

2011-2013 Activity Report



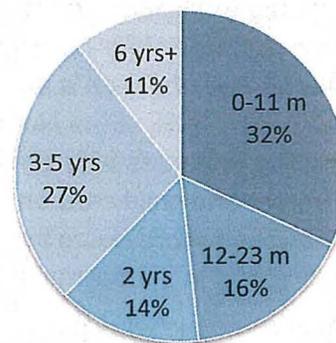
September, 2013

Helping Families Find and Use Child Care

North Dakota families searching for child care can get help through ND CCR&R's online child care database. Or, if they prefer to speak with an experienced parent counselor, they can call CCR&R's toll-free numbers. Families receive information on child care programs that match their specific needs, an easy-to-use checklist, and average costs.

In the 2011-2013 biennium, 2,305 families chose to call CCR&R's parent counselors for a personal assistance, and 10,971 child care searches were completed independently using the web at ndchildcare.org.

Requests for Child Care by Age
7/1/11 to 6/30/13



Building the Child Care Supply

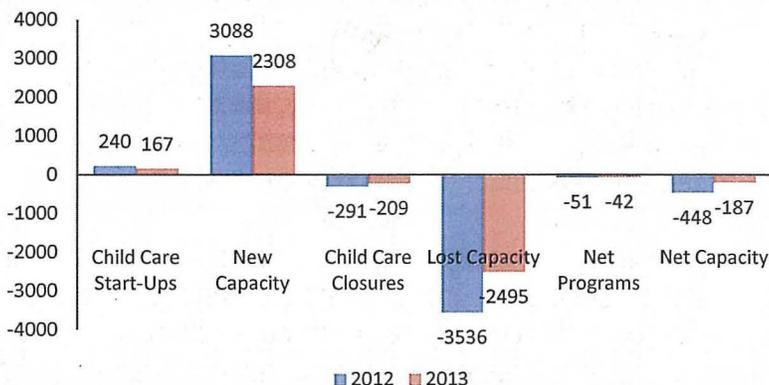
ND CCR&R helps new child care programs get started on the right foot. Training and technical assistance supports new operators as they develop their business plan and budgets, design their space, hire staff, and create contracts, policies and procedures. Modest incentives help participants furnish and equip their new child care business

407 new child care businesses opened

239 received CCR&R start-up incentives

5,396 new child care spots

Change in Child Care Capacity 2012-2013



About Us

North Dakota Child Care Resource & Referral was established by the North Dakota State Legislature in 1991. Today, through a contract with the North Dakota Department of Human Services, CCR&R helps parents connect to child care and works to recruit, train and retain a child care workforce that serves the needs of working families, communities and employers.

CCR&R office locations in western North Dakota

Bismarck: 888-223-1510
Minot: 800-450-7801

CCR&R office locations in eastern North Dakota

Fargo/Moorhead: 800-941-7003
Grand Forks: 888-778-3435
Jamestown: 888-767-0350

Strengthening Child Care Programs

Four decades of early childhood science and research clearly identify the importance of a child's early experiences, particularly from birth to age five. During these crucial years, a child's brain, the only organ of the body not fully developed at birth, grows dramatically in size and weight by forming 700 new neural connections every second.

Recognizing the science of early brain development, ***consider how child care influences our children's and our state's future!*** Today, 80% of the North Dakota's children live in homes with working parents and, if children attend child care on a full-time basis, they will spend more hours in child care than they will spend in school during grades K-12. Or, said another way, ***a majority of ND's children spend half of their awake hours in child care with adults who, to grow the very foundation of our youngest citizen's brain, must nurture them and give them a place to explore and learn.***

This amazing brain cell growth can only happen when children enjoy the security of a caring adult and the stimulation of an enriching environment. However, if children experience negative interaction and stress, fail to connect with caring adults, feel unsafe, or spend their days in boredom and uncertainty, the brain releases chemicals that reduce neural growth and limit foundational brain development.

Ultimately, the ability of the ND's child care workforce and the quality of ND's child care programs significantly influence our children's ability to think, relate, succeed and, as an adult, be productive and contribute to society.

Child care providers understand their vital role in child development. In 2011-2013, 176 child care programs volunteered to work with CCR&R to strengthen their programming practices.

CCR&R worked with each program for six months offering training, on-site technical assistance and small incentive grants used to purchase learning resources.

To measure effectiveness in delivering program support, CCR&R completed pre- and post assessments. Pre-assessments results (see below) indicate few children in quality care. However, ***after six months, post assessment results showed a 16% average increase in quality.*** With intentional training, consultation and resources, providers can strengthen their programs to better support children's development and help families better prepare children for school and life.

Assessment of 111 Family/Group Providers

19 provided inadequate care

- Health and safety needs unmet
- Warmth, support from adults not observed
- Learning not encouraged

80 provided minimum care

- Basic health and safety needs met
- Adults provide a little warmth and support
- Few learning experiences

12 provide quality care

- Health and safety needs fully met
- Staff caring and supportive
- Children learning and engaged

Assessments of 65 Classrooms

19 provided inadequate care

- Health and safety needs unmet
- Warmth, support from adults not observed
- Learning not encouraged

46 provided minimum care

- Basic health and safety needs met
- Adults provide a little warmth and support
- Few learning experiences

0 provide quality care

- Health and safety needs fully met
- Staff caring and supportive
- Children learning and engaged

Child Care Incentives

County	Capacity Grants		Child Care Center Retention		Family/Group Retention		Training		Scholarships		Crib Replacement Grants		Stabilization Grants	
	##	\$\$	##	\$\$	##	\$\$	##	\$\$	##	\$\$	##	\$\$	##	\$\$
Adams	1	\$ 1,959					6	\$ 114						
Barnes	6	\$ 3,994			2	\$ 1,813	57	\$ 1,086						
Benson							28	\$ 533						
Billings							0	\$ -						
Bottineau	5	\$ 5,995			1	\$ 1,256	19	\$ 362						
Bowman							7	\$ 133				\$800		
Burke	1	\$ -	1	\$ 9,000			16	\$ 305	1	\$ 200			3	\$ 13,000
Burleigh	25	\$ 17,547	3	\$ 27,069	15	\$ 17,368	700	\$ 13,336	17	\$ 7,150		\$8,111		
Cass	36	\$ 22,392	5	\$ 44,086	34	\$ 40,340	1858	\$ 35,397	44	\$ 29,685	22	\$ 40,305		
Cavalier	1	\$ 809	1	\$ 8,997	1	\$ 1,800	22	\$ 419	1	\$ 575				
Dickey	5	\$ 2,391			1	\$ 1,800	52	\$ 991						
Divide	1	\$ -			1	\$ 1,800	21	\$ 400	1	\$ 575				
Dunn	4	\$ 11,944			1	\$ 1,888	11	\$ 210						
Eddy	1	\$ 800			2	\$ 3,036	22	\$ 419	4	\$ 2,935				
Emmons							12	\$ 229				\$200		
Foster	1	\$ -			3	\$ 5,392	5	\$ 95	1	\$ 575				
Golden Valley							1	\$ 19						
Grand Forks	23	\$ 16,908	1	\$ 8,977	12	\$ 16,661	573	\$ 10,916	4	\$ 3,950	2	\$ 1,400		
Grant	1	\$ 1,999					6	\$ 114						
Griggs	1	\$ -			2	\$ 1,980	10	\$ 191						
Hettinger							6	\$ 114	1	\$ 1,070			1	\$ 5,000
Kidder							9	\$ 171						
LaMoure	2	\$ 1,598			2	\$ 1,800	24	\$ 457						
Logan					1	\$ -	9	\$ 171						
McHenry							18	\$ 343						
McIntosh	1	\$ 1,984					14	\$ 267						
McKenzie							31	\$ 591						
McLean	3	\$ 6,745			1	\$ 1,256	33	\$ 629	1	\$ 200		\$339		
Mercer	4	\$ 5,799			2	\$ 1,849	24	\$ 457				\$1,200		
Morton	5	\$ 2,406	1	\$ 9,000	4	\$ 4,318	171	\$ 3,258	10	\$ 5,060		\$2,128		
Mountrail	1	\$ -	1	\$ 8,995			32	\$ 610	1	\$ 1,400		\$800	2	\$ 10,000
Nelson	1	\$ 800			2	\$ 2,500	13	\$ 248						
Oliver					1	\$ 1,797	8	\$ 152				\$420		
Pembina	1	\$ 800					20	\$ 381						
Pierce			1	\$ 9,000			12	\$ 229				\$200		
Ramsey	8	\$ 6,430	2	\$ 17,020	8	\$ 9,026	108	\$ 2,058	1	\$ 575	2	\$ 4,000		
Ransom	5	\$ 3,207	1	\$ 8,012	2	\$ 4,814	20	\$ 381	2	\$ 775				
Renville							12	\$ 229					1	\$ 7,500
Richland	5	\$ 3,108			3	\$ 5,399	97	\$ 1,848	3	\$ 1,350	1	\$ 800		
Rolette	1	\$ -	1	\$ 9,151			60	\$ 1,143	1	\$ 575	1	\$ 1,360		
Sargent	6	\$ 4,822			5	\$ 6,649	12	\$ 229						
Sheridan					1	\$ -	1	\$ 19						
Sioux							5	\$ 95						
Slope							0	\$ -						
Stark	13	\$ 17,955	1	\$ 8,969	4	\$ 3,066	149	\$ 2,839	9	\$ 4,050		\$1,341	6	\$ 35,000
Steele							13	\$ 248						
Stutsman	25	\$ 15,577			16	\$ 21,046	128	\$ 2,439	7	\$ 5,035	1	\$ 1,600		
Towner	1	\$ 800			1	\$ -	15	\$ 286						
Traill	2	\$ 1,598			1	\$ 1,247	57	\$ 1,086	3	\$ 600	2	\$ 1,600		
Walsh	3	\$ 2,400	1	\$ 9,020	1	\$ 1,800	55	\$ 1,048						
Ward	29	\$ 38,968	3	\$ 27,005	9	\$ 10,613	363	\$ 6,916	10	\$ 8,625		\$3,789	12	\$ 83,000
Wells	1	\$ 795			1	\$ -	15	\$ 286						
Williams	10	\$ 16,403	1	\$ 9,000	3	\$ 999	79	\$ 1,505	2	\$ 1,225		\$2,275	4	\$ 33,000
TOTAL	239	\$ 218,932	24	\$ 213,301	143	\$ 173,313	5039	\$ 96,000	124	\$ 76,185	31	\$ 72,668	29	\$ 186,500

Training the Child Care Workforce

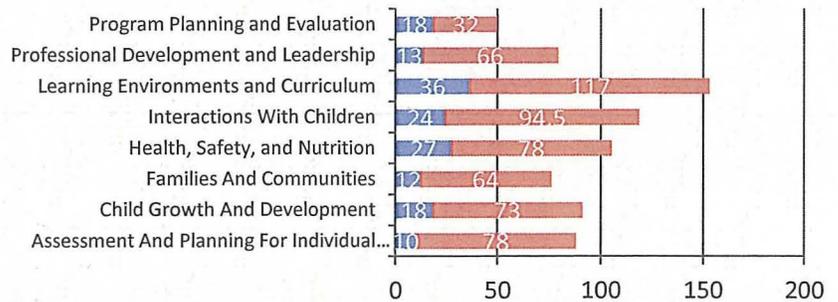
A well-trained child care workforce is essential to meet the increasing demand for high quality child care to ensure that children start school ready to succeed.

Approximately 4,800 North Dakotans earn their living caring for and educating children in licensed early childhood settings. ND CCR&R is the primary source of training for this crucial workforce. CCR&R bases training on the eight competency areas defined in North Dakota's Core Competencies for Early Education and Care Professionals.

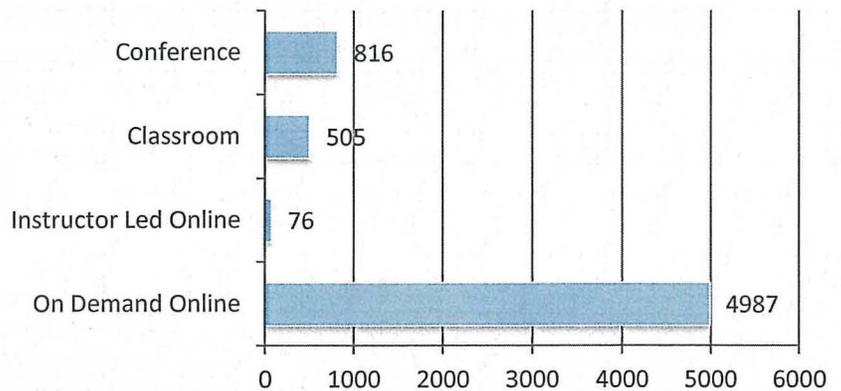
Child care workers can access a basic training through a robust online, on-demand format;. 89 courses were completed 30,924 times in the year ending June, 2013. 57 face-to-face classes and featured events were attended by 1,543 people, for an average attendance of 27 per event.

124 scholarships were awarded to support current workers who wish to earn a child development or center director credential.

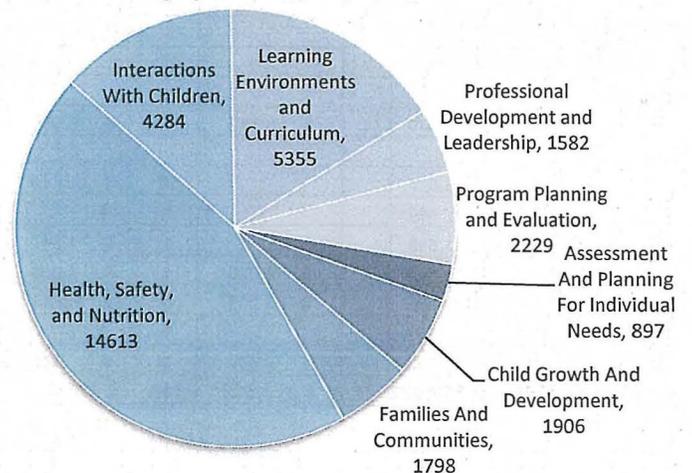
Number of Courses and Hours of Training by Competency Area Delivered 7/1/12 to 6/30/13



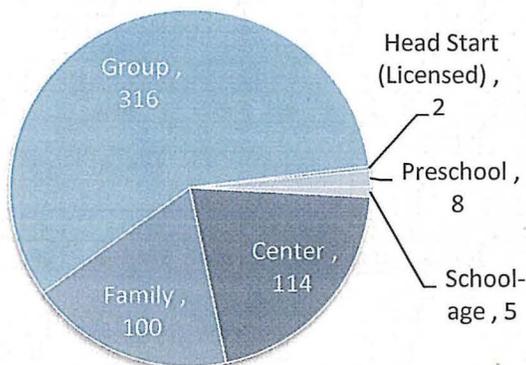
Unduplicated Training Participation by Delivery Format 7/1/12 to 6/30/13



Course Completions by Competency Area 7/1/12 to 6/30/13



Responsive Technical Assistance to Licensed Programs



Checklist for Quality Facilities
(Based on Quality Rating and Improvement System)

Floor plans

ADA compliant

35 usable square feet per child and ample room to run, build blocks, etc.

Line of sight throughout the room (no blind spots)

Enough space to run indoors

Staff lounge and adult bathroom

Kitchen accessible to all rooms

Director's office. Space for parent meetings

Ample entry space (consider winter gear, car seat storage)

Room to allow 3 feet spacing between all cots and cribs

Windows, lighting, ventilation

Natural lighting

No mini blinds with cords

Low windows that open

Temperature control in each classroom

Plumbing

Two sinks in infant rooms (one for bottle prep and one for diaper cleanup)

Low sinks and toilets

Direct toilet access from each room

Outdoor

Under surfacing (not sand)

Fence

Protection from elements; shade in summer, from wind in winter

Separate playgrounds for infants and toddlers

**Louisiana Child Care Tax Legislation
Framed around Louisiana’s Quality Start Child Care Rating System (QRIS)**

In 2007, the Louisiana Legislature passed Act 394, which enacted Revised Statutes 47:6101-6109 to provide a package of tax credits known as the **School Readiness Tax Credits**.

These credits allow **tax breaks to families, child care providers, child care directors and staff, and businesses that support child care**. The school readiness tax credit legislation encourages child care programs to voluntarily participate in Louisiana’s quality rating and improvement system (QRIS).

1. School Readiness Tax Credit for Taxpayers

A school readiness tax credit is allowed for taxpayers who have a dependent under age of six who attended **a child care facility that participates in the quality rating program**.

The percentage of the child care expense credit allowed for the school readiness tax credit is based on the child care facility’s quality rating as follows:

Quality Rating of Child Care Facility	Percent of Tax Credit
Five Star	200%
Four Star	150%
Three Star	100%
Two Star	50%
One Star or not participating in Quality Start	0

- Refundable credit—the school readiness tax credit is **refundable for taxpayers whose federal adjusted gross income is \$25,000 or less**.
- Nonrefundable credit—Taxpayers whose federal adjusted gross income is greater than \$25,000 may apply the credit to their tax liability and if the credit is more than the taxpayer’s liability, the remaining credit can be carried forward. Excess credits can be carried forward for up to five years.

2. School Readiness Tax Credit for Child Care Providers

Child care providers who own and operate a facility where care is given to foster children or to children who participate in the Child Care Assistance Program are eligible for a **refundable** school readiness tax credit. The school readiness tax credit is based on the quality rating of the child care facility.

Quality Rating of Child Care Facility	Tax Credit Per Eligible Child
Five Star	\$1,500
Four Star	\$1,250
Three Star	\$1,000
Two Star	\$750
One Star or not participating in Quality Start	0

3. School Readiness Tax Credits for Directors and Staff

Child care directors and eligible staff are eligible for a **refundable** school readiness tax credit if they work at least six months for a licensed child care facility that participate in the quality rating system and are enrolled in the Louisiana Pathways Child Care Career Development System. The refundable school

readiness tax credit is based on the educational level attained through Louisiana Pathways Child Care Career Development System.

School Readiness Tax Credit Levels Amount of 2011

Director I	\$1,524
Director II	\$2,032
Director III	\$2,540
Director VI	\$3,048
Child Care Teacher I	\$1,524
Child Care Teacher II	\$2,032
Child Care Teacher III	\$2,540
Child Care Teacher VI	\$3,048

4. School Readiness Tax Credits for Businesses

Businesses that support quality child care are eligible for a refundable school readiness tax credit based on the quality rating of the center. Eligible support includes:

- Expenses to construct, renovate, expand, or repair an eligible child care center, purchase equipment for a center, maintain or operate a center, not to exceed \$50,000 in expenses per tax year;
- Payments made to an eligible child care facility for child care services to support employees, not to exceed \$5,000 per child per tax year; and/or
- The purchase of child care slots at eligible child care facilities actually provided or reserved for children of employees, not to exceed \$50,000 per tax year

The credit is for a percentage of the eligible expenses based on the quality rating of the child care facility:

Quality Rating of Child Care Facility	Percentage of Eligible Expenses
Five Star	20%
Four Star	15%
Three Star	10%
Two Star	5%
One Star or not participating in Quality Start	0%

5. School Readiness Tax Credits for Businesses Contributing to Resource and Referral Agencies

Businesses may also receive a school readiness tax credit for donations made to Child Care Resource and Referral Agencies. These are private agencies that contract with the Department of Social Services to provide information and services to parents and child care providers. The credit is equal to the amount donated but cannot exceed \$5,000 per tax year.

Strategies to Expand and Strengthen ND's Child Care System Economic Impact Committee

Consider streamlining Child Care Assistance

- Upfront payments and make them directly to providers
- Less paperwork
- Set market rate at local level
- Prorate reimbursement based on quality (Bright+Early)

Consider expanding child care recruitment and retention programming

- Fund statewide delivery of Bright+Early (steps one-four)
- Expand availability of child care facility grants and increase child care facility grant maximum levels to accommodate large center construction (link to Bright+Early)
- Expand DHS' center licensing capability (2-3 FTEs)

Consider enacting new child care tax credit legislation

- Parent tax credit, refundable if income <\$25,000 (link to Bright+Early)
- Child care worker refundable tax credits (link to Bright+Early)
- Child care director refundable tax credits (link to Bright+Early)
- Child care business tax credits
- Business tax credits

Encourage Pre-K and Head Start Programs to partner with child care and/or deliver child care services

Facilities needed to bring OGPCs to 25% capacity by 2015

10 centers

28 group facilities

33 family child care

	Centers (100 spaces)	Group (18 spaces)	Family (7 spaces)
Adams			
Billings		1	2
Bottineau			1
Bowman		3	1
Burke		1	2
Divide		2	
Dunn		3	1
Golden Valley		1	0
Hettinger			
McHenry			2
McKenzie	1	3	0
McLean		3	0
Mercer			3
Mountrail	1	3	7
Renville			
Slope			2
Stark	2	4	6
Ward	2		6
Williams	4	4	
	10	28	33

Strategies to Strengthen ND's Child Care System

Child Care Outcomes Children Learning Parents Working Communities Thriving

The four pillars of child care and the strategies that strengthen each pillar support the delivery of quality care.*

Quality Facilities	Qualified Workforce	Program Quality	Consumer Choice
<p><u>Strategies to Consider</u></p> <p>Increase individual grant amounts for facility build/reno that comply with Bright+Early quality standards Access to higher grant dollars decreases debt load and increases cash flow</p> <p>Expand DHS' capacity to license new child care centers</p> <p>Provide tax credits to businesses investing in Bright+Early facilities (higher tax credit when investing in higher quality care)</p> <p><u>In Place</u> Child care facility loans/grants</p> <p>Business start-up incentives and technical assistance</p>	<p><u>Strategies to Consider</u></p> <p>Provide refundable tax credits to directors and staff working in Bright+Early programs</p> <p>Provide training incentives to directors and staff pursuing on going training and working in Bright+Early programs</p> <p>Provide tax credits to businesses investing in staff retention (higher tax credit when investing in Bright+Early care)</p> <p><u>In Place</u> Credential training</p> <p>Scholarships</p> <p>Training, on-line and face-to-face (free- or low-cost)</p> <p>Mentor Program</p>	<p><u>Strategies to Consider</u></p> <p>Provide access to all steps of Bright+Early to providers across ND</p> <p>Expand funding for Bright+Early incentives, assessments, delivery</p> <p>Provide tax credits to Bright+Early child care businesses (tax credits increase as quality of increases)</p> <p>Provide tax credits to businesses investing in Bright+Early programs (higher tax credit when investing in higher quality care)</p> <p><u>In Place</u> Bright+Early steps one and two to be implemented across state by July 2015. Funding allows for 10% participation of licensed providers in steps one and two)</p> <p>Statewide child care consultation services in business management, health/safety, inclusion, child development, etc.</p>	<p><u>Strategies to Consider</u></p> <p>Promote and differentiate child care options to parents through Bright+Early</p> <p>Establish incremental reimbursement rates for Child Care Assistance tied to Bright+Early care</p> <p>Provide tax credits to lower-income parents choosing Bright+Early programs</p> <p>Provide tax credits to businesses supporting parent workers' child care fees in Bright+Early programs</p> <p><u>In Place</u> Child Care Assistance</p> <p>Parent call center and on-line web search to help parents find licensed providers and receive consumer information</p>

*Bright+Early, developed by ND DHS, defines quality child care in ND. They go beyond licensing standards and positively impact school readiness. Quality standards set a high bar for 1) healthy and safe environments 2) warm and nurturing relationships and 3) engaging learning opportunities. Licensing 1) sets minimum standards for healthy and safety 2) expects limited warmth and nurturing and 3) requires few learning opportunities.