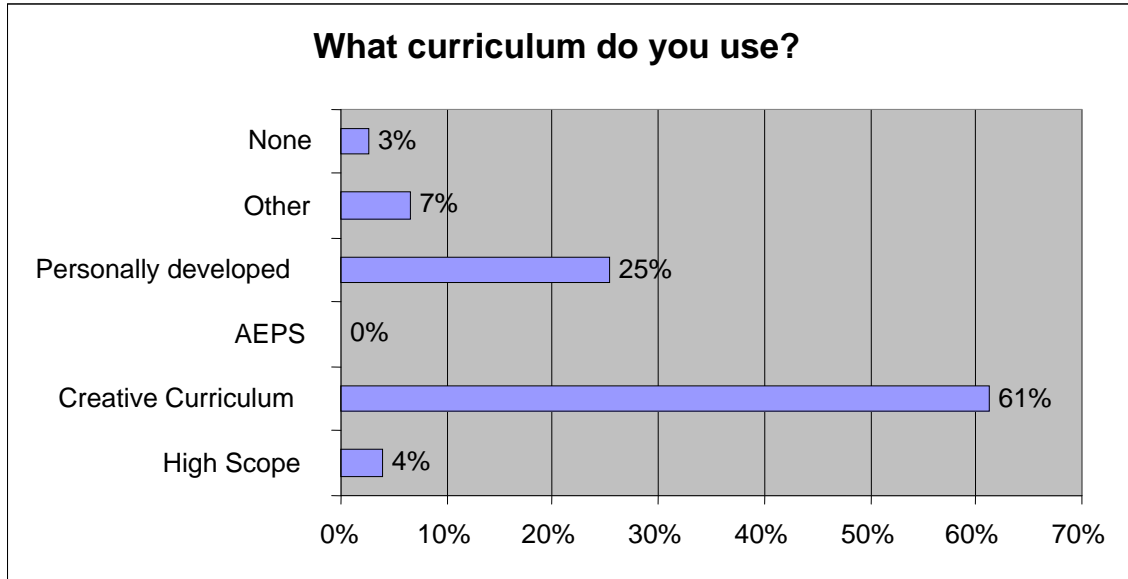
Participants were asked questions regarding the type of child care services they provide. 62% of participants identify their agency as a Center.



6.) What type of provider do you represent?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Center	33	82.50%	14	87.50%	0	0%	47	62%
Home I	0	0%	0	0%	9	45%	9	12%
Home II	0	0%	0	0%	5	25%	5	7%
License Exempt	0	0%	0	0%	0	0%	0	0%
School-based	6	15%	1	6.25%	1	5%	8	11%
Other	1	2.50%	1	6.25%	5	25%	7	9%
Totals	40	100%	16	100%	20	100%	76	100%

Type of Curriculum

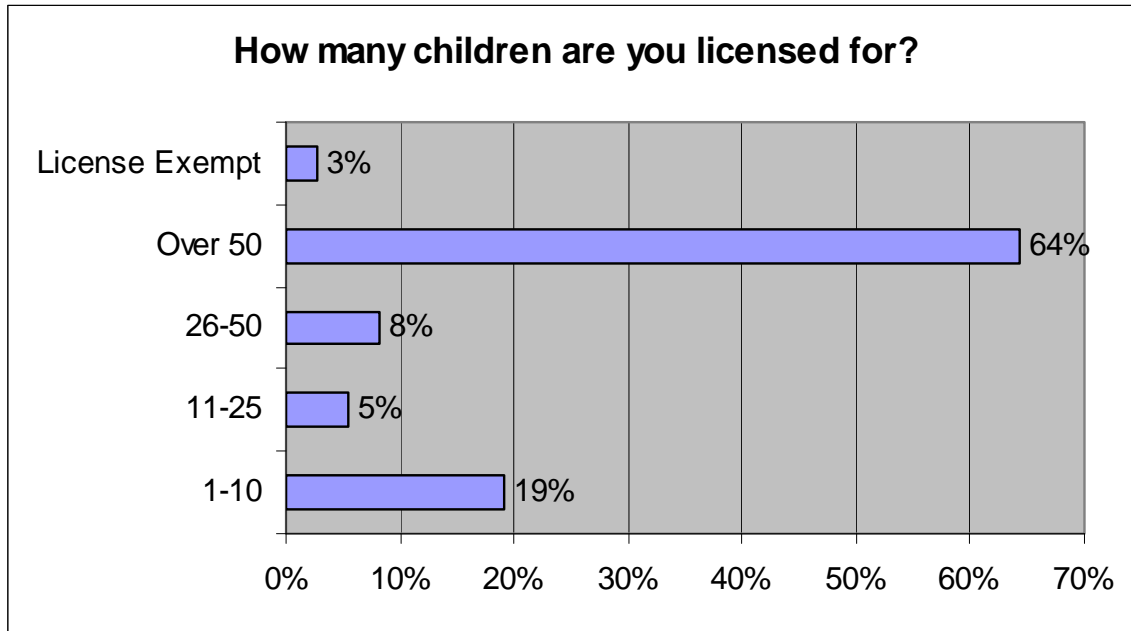
When asked about curricula, 61% of respondents report using the Creative Curriculum, and 25% report using a personally developed curriculum.



12.) What curriculum do you use?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
High Scope	2	4.76%	0	0%	1	5.56%	3	4%
Creative Curriculum	28	66.67%	14	93.33%	4	22.22%	46	61%
AEPS	0	0%	0	0%	0	0%	0	0%
Personally developed	8	19.05%	0	0%	11	61.11%	19	25%
Other	3	7.14%	1	6.67%	1	5.56%	5	7%
None	1	2.38%	0	0%	1	5.56%	2	3%
Totals	42	100%	15	100%	18	100%	75	100%

Numbers of Children for which You are Licensed

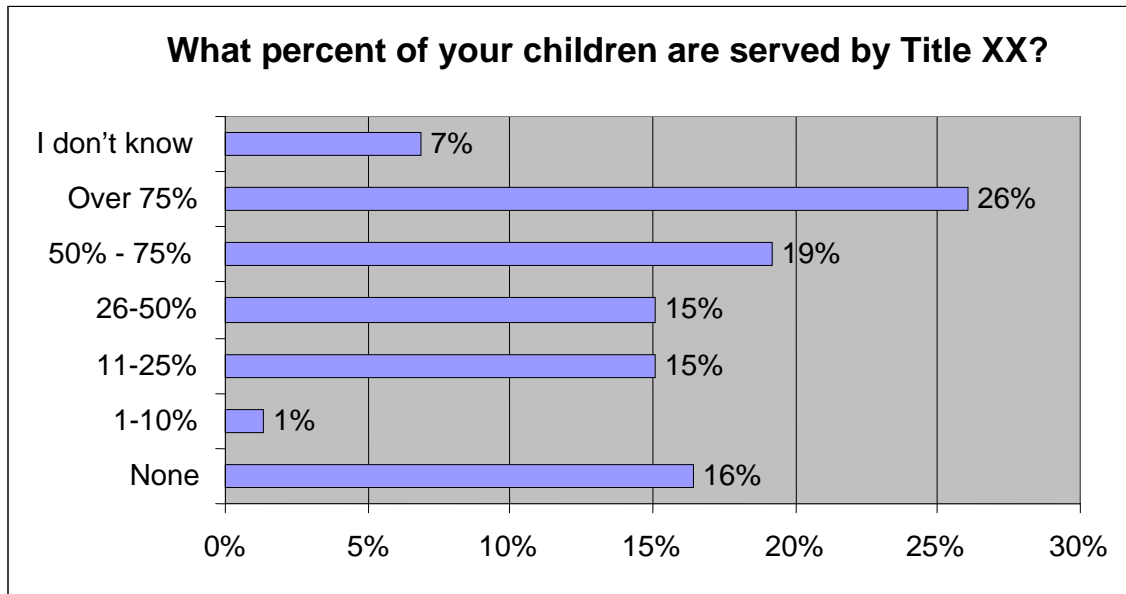
64% of the respondents report being licensed for over 50 children.



13.) How many children are you licensed for?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
10-Jan	0	0%	0	0%	14	77.78%	14	19%
25-Nov	3	7.32%	0	0%	1	5.56%	4	5%
26-50	3	7.32%	3	21.43%	0	0%	6	8%
Over 50	33	80.49%	11	78.57%	3	16.67%	47	64%
License Exempt	2	4.88%	0	0%	0	0%	2	3%
Totals	41	100%	14	100%	18	100%	73	100%

Children Served by Title XX

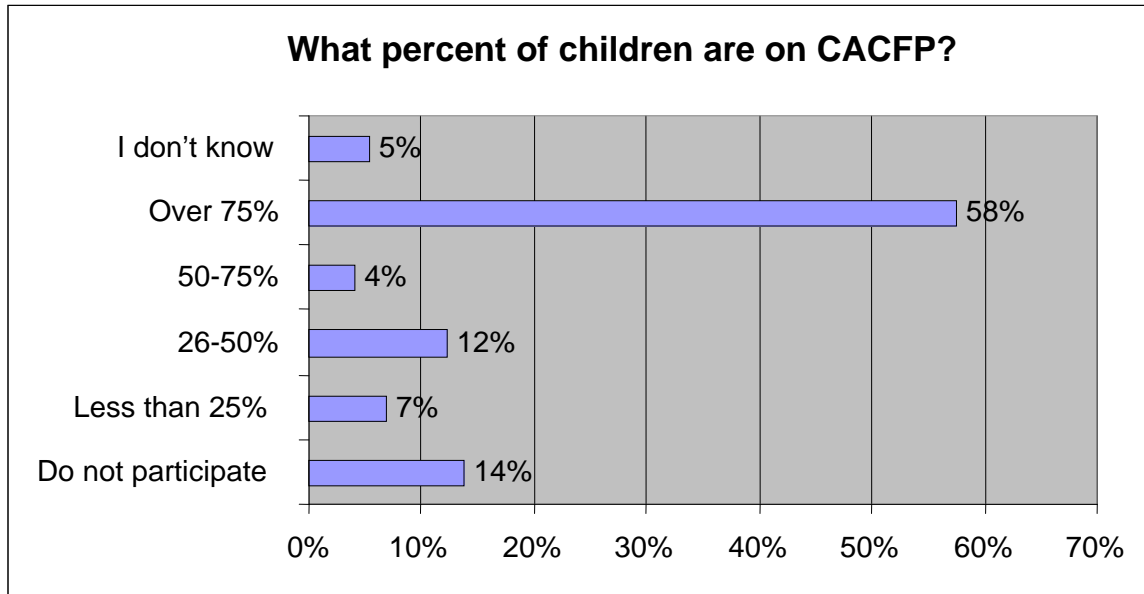
45% of respondents report that at least 50% of children in their programs are served by Title XX, also known as child care subsidies/assistance.



14.) Approximately what percentage of the children currently in your care are served by subsidy (Title XX)?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
None	0	0%	1	7.69%	11	61.11%	12	16%
1-10%	0	0%	0	0%	1	5.56%	1	1%
11-25%	8	19.05%	3	23.08%	0	0%	11	15%
26-50%	8	19.05%	2	15.38%	1	5.56%	11	15%
50% - 75%	9	21.43%	3	23.08%	2	11.11%	14	19%
Over 75%	13	30.95%	3	23.08%	3	16.67%	19	26%
I don't know	4	9.52%	1	7.69%	0	0%	5	7%
Totals	42	100%	13	100%	18	100%	73	100%

Children Served by CACFP

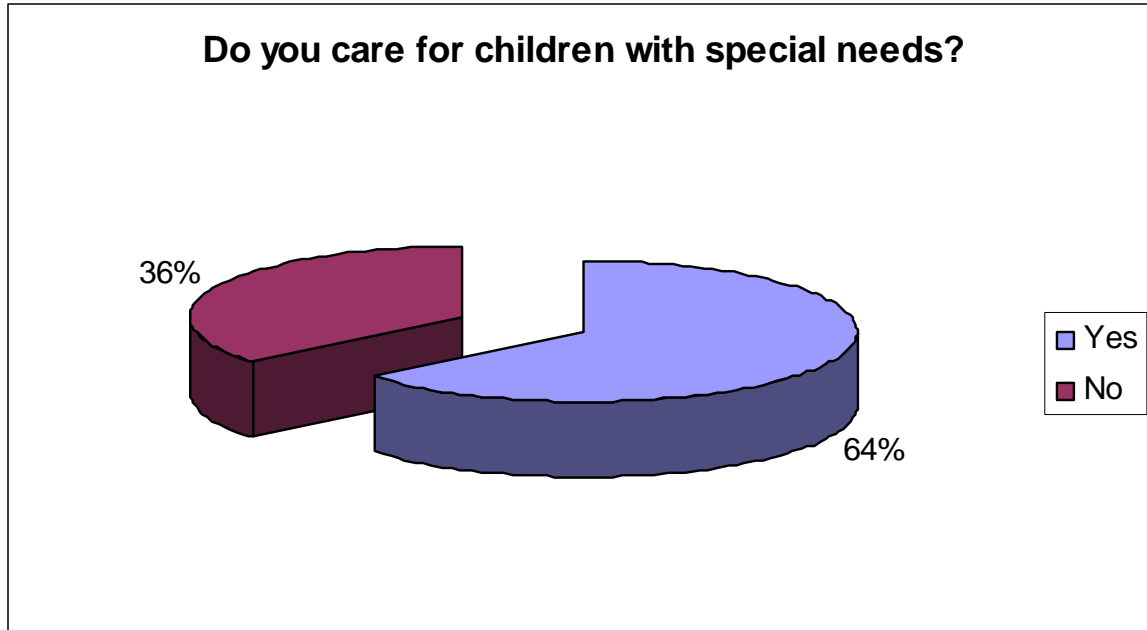
58% of respondents report that over 75% of the children they serve are on Child and Adult Care Food Program (CACFP).



15.) Approximately what percentage of children in your care are on CACFP (Child and Adult Care Food Program)?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Do not participate	6	14.29%	3	21.43%	1	5.88%	10	14%
Less than 25%	1	2.38%	0	0%	4	23.53%	5	7%
26-50%	9	21.43%	0	0%	0	0%	9	12%
50-75%	2	4.76%	1	7.14%	0	0%	3	4%
Over 75%	22	52.38%	9	64.29%	11	64.71%	42	58%
I don't know	2	4.76%	1	7.14%	1	5.88%	4	5%
Totals	42	100%	14	100%	17	100%	73	100%

Children Served with Special Needs

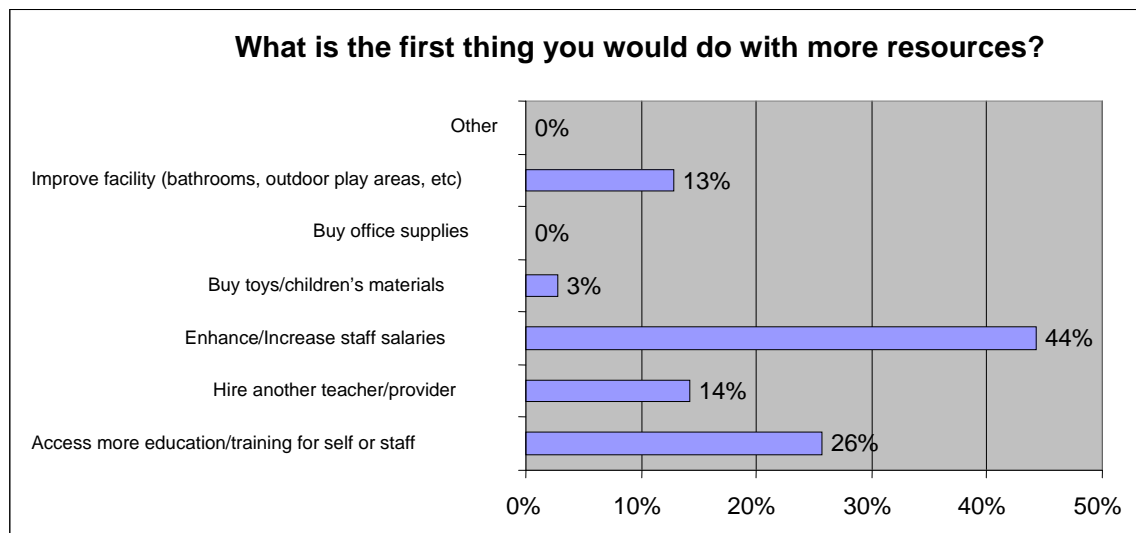
64% of respondents report caring for children with special needs.



16.) Do you currently care for children with special needs?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Yes	30	73.17%	8	57.14%	8	47.06%	46	64%
No	11	26.83%	6	42.86%	9	52.94%	26	36%
Totals	41	100%	14	100%	17	100%	72	100%

Additional Resources

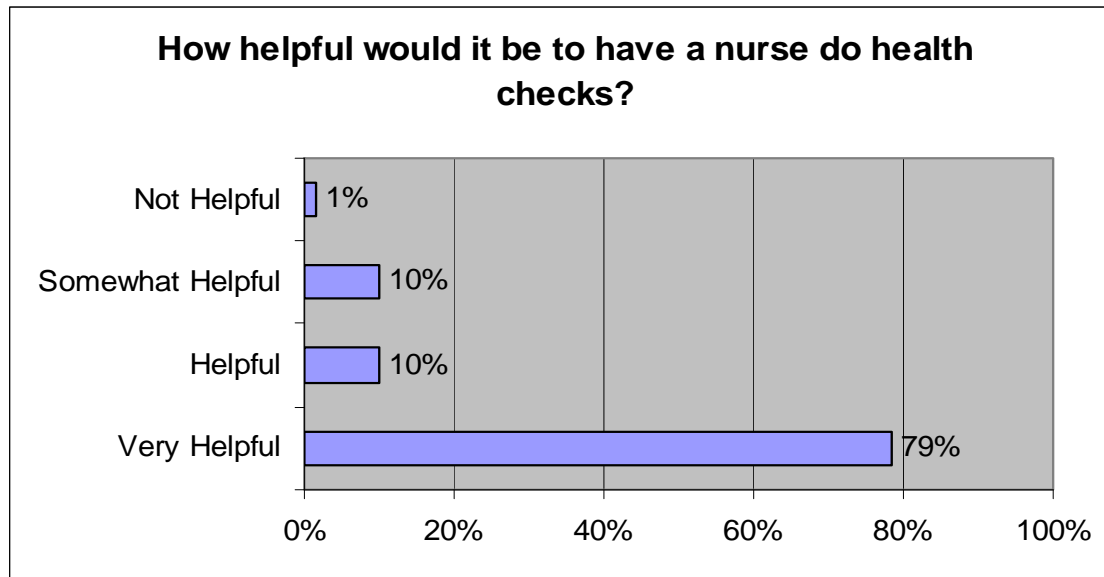
When asked what was the first thing you would do with additional resources, 44% of respondents report that they would enhance or increase staff salaries. 26% report that they would provide more education and training for self and staff.



17.) If you had additional resources, what would you do first to improve your program?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Access more education/training for self or staff	11	27.50%	3	20%	4	26.67%	18	26%
Hire another teacher/provider	4	10%	3	20%	3	20%	10	14%
Enhance/Increase staff salaries	21	52.50%	7	46.67%	3	20%	31	44%
Buy toys/children's materials	2	5%	0	0%	0	0%	2	3%
Buy office supplies	0	0%	0	0%	0	0%	0	0%
Improve facility (bathrooms, outdoor play area etc)	2	5%	2	13.33%	5	33.33%	9	13%
Other	0	0%	0	0%	0	0%	0	0%
Totals	40	100%	15	100%	15	100%	70	100%

Level of Support for Nurses

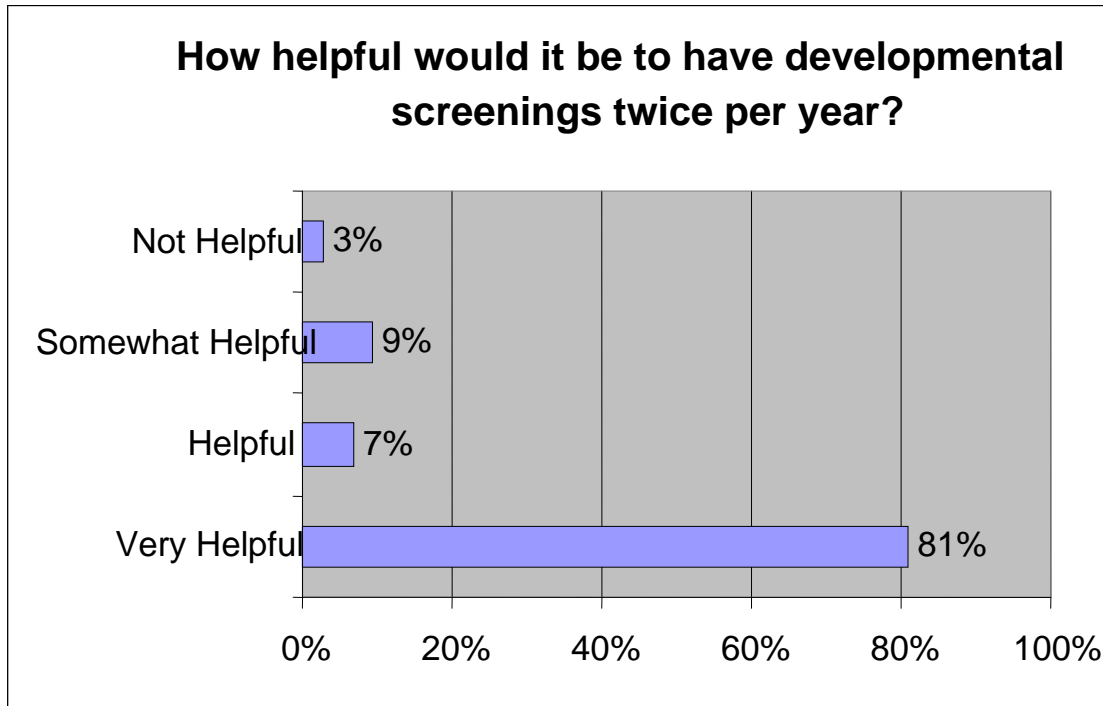
89% of respondents report that utilizing a nurse to do health checks would be helpful or very helpful.



18.) How helpful would it be to have a nurse who could come do health checks when you called them?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Very Helpful	34	87.18%	10	66.67%	11	68.75%	55
Helpful	2	5.13%	4	26.67%	1	6.25%	7	10%
Somewhat Helpful	2	5.13%	1	6.67%	4	25%	7	10%
Not Helpful	1	2.56%	0	0%	0	0%	1	1%
Totals	39	100%	15	100%	16	100%	70	100%

Level of Support for Developmental Screenings

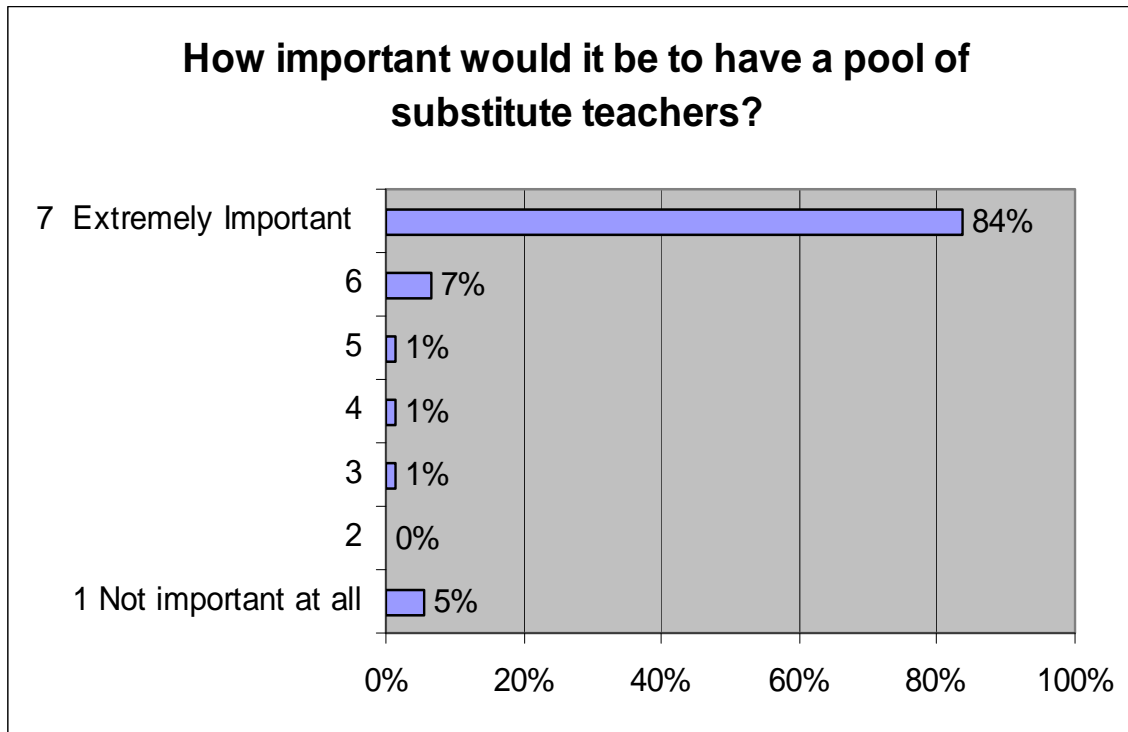
88% of respondents report that it would be helpful or very helpful to have developmental screenings twice a year.



19.) How helpful would it be to have access to someone who could do developmental screenings twice a year for the children in your care?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Very Helpful	36	90%	13	86.67%	11	57.89%	60	81%
Helpful	0	0%	2	13.33%	3	15.79%	5	7%
Somewhat Helpful	2	5%	0	0%	5	26.32%	7	9%
Not Helpful	2	5%	0	0%	0	0%	2	3%
Totals	40	100%	15	100%	19	100%	74	100%

Pool of Substitute Teachers

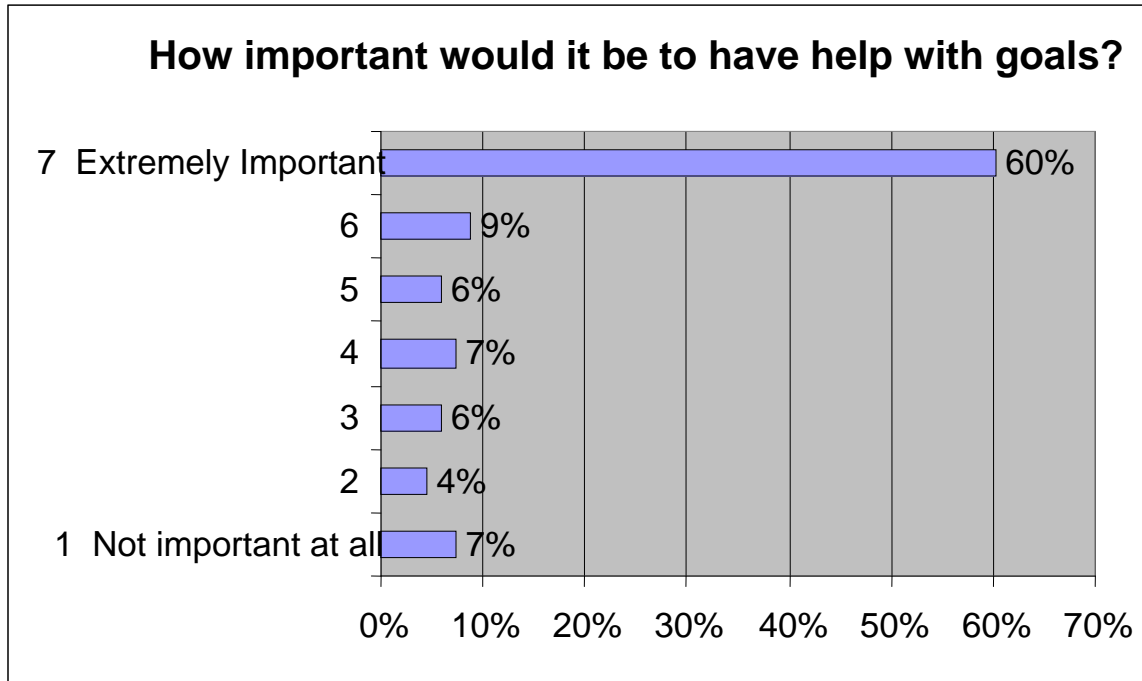
84% of respondents report that it would be extremely important to have a pool of substitute teachers.



20.) How important would it be to have access to a pool of substitute teachers/providers to provide relief time?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
1 Not important at all	2	5%	0	0%	2	11.11%	4	5%
2	0	0%	0	0%	0	0%	0	0%
3	0	0%	0	0%	1	5.56%	1	1%
4	1	2.50%	0	0%	0	0%	1	1%
5	0	0%	0	0%	1	5.56%	1	1%
6	3	7.50%	1	6.25%	1	5.56%	5	7%
7 Extremely Important	34	85%	15	93.75%	13	72.22%	62	84%
Totals	40	100%	16	100%	18	100%	74	100%

Assistance with Goals

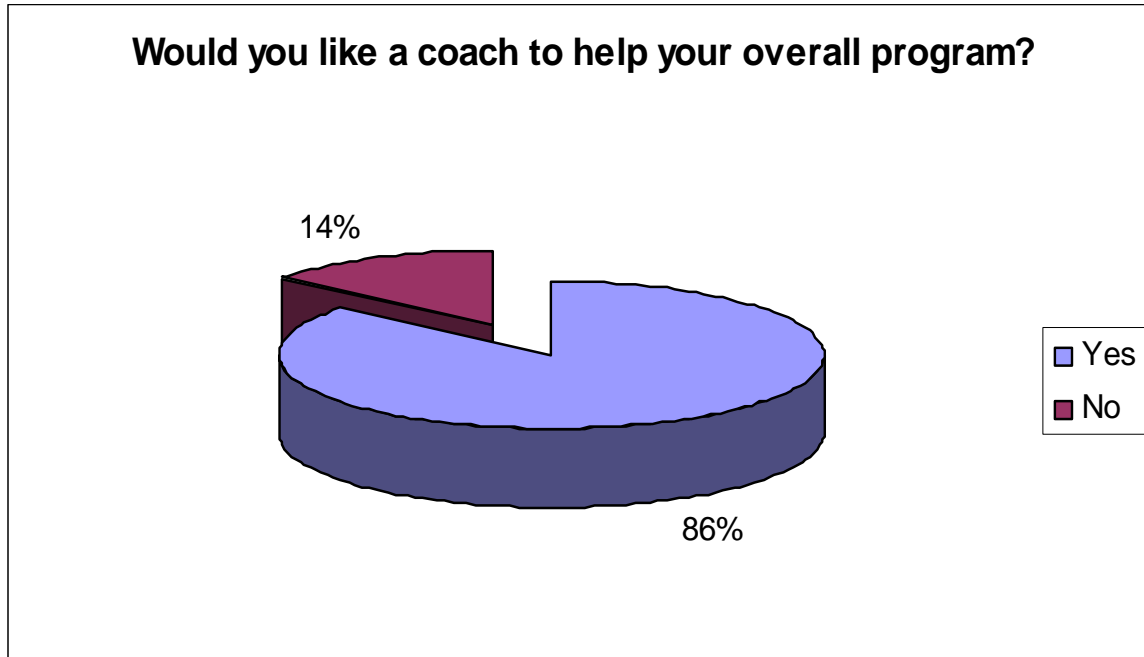
60% of respondents report that it would be extremely important to have help with goals.



21.) How important would it be to have someone to help you think about your program and the goals you have for the children in your care?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	1 Not important at all	4	10.26%	0	0%	1	6.25%	5
2	2	5.13%	1	7.69%	0	0%	3	4%
3	2	5.13%	1	7.69%	1	6.25%	4	6%
4	2	5.13%	0	0%	3	18.75%	5	7%
5	3	7.69%	1	7.69%	0	0%	4	6%
6	4	10.26%	0	0%	2	12.50%	6	9%
7 Extremely Important	22	56.41%	10	76.92%	9	56.25%	41	60%
Totals	39	100%	13	100%	16	100%	68	100%

Level of Support for Coaching

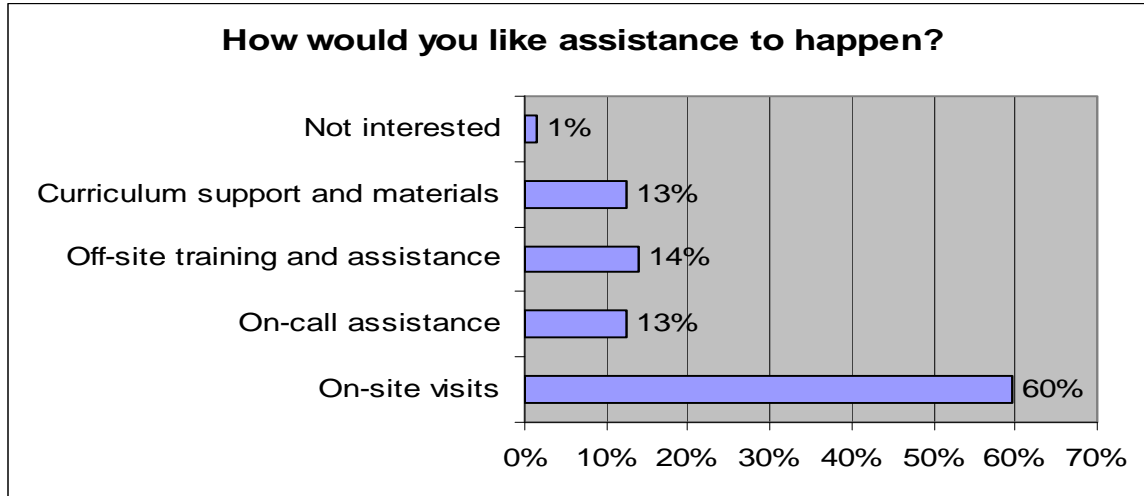
86% of respondents would like a coach to help with the overall program.



22.) Would you like someone to help you think about how your overall program could be even better?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Yes	33	84.62%	13	92.86%	14	82.35%	60
No	6	15.38%	1	7.14%	3	17.65%	10	14%
Totals	39	100%	14	100%	17	100%	70	100%

On-site Visits

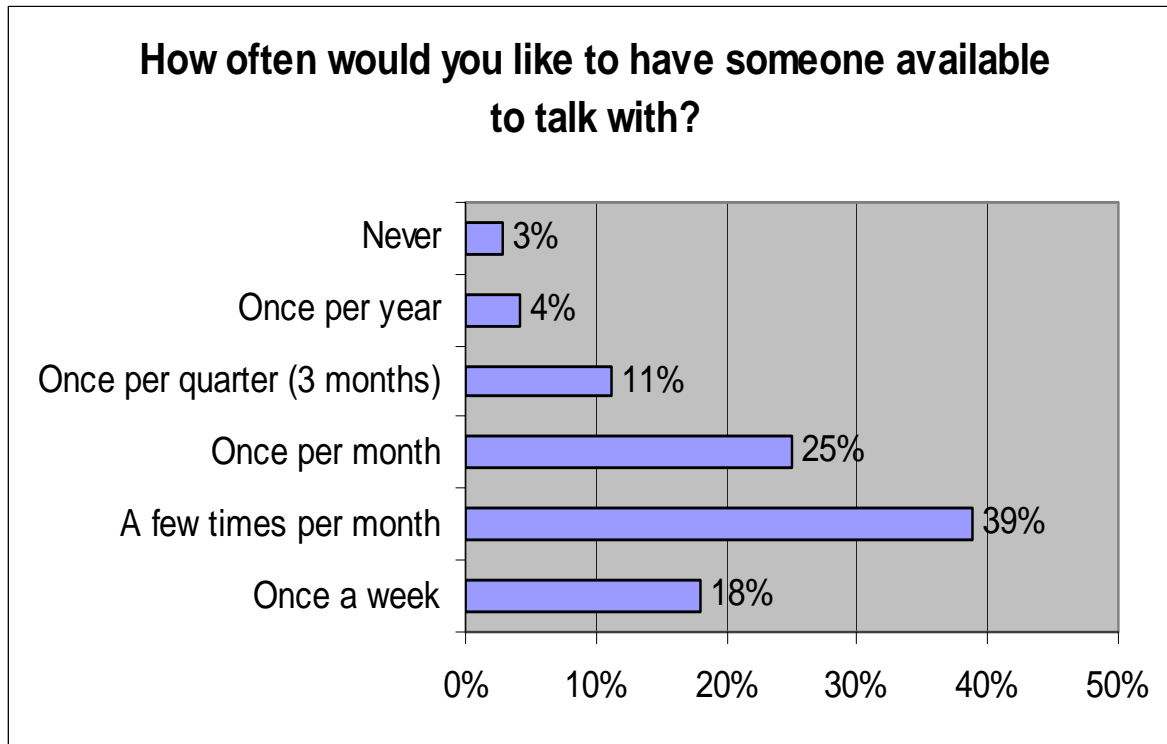
60% of respondents report a desire for assistance through on-site visits.



23.) How would you like assistance to happen? (select one)	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
On-site visits	24	61.54%	10	62.50%	9	52.94%	43	60%
On-call assistance	5	12.82%	1	6.25%	3	17.65%	9	13%
Off-site training and assistance	4	10.26%	4	25%	2	11.76%	10	14%
Curriculum support and materials	5	12.82%	1	6.25%	3	17.65%	9	13%
Not interested	1	2.56%	0	0%	0	0%	1	1%
Totals	39	100%	16	100%	17	100%	72	100%

Availability to Discuss Programming

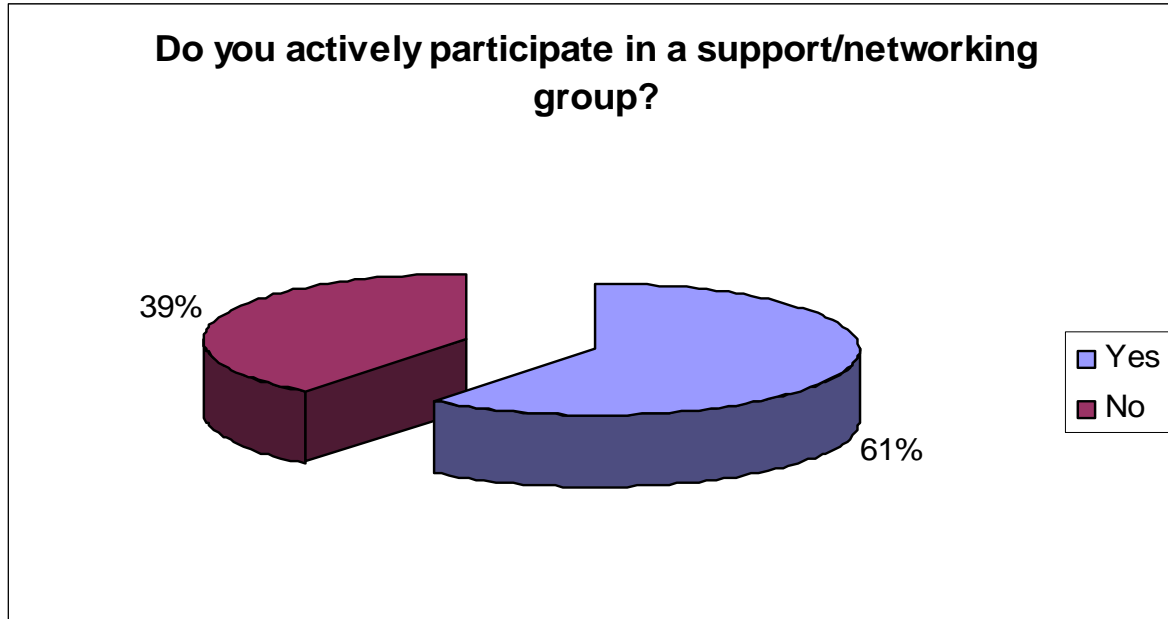
82% of respondents would like to have someone available to talk with at least once a month.



24.) If there was someone available to help you when you just needed someone to talk to about your program, how often would you call them?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Once a week	10	24.39%	2	13.33%	1	6.25%	13
A few times per month	11	26.83%	9	60%	8	50%	28	39%
Once per month	9	21.95%	3	20%	6	37.50%	18	25%
Once per quarter (3 months)	7	17.07%	1	6.67%	0	0%	8	11%
Once per year	2	4.88%	0	0%	1	6.25%	3	4%
Never	2	4.88%	0	0%	0	0%	2	3%
Totals	41	100%	15	100%	16	100%	72	100%

Support/ Networking Group

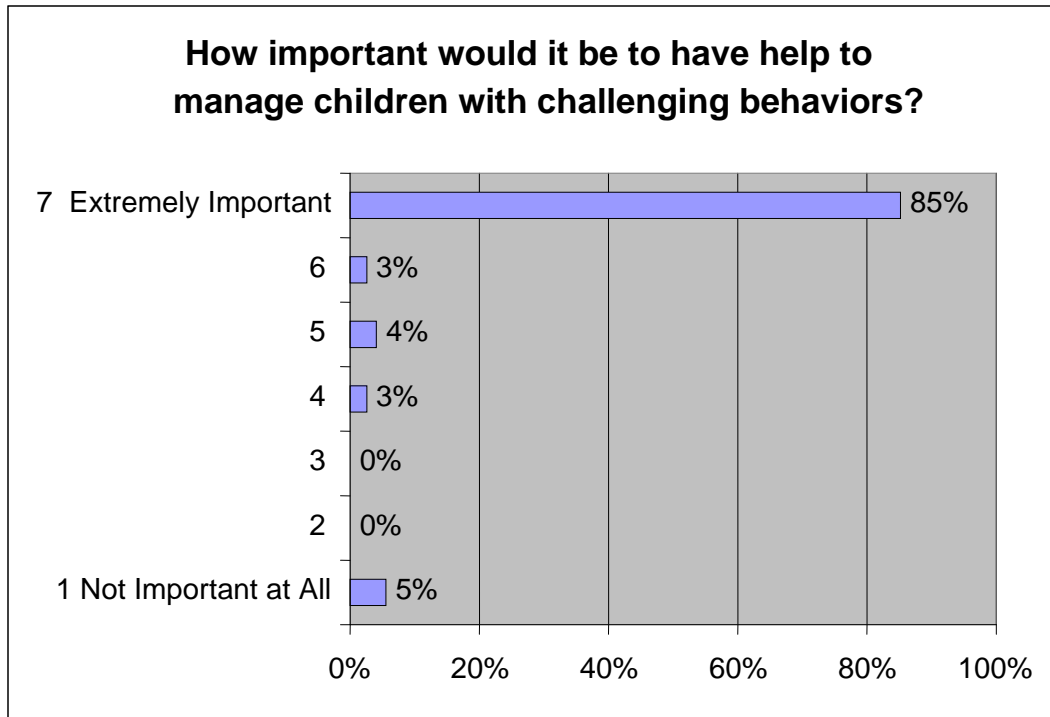
61% of respondents actively participate in a support or networking group.



25.) Do you actively participate with a support/networking group?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Yes	21	51.22%	8	57.14%	14	87.50%	43
No	20	48.78%	6	42.86%	2	12.50%	28	39%
Totals	41	100%	14	100%	16	100%	71	100%

Children with Challenging Behaviors

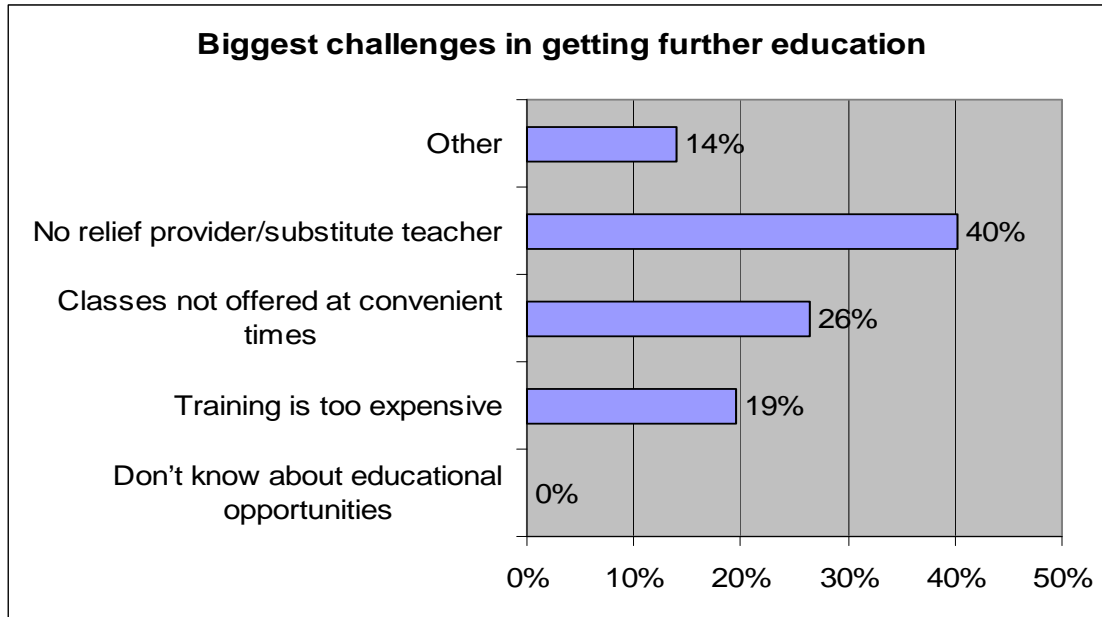
85% of respondents report that it is extremely important to have help to manage children with challenging behaviors.



26.) How important would it be to have help/training to manage children with challenging behaviors?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
1 Not Important at All	3	6.98%	0	0%	1	6.25%	4	5%
2	0	0%	0	0%	0	0%	0	0%
3	0	0%	0	0%	0	0%	0	0%
4	0	0%	0	0%	2	12.50%	2	3%
5	0	0%	2	13.33%	1	6.25%	3	4%
6	1	2.33%	0	0%	1	6.25%	2	3%
7 Extremely Important	39	90.70%	13	86.67%	11	68.75%	63	85%
Totals	43	100%	15	100%	16	100%	74	100%

Continuing Education

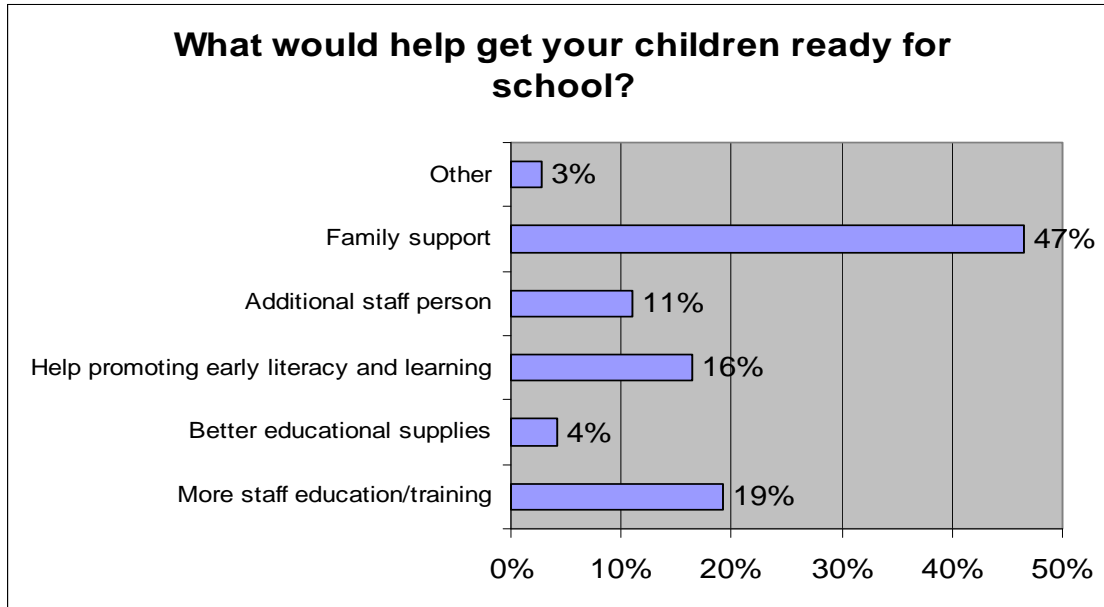
When asked to identify the biggest challenge in getting further education, 40% cite the unavailability of relief providers or substitute teachers.



28.) What are the biggest challenges in getting further education and training (for yourself or staff)?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Don't know about educational opportunities	0	0%	0	0%	0	0%	0	0%
Training is too expensive	5	11.90%	5	33.33%	4	26.67%	14	19%
Classes not offered at convenient times	10	23.81%	5	33.33%	4	26.67%	19	26%
No relief provider/substitute teacher	21	50%	1	6.67%	7	46.67%	29	40%
Other	6	14.29%	4	26.67%	0	0%	10	14%
Totals	42	100%	15	100%	15	100%	72	100%

Help for School Readiness

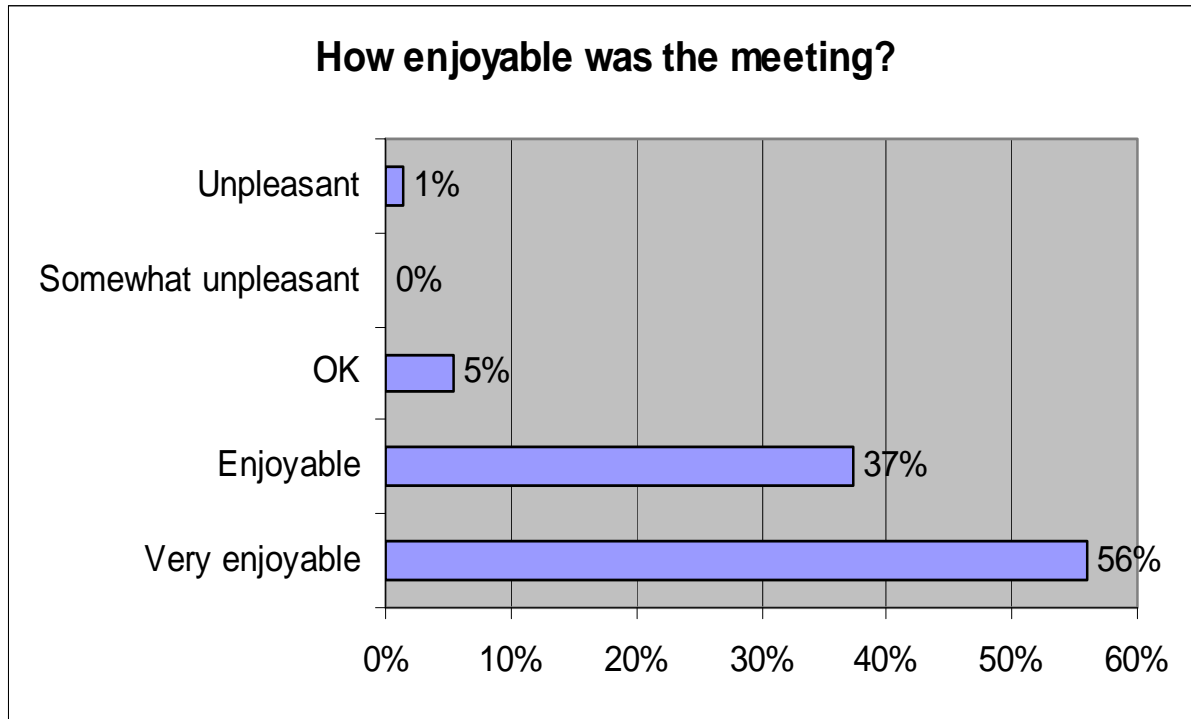
When asked what would help get your children ready for school, nearly half of respondents indicated better family support.



29.) What would help you get the children in your care ready for school?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Total Count	Total Percentage
More staff education/training	10	24.39%	2	14.29%	2	11.11%	14	19%
Better educational supplies	0	0%	1	7.14%	2	11.11%	3	4%
Help promoting early literacy and learning	2	4.88%	5	35.71%	5	27.78%	12	16%
Additional staff person	6	14.63%	0	0%	2	11.11%	8	11%
Family support	21	51.22%	6	42.86%	7	38.89%	34	47%
Other	2	4.88%	0	0%	0	0%	2	3%
Totals	41	100%	14	100%	18	100%	73	100%

Overall Meeting Evaluation

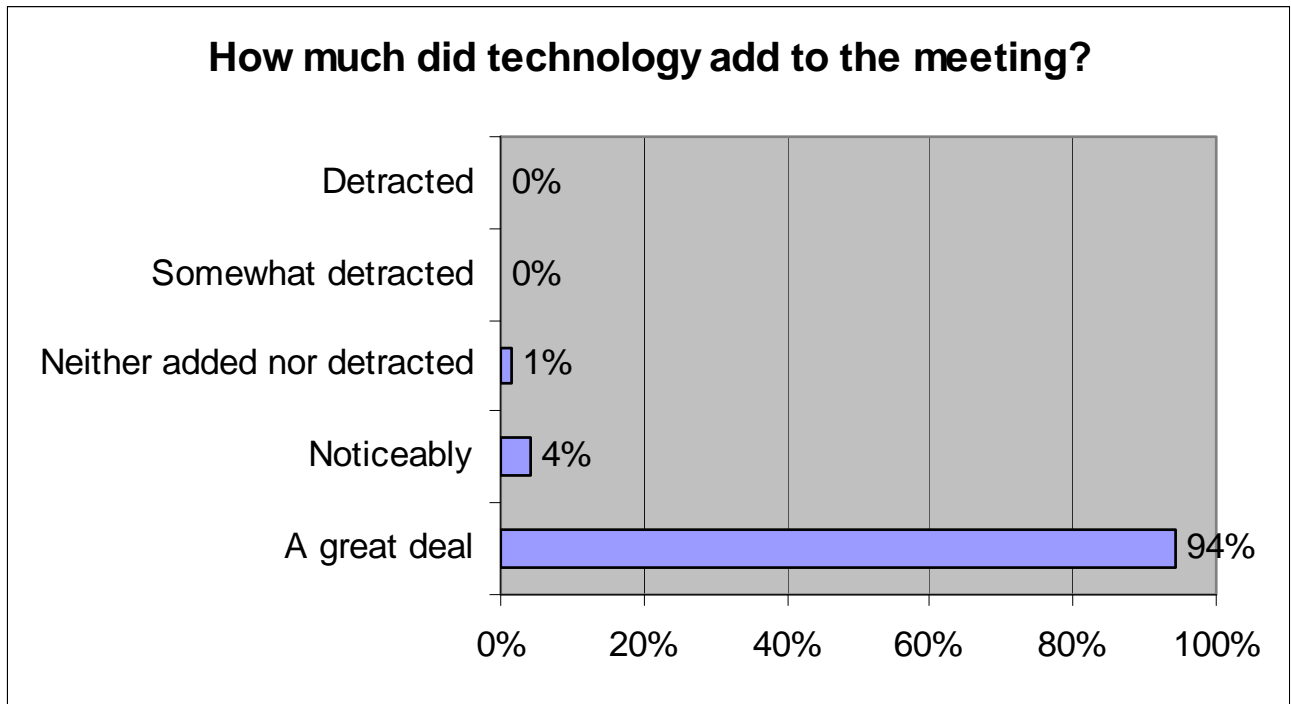
93% of respondents found the meeting enjoyable.



37.) How enjoyable was the meeting?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Very enjoyable	31	73.81%	6	42.86%	5	26.32%	42	56%
Enjoyable	11	26.19%	6	42.86%	11	57.89%	28	37%
OK	0	0%	1	7.14%	3	15.79%	4	5%
Somewhat unpleasant	0	0%	0	0%	0	0%	0	0%
Unpleasant	0	0%	1	7.14%	0	0%	1	1%
Totals	42	100%	14	100%	19	100%	75	100%

Incorporating Technology into the Meeting

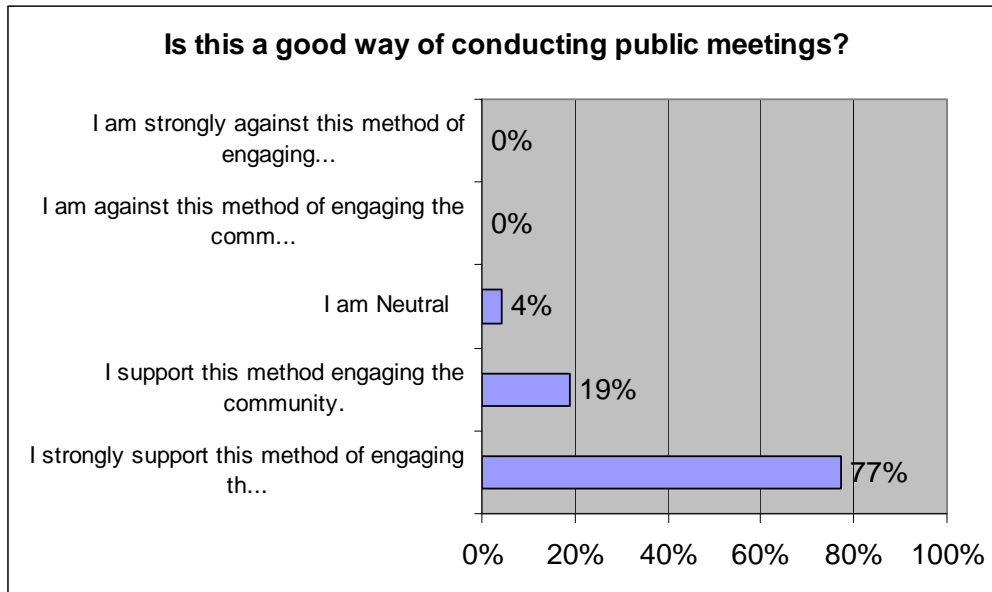
94% of respondents said that the survey technology added a great deal to the meeting.



38.) How much did technology add to the meeting?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
A great deal	39	95.12%	12	92.31%	17	94.44%	68	94%
Noticeably	1	2.44%	1	7.69%	1	5.56%	3	4%
Neither added nor detracted	1	2.44%	0	0%	0	0%	1	1%
Somewhat detracted	0	0%	0	0%	0	0%	0	0%
Detracted	0	0%	0	0%	0	0%	0	0%
Totals	41	100%	13	100%	18	100%	72	100%

Overall Meeting Evaluation

96% of respondents believe that this was a good way to conduct a public meeting.



39.) To what extent do you think this type of meeting is a good way of conducting public meetings?	Child Saving 11/18		El Museo Latino 11/13		Extension Off. 11/17		Summary	
	I strongly support this method of engaging th...	37	86.05%	8	66.67%	12	63.16%	57
I support this method engaging the community.	4	9.30%	4	33.33%	6	31.58%	14	19%
I am Neutral	2	4.65%	0	0%	1	5.26%	3	4%
I am against this method of engaging the comm...	0	0%		0%	0	0%	0	0%
I am strongly against this method of engaging...	0	0%	0	0%	0	0%	0	0%
Totals	43	100%	12	100%	19	100%	74	100%

Round Table Discussions - Issues and Solutions Shared Verbatim From Individual Participants

What are the biggest challenges facing early childhood providers today?

Accessibility - anywhere from transportation to funding to openings in the centers
affordable quality childcare
available services for child care providers
being recognized as professional
biggest challenge: the relatively low pay and lack of respect for the critical importance of the work results in turnover and lack of passionate commitment
billed on attendance not enrollment
budget
CC Subsidy v. Private Pay
children unprepared for next step/stage when leaving program
economy
educated staff
enough qualified staff
family support reiteration
federal funding - that lawmakers don't always see the importance
feelings of isolation - passion for job
finding qualified teachers who are willing to work and make good employees
finances - daily rates
finances - money to adequately pay staff purchase supplies, etc
Finances to build and have need materials to have a quality education program
finding competent teachers
finding qualified staff - finding people to have some type of background in early childhood
finding qualified teachers and paying them and providing benefits
funding
funding for quality
funding needed to provide high quality care
funding to provide the best practices for children
getting and keeping high quality teachers
getting the parent on board w/early learning
getting the parents to get involved in the child's life
good pay for staff = good pay from state
hiring and retaining qualified staff.
lack of professionalism
language - English as a second language
low pay due to under valued
low workers coverage, ratio of coverage
no parent support
not able to serve as many children as I would like in my home.
not enough money
parent support

parents have to be followed up to get forms signed
pay
pay
payment, benefits
professional development
provider education or lack of
providing quality care while still making a living wage
qualified people
qualified workers retention
quality + \$ = best practices no \$ = lower quality
quality assurance does not equal insurance
quality staff
quality staff
quality staff
reimbursement
respect for the value/importance of working with children 0-5
Salaries, our reimbursements that we receive are not enough to pay the salaries that the teachers deserve.
salary
serving all the children in a shared/joint manner without feeling a need to "compete."
staff
staff quality
staffing
staffing - adequate to care for kids meeting special needs of kids
staffing, employee benefits
staffing/benefits
staffing/services for staff
support (for professionalism)
the cost for families for a quality care
Title XX
Title XX pay on a timely basis
Title XX pays limited amount (you can ask for additional fees)
Title XX pays only at end of month
training
training (educational level), turnover, high ratios
turnover of staff
value of our importance
we are under rated I believe. Parents and providers need to work hand and hand.
working with mixed age children - ages 4mo to 4yr
funding needed to provide high quality care
federal funding - that lawmakers don't always see the importance
not enough money
funding for quality

the cost for families for a quality care
training
professional development
turnover of staff
staffing/services for staff
getting and keeping high quality teachers
reimbursement
budget
providing quality care while still making a living wage
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provider education or lack of
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being recognized as professional
value of our importance
respect for the value/importance of working with children 0-5
support (for professionalism)
feelings of isolation - passion for job
qualified people
Title XX pays only at end of month
Title XX pay on a timely basis
Title XX pays limited amount (you can ask for additional fees)
low pay due to under valued
available services for child care providers
not able to serve as many children as I would like in my home. I do daycare and also teach
preschool 3 days a week.
hiring and retaining qualified staff.
training (educational level), turnover, high ratios
staffing/benefits
quality + \$ = best practices no \$ = lower quality
funding
quality assurance does not equal insurance
billed on attendance not enrollment
parent support
getting the parent on board w/early learning
Title XX
CC Subsidy v. Private Pay
Accessibility - anywhere from transportation to funding to openings in the centers

lack of professionalism
finding qualified teachers and paying them and providing benefits
finding qualified staff - finding people to have some type of background in early childhood staff
staffing
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quality staff
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we are under rated I believe. Parents and providers need to work hand and hand.
economy
Finances to build and have need materials to have a quality education program
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good pay for staff = good pay from state
finances - money to adequately pay staff purchase supplies, etc
biggest challenge: the relatively low pay and lack of respect for the critical importance of the work results in turnover and lack of passionate commitment
Salaries, our reimbursements that we receive are not enough to pay the salaries that the teachers deserve.
payment, benefits
staffing, employee benefits
low workers coverage, ratio of coverage
serving all the children in a shared/joint manner without feeling a need to "compete."
affordable quality childcare
children unprepared for next step/stage when leaving program

What are the staffing-related issues that impact early childhood providers?

Able to pay/benefits
accreditation requirement may need to have 2 people at all time - legal issues and be able to watch at all times
aggressive children
attendance - need to be there every day

backup (coverage)
being short staffed impacts our ability to provide training or to take advantage of training opportunities because we're operating on a skeleton staff
benefits not offered for childcare providers
benefits, health care, insurance
Burn out! Pay!
care of staff so that their able to be affective at work.
child friendly, dedicated to children
childcare is a temporary job or a second job. It's not viewed as "early childhood education."
children with behavioral issues
commitment - in it for child not money(dedication)
complete annual clock hours
conflicts with co-workers/directors/teams/families
difficult to find someone to be back up and we the provider has to pay for expenses to have them have all credentials
educated teachers
education (early childhood related)
education, adequate pay
education, educated staff
education/training
families
find reliable back up especially during night time hours (trust)
finding quality help to come in to help
finding quality substitute to be able to go out run errands
having access to TEACH - no car, child care to go to classes
high turnover
high turnover
home providers - substitutes, emergencies
I currently have a great helper. But its hard sometimes finding someone who loves the kids as much as I do and what to encourage them to learn.
inability of programs to fund all degreed teachers
inability to leave home on regular basis to take care of personal duties
Insurance
isolation
It's hard to find people who are passionate about the work
keeping staff/qualified degree staff/salaries - matching experience and education
lack of \$ to support continuing Ed
lack of incentive for professional development
lack of quality educated help or teacher
lack of quality payment and benefit
lack of staff to cover for training opportunities
lack of training and education
liability in your absence
liability issues regarding hiring additional staff

loss of privacy for in-home
low employee morale! Idiotic policy procedures
low pay
low pay - we train them and then they move on to the school district where they'll be better paid
and receive better benefits
meeting standards
minimize stress (burn out)
most parents would like for us to raise their children as opposed to teaching their children
motivated staff that seek to provide quality care
motivation
need temp or substitutes
no pay to transport kids to local schools
No understanding
nurses working with children with special medical needs
parent input on the well-being of their child (passive parents)
parenting skills
partial to one child over others - race a factor
Pay \$ for teachers
pay of employees (benefits)
pool of available quality people
professional development - have a balance
professional development - ongoing training, child care to go to workshops
properly trained and money to do that
qualified staff - experienced, degree, clean background check
reliable and consistent.
reliable substitute
staff turnover
staff's mental and physical health
subs
substitutes and pay - finding time to get it all done when you have infants and toddlers
support for staff - mentoring/assistance when needed/pay/benefits
support though funding
The pay rate of 3.50 per hour is not acceptable. Need immediate review.
As well as the daily rate of 28.00 per day center rate.
There aren't enough people with education and experience to work with special needs children
turnover
turnover
turnover
turnover (lack of commitment)
underpaid - lack benefits
vacation - if take time off then parents may not be willing to come back
wage, money, salary
you are everything - as home child care

What recommendations and ideas do you have that would help solve staffing/coverage related issues?

"proven" centers need to be given some slack (billing, licensing issues)
update payroll system from manual
a more user friendly system to find out when family has been approved a specific level of services
address the rate of turnover of Title XX caseworkers - better pay
adhere to 10 day = payment
adjust rates - to reflect daily and hourly rates
Allow grandparents or other relatives caring for a child to be eligible for Title XX
allow to bill more frequently than once a month
assign a support staff to case workers to support feedback
attendance requirements for Title XX clients
authorization bill for enrollment not attendance
authorize for longer periods of time
authorize provider to be a safe haven and pay for those services
automate system
backup support for caseworkers and all staff who work with invoices
better (higher) pay rates more comparable to private pay rates
better communication between caseworkers and providers
billing card so parents aware of hours and responsibility
break down the bureaucracy of child care subsidy so it's child and family friendly meets their needs instead of being punitive
buffer for payment if they (parents) go over required hours. (foster care) (ie leave child in provider care more than approved)
case managers to take time and want to know about families/children
caseworkers are so overwhelmed - they need a reduced caseload
caseworkers more empathy for clients
child care unionizing to support providers
clear regulations for case workers/families
closing the gap between state pay and private pay
computer system is old - being done by hand
Co pays are on a sliding scale until the parent is able to pay for child care on their own
DHHS need to move to electronic billing for a speedy turn around
each "caseworker" interprets things differently. You are unable to get hold of them
electronic billing to prevent lost documents
expand eligibility guidelines for families to make it available to more people. Don't make families ineligible so quickly in order to allow families to get on their feet
expand our attention to the children who don't qualify for Title XX but who are at risk

faith base a support for faith based centers that are both private and public
Fed. Gov. poverty guidelines need to be consistent and higher level
flexibility with meetings/forums that can benefit providers sharing, problem solving
get government workers, legislators get into the classrooms
grant funding for centers serving % of Title XX - support to meet stipulations
have a form with contact information for Title XX contacts and what issues they help with
have e-mail for case workers
having high quality HHS workers
having networking meetings to brainstorm solutions for Title XX issues what has worked for some people
higher income guidelines
higher rates of reimbursement
higher subsidies for providers
hire more staff
If a child is present longer than 6 hours - get more reimbursement
if family gets a higher job - give them a longer period of time to get on their feet before dropping subsidy
If you are not a nonprofit you need to have just as much access to support and funding
in town main office
Incorporate online capabilities
increase Title XX pay to providers to meet private pay
Indiana - parents given card - swipe card - 6 months eligibility - no errors, no billing, paid weekly
infrastructure is in need of professionalism
less paperwork and more electronic accounts
let providers CACFP, or private groups distribute Title XX
longer reauthorization periods
make more authorizations longer term
make sure a family keeps the same caseworker for a longer amount of time
make the system and processes more relationship based
make Title XX contracts weekly (just like private pay contracts are done)
money - extra support to centers who are providing same quality and curriculum as private but can't charge to same
more % of poverty when families are eligible
more funds for early childhood to keep tuition rates low
more memory for voice mail
more resources, more workers
more workers so if one is not available someone else can help providers
more workers to input billing documents
night drop off box
not getting the run around from the HHS system
notify families of change
notify provider a client when caseworkers or resource person changes
offer extra stipend or training for childcare willing to take a child back who has been in treatment, specialized care, etc.

online program

Paid for absent days

parents must have a plan in plan that once they lose the Title XX, they can pay out of pocket.

pay case managers more or don't overload to point of leaving

pay for child not attending if scheduled

pay Title XX 2x/month 15th and 30th

put billing process online

raise the ceiling - still help compensate when just starting to make more \$.

rating child care providers for better reimbursement

requirements that Title XX clients maintain consistency in care providers

resources - educate parents, reduce barriers for parents - translation

revamp co-pay system

safety issue with workers sent verify

scholarships for parents that are over income guidelines - partnerships with business/companies

should be able to renew authorizations online

smaller caseloads for workers

social workers need to be consistent for families

special considerations need to be put in place for the expenses involved in meeting unique medical needs

speedier authorization to providers and clients

state needs to have on time payment - more staffing to process

state sub-contract auth and billing for timely response

streamlining the paperwork process

subsidy caseworker's vacations shouldn't delay billing

Title XX pay more appropriate amount or provider be able to recoup extra expenses

to be paid on time for services rendered by DHHS every two weeks not once a month and then a 12-16 working days to get paid.

train caseworkers in customer service

training for parents money management (Southern Sudanese)

wait too long for errors to be sent you for corrections (holds up check)