



A Proposal for PA's Infant Toddler Agenda

Public Citizens for Children and Youth
Philadelphia, PA

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Pennsylvania's Goal

Serve 75% infants and toddlers at <200% FPL eligible for subsidy (working families) in high-quality care over ten years

- **Increase enrollments by 78K**
- **Increments of 100 million dollars per year for 10 years**

Principles

- Paying for high quality at true cost of care
- Tiered base rates significantly advantages high quality
- Aligning capacity and funding to growth over 10 years
- Fostering state policy that incentivizes parents to choose high quality by waiving co-pays when selecting high quality



Growing High Quality

Create 10-year strategic plan that increases the availability of high quality infant/toddler slots

- Create a statewide and Philadelphia-based business development center to increase the number of center and home based providers
- Commission facility studies in high-need areas to find expansion opportunities and identify zoning barriers
- Align child care regulations and licensing processes between local and state agencies
- Create a user-friendly child care permit process



The Pipeline Project

Develop a 10-year plan that ensures sufficient number of highly qualified infant toddler teachers.

Based on the expected release of the state's updated QRIS staff credential for high quality, we seek to

- Mandate the inclusion of Include Infant/toddler coursework in ECE academic programs
- Conduct a workforce study to determine full-scale workforce needs and put a training plan in place
- Establish a state data collection system to gauge progress in meeting the 10 year plan
- Create an industry cluster framework within Department of Labor
 - WIA funding for CDA's and Apprenticeship training
- Create functioning career pathways that begin in high school and grow the workforce with sufficient funding
- Improve access to higher learning opportunities for incumbent staff – non traditional hours, online classes, etc.





Meeting the needs of all babies

Improve services for infant/toddler dual language learners

- Create Dual Language Learning Center for Excellence to support a robust community of practice
- Offer financial incentives to Star 2 providers that specialize in services to DLL
- Prepare the state T/A infrastructure to impart DLL best practices and training

Improve “early intervention” services for children 0-3

- Replicate Help Me Grow in PA, augmented with special focus on cultural and linguistic competence
- Set Performance based contracts with local entities responsible for federally funded EI services to promote effective enrollment and transition policies
- Build parent resource center that offers online system resources and roadmaps
- Ensure all Infant/toddler teachers are trained in critical areas of early detection
- Create financial and program model for families of infants and toddlers exposed to trauma and/or whose parents suffer opioid or other drug addictions

Ending Expulsion

- Address the issue of infant/toddler expulsions and suspensions
 - Create both rapid and systemic response strategies to build ECE staff capacity so children can remain in programs
 - Formalize the PA Early Childhood Mental Health Corps with sufficient ECMH professionals for rapid response and training
 - Expand the use of the ECE Positive Behavioral Interventions and Supports (**PBIS**) model
 - Publish an annual expulsion report by regional agencies and infant toddler care programs to ensure transparency, set baselines and identify trends
 - To the extent that providers need to suspend children, state policy must mandate referrals for screening



The process and next steps

Statewide and local policy and provider associations, providers and state and local ECE officials developed this agenda over 9 months. This work was supported by local and national funders.

A detailed report and proposed plan will be released this summer

A political strategy is being developed by key associations and provider leaders for launch in September 2018.