

Diversity of child care programs participating in Parent Aware: An equity lens

February 2017

Overview of Parent Aware

Parent Aware is Minnesota's Quality Rating and Improvement System that offers tools and resources to help families find quality child care and early education, help programs improve their practices, and help children benefit from care and education that will prepare them for school and life. Parent Aware started in 2012 in eight counties, expanding to all Minnesota counties in January 2015. Programs eligible to be rated include Public School Pre-Kindergarten sites, Head Start/Early Head Start sites, licensed child care centers and family child care providers.¹

Equity principles

The Minnesota Department of Human Services holds a value of *accountability for results* to the people served and all Minnesotans. Parent Aware has adopted principles aligning with this value, including:

- Helping care and education programs adopt best practices and serve children of all cultures, races, ethnicities, languages, beliefs and abilities
- Offering services and supports from people who reflect Minnesota's diverse communities
- Offering professional growth for child care and early education professionals through cutting-edge, culturally responsive training, education and coaching.

Equity measures

In March 2016, the first report about measuring equity in Parent Aware was released, Diversity of child care programs participating in Parent Aware.² The Minnesota Department of Human Services (department) is committed to developing a strong set of equity measures about Parent Aware—both programs and quality support services. This report reviews the following equity measures:

Languages of center staff and providers participating in Parent Aware

- Of licensed child care centers with staff speaking languages other than English, what percent are participating in Parent Aware? How does this compare to programs with staff speaking English only?
- Of licensed family child care providers speaking languages other than English, what percent are participating in Parent Aware? How does this compare to providers speaking English only?
- How do Parent Aware Ratings vary by languages reported?

¹ Child care programs included in this report are only licensed child care centers and family child care providers that are not operating as a Head Start or Public School Pre-Kindergarten site.

² [Diversity of Child Care Programs Participating in Parent Aware, March 2016](#). Note: As data systems expand, more equity measures will be added.

Race and ethnicity of providers participating in Parent Aware

- Of licensed family child care providers reporting their ethnicity as non-white, what percent are participating in Parent Aware? How does this compare to those reporting ethnicity as white only?
- How do Parent Aware Ratings vary by race/ethnicity reported?

Quality supports in Parent Aware

- What percent of Parent Aware Relationship-Based Professionals are either linguistically or ethnically diverse?

Language of child care center staff and family child care providers

Child care centers³ with staff who speak languages other than, or in addition to, English:

- 22 percent of all Minnesota child care centers
- 29 percent of seven-county metro area child care centers
- 6 percent of greater Minnesota child care centers.

For other languages, child care centers most often report Spanish and Somali.

Family child care providers⁴ who speak languages other, or in addition to, English:

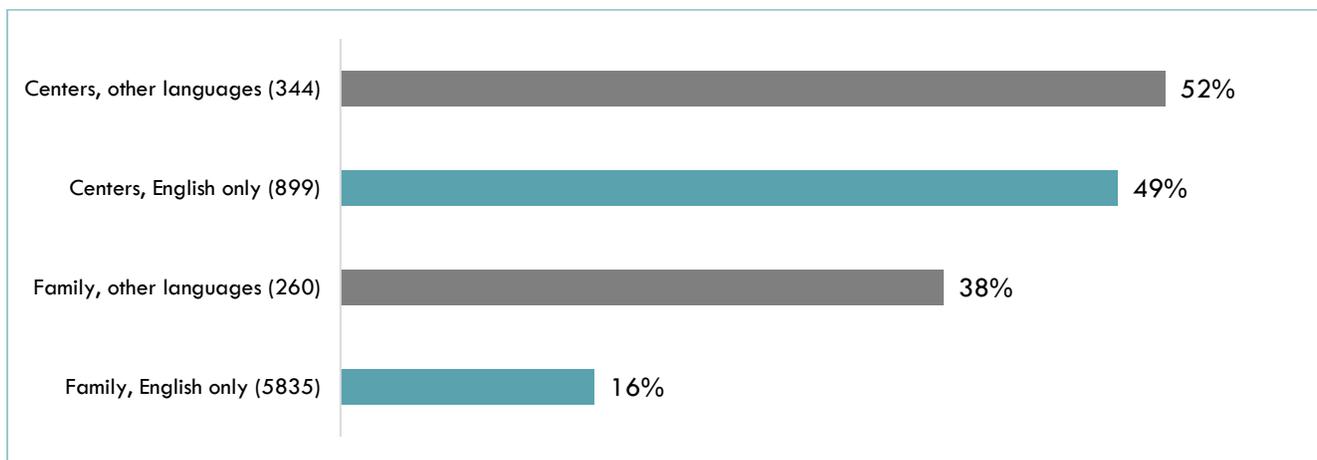
- 4 percent of all Minnesota family child care providers
- 9 percent of seven-county metro area family child care providers
- 2 percent of greater Minnesota family child care providers.

For other languages, family child care providers most often report Spanish, Somali and Hmong.

Equity measures

- Child care programs with staff speaking languages other than, or in addition to, English participate in Parent Aware at a higher rate than those with staff speaking only English, regardless of program type.

Chart 1 Parent Aware participating programs by language spoken and program type



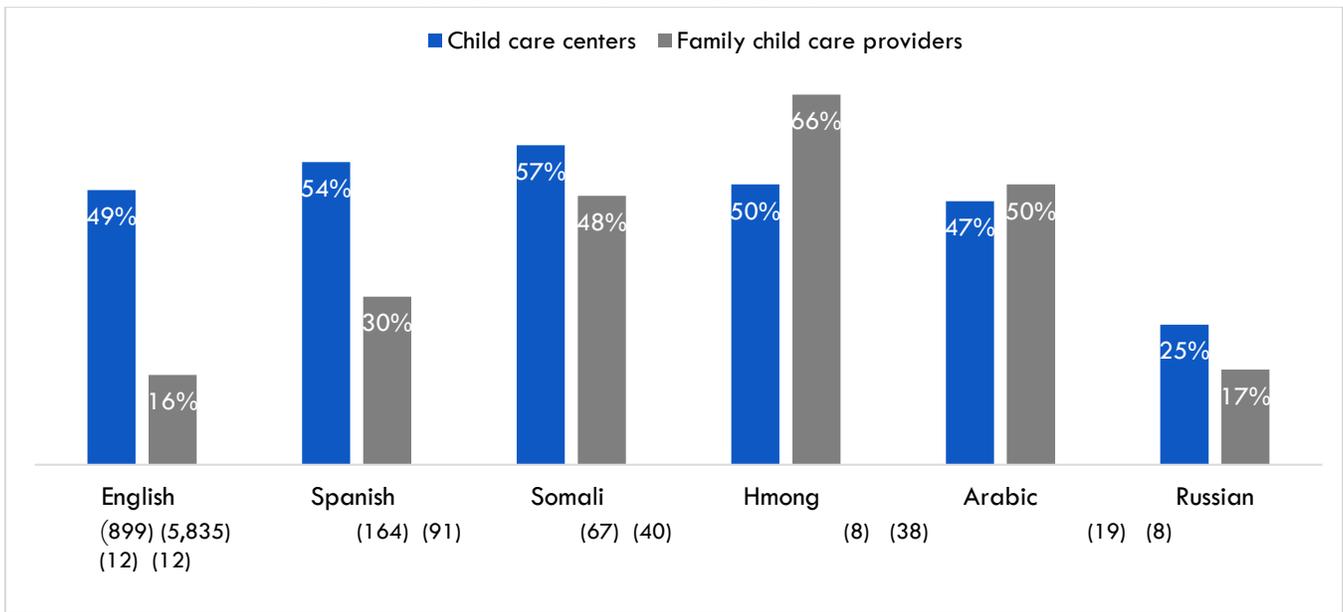
- Centers with staff speaking Somali participate at a higher rate than centers with staff who speak other languages. Only centers with staff speaking Russian participate at a lower rate than centers where staff speak “English only.”

³ 2016 Provider Business Update N = 1,150

⁴ 2016 Provider Business Update N = 6,095

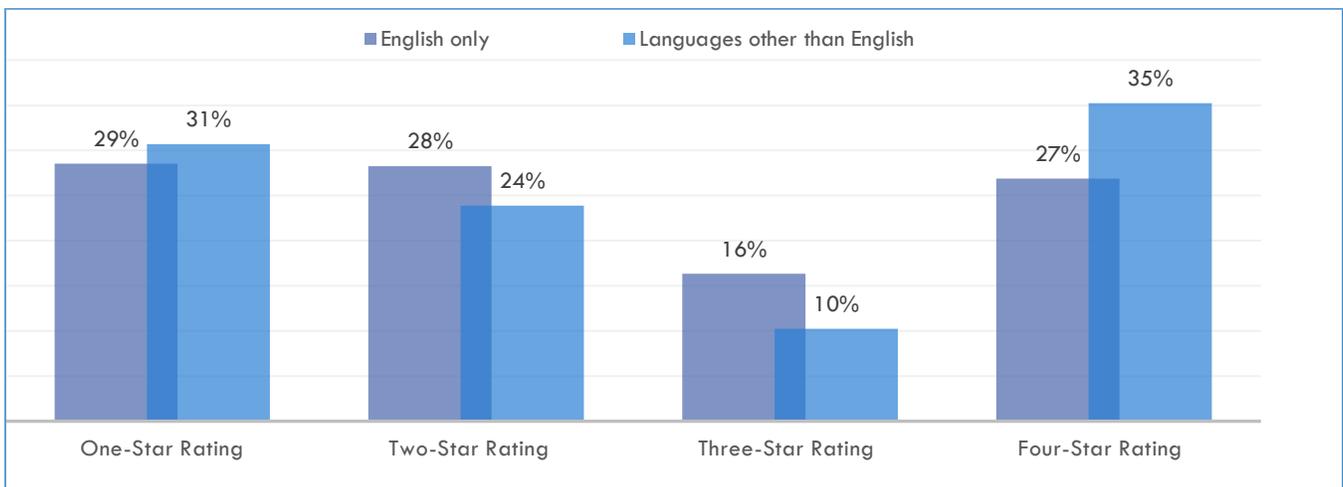
- Hmong-speaking providers participate at the highest rate for family child care providers. All languages participate at a higher rate than programs speaking “English only.”

Chart 2 Parent Aware participation by program and specific languages spoken



- Family child care providers who speak languages other than, or in addition to English, are more likely to have a Four-Star Rating than providers reporting speaking “English only.”
- Within child care centers, Star-Rating levels do not vary based on the language of staff.

Chart 3 Family child care providers by language diversity and Parent Aware Star-Rating levels



Race/ethnicity of family child care providers

Family child care providers reporting race/ethnicity as persons of color:⁵

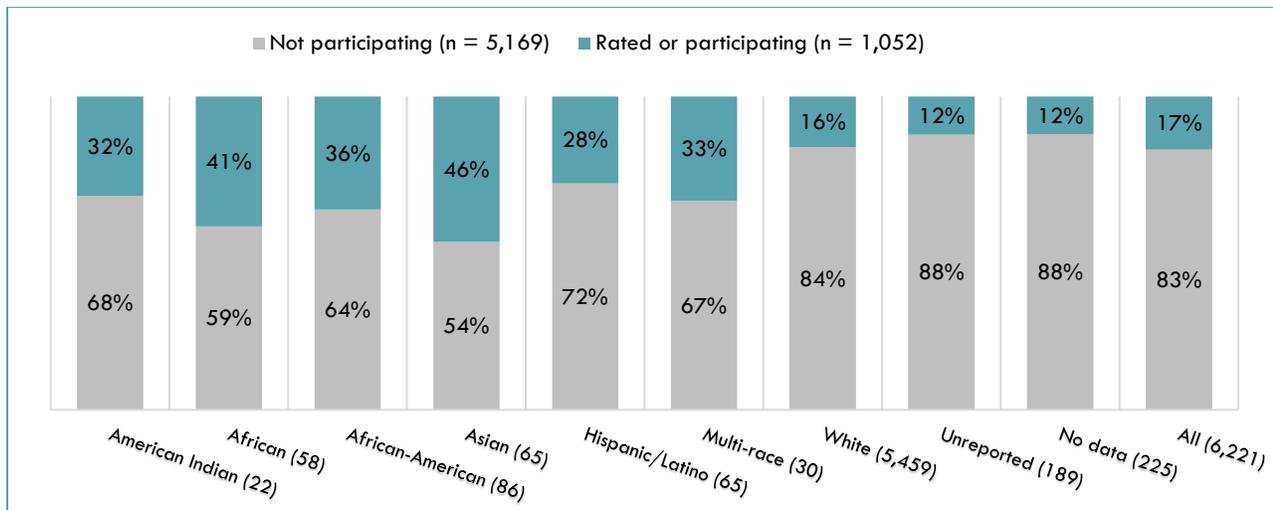
- 6 percent of all Minnesota family child care providers
- 11 percent of seven-county metro area family child care providers
- 2 percent of greater Minnesota family child care providers.

⁵ Only data from the 2016 Provider Business Update was utilized. Of the 6,221 responses, 5,807 completed race/ethnicity data. This is a different approach from the report released in March 2016.

Equity Measures

- Among all providers of color, 35 percent are participating in Parent Aware compared to 16 percent of white providers.⁶
- Asian (46 percent) and African (41 percent) providers have the highest percentage of participation rates among all family child care providers.
- With the exception of American Indian providers,⁷ all other populations have providers enrolled in and received a Parent Aware Rating issued December 2016.
- As in the March 2016 report, providers of color are more likely than white provider to hold either a One- or a Four-Star Rating. Providers reporting their race as white are least likely to hold a Four-Star Rating.

Chart 4 Family child care providers by Parent Aware participation status and reported race/ethnicity



Language and race/ethnicity of Parent Aware Relationship-Based Professionals

Child care programs participating in Parent Aware receive services and supports from many people working in state and local organizations. For example, Parent Aware Quality Coaches, staffed by local Child Care Aware agencies work with programs to improve their quality and become rated; for programs working towards a Three- or Four-Star Rating, coaches support classrooms implementing best practices in early childhood development as measured by the Classroom Assessment Scoring System (CLASS).

The department has begun tracking the language and race/ethnicity of these staff as these organizations strive to ensure that they reflect the diversity of the child care programs they serve.⁸ Over time, a stronger measure might focus on whether diversity of staff in an individual child care program is reflected by support staff serving that program. This would be a comparison of linguistic and racial-ethnic make-up of the Parent Aware Relationship-Based Professionals relative to that of early childhood programs they support.

⁶ Provider Business Update 2016; providers of color, N = 353; white providers, N = 5,549.

⁷ American Indian providers, N = 22, with seven providers currently rated.

⁸ Demographic information of Relationship-Based Professionals is from Develop, Minnesota's Quality Rating and Registry Tool. Data includes only those active staff with current credentials from July 1, 2015 – June 30, 2016, N = 183.

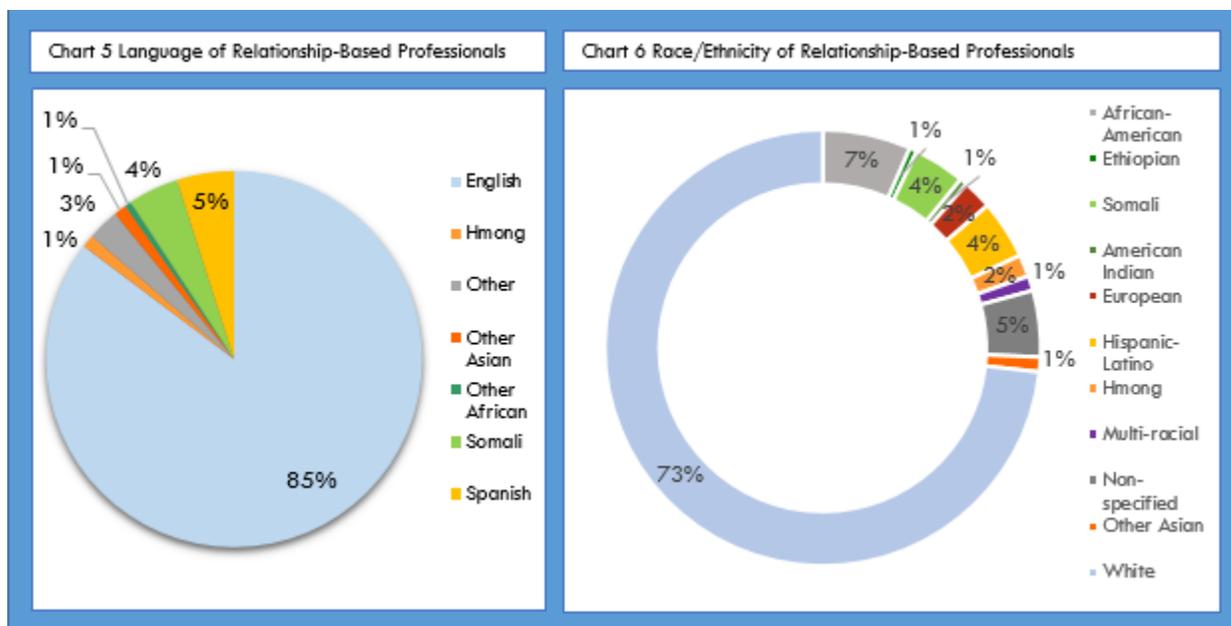
Equity measures

Fifteen percent of Relationship-Based Professionals speak a language other than English, as follows:

- 5 percent Spanish
- 4 percent Somali
- 1 percent Hmong.

Twenty-two percent of Relationship-Based Professionals report their race/ethnicity as non-white, as follows:⁹

- 7 percent African-American
- 4 percent Somali
- 4 percent Hispanic-Latino
- 2 percent Hmong



Data sources

Provider Business Update Survey, 2016

Child Care Aware of Minnesota annually surveys licensed child care providers, both child care centers and family child care providers. The 2016 survey was completed January to June 2016. Licensed child care centers (N=1,467) had a 78 percent return rate; licensed family child care providers (N=8,464) had a 22 percent return rate. The results are stored in the Child Care Aware data system, NACCRRAware on August 22, 2016. Only programs returning the 2016 survey are included in this report. This data set excludes licensed programs that operated as a Head Start/Early Head Start site or Public School Pre-Kindergarten sites. The results could under-represent the overall population due to a lower return rate by non-English-speaking providers.

⁹ Five percent did not report race/ethnicity.

Linguistic/language data is captured by the following questions from the Provider Business Update Survey, 2016 which has the capacity to capture all languages reported spoken at child care programs. Child care centers were asked, “What languages do staff in your program speak fluently?” Family child care providers were asked, “What languages do you or your helper speak fluently?” The response options included English or other languages, allowing any responses given to be recorded.

Race/ethnicity data is captured by the following question from the Provider Business Update Survey, 2016 for family child care providers only: “Which of the following racial/ethnic group(s) best describes you?” Response options included White/European American, African-American, American Indian, Hispanic/Latino (Chicano, Central/South American, other _____); Asian (Cambodian, Hmong, Lao, Vietnamese, other _____); African (Somali, Ethiopian, Sudanese, Eritrean, other _____); European immigrant; Multi-racial; other _____; decline to answer.

Parent Aware Ratings

This information is imported daily to Child Care Aware national data system, NACCRRAware from Develop, Minnesota’s Quality Improvement and Rating Tool. Ratings data is from Aug. 22, 2016.

Parent Aware Relationship-Based Professionals language and race/ethnicity

Support staff include consultants or coaches with one or more of the following endorsements working with licensed child care programs: Business Consultant, CLASS Coach, Early Childhood Accreditation Coach, Inclusion Coach/Consultant, Minnesota Licensed Family Child Care Association Quality Mentor, Parent Aware Quality Coach or Pathways to Quality Coach. Demographic data regarding Parent Aware support staff is stored on Develop, Minnesota’s Quality Improvement and Rating Tool. Data includes only those active staff with current credentials from July 1, 2015 – June 30, 2016.

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