

Early Achievers:
Barriers and Current and Proposed Solutions

Resource Barriers	ELAA	EARS	ELAC	IPEL	WSA	Total	Current Progress/ Action	Proposed Action
Ineffectiveness of Dropbox					XX	2	CCA Regional Offices - This has not been an obstacle in our system, and is not an EA requirement.	
Lack of support for/ not enough coaches/ TA's					XX	2	<p>CCA Network Office - CCA regions have been hiring in anticipation of the growth in demand. So far this year, the statewide CCA RBPD staff (TA Specialists, Rating Readiness Consultants, and Coaches) has grown from 82.6 FTE in July to 119.8 FTE in February.</p> <p>CCA Regional Offices -Child Care Aware field staff are committed to supporting child care facilities in meeting the threshold so they can continue their quality improvement efforts in coaching. To ensure resources are utilized in a way that allows the greatest impact, field staff must constantly monitor the engagement level of the overall facility. There are instances when low engagement or follow through on the part of the facility could cause an adjustment in services. This is to ensure that the improvements made during TA/RRC/Coach time are sustainable. As resources have come in to the system, CCA's have needed some time for hiring and training to ensure quality services. Occassionally this will lead to some slow down.</p>	<p>CCA Network Office -There is room for improvement in coordination between CCA and HS/ECEAP coaches. In some parts of the state, the decentralized approach to collaboration seems to be working much better than others. The HS/ECEAP side of coaching is still getting started, so there are likely some opportunities coming up to develop clearer expectations about partnership, maybe have some shared training for more interaction, etc.</p> <p>CCA Regional Office - Recognition of the time it takes to ensure qualified staff with quality information to be able to facilitate providers through the EA process.</p>
Coaching follow-through from strengths-based PD to setting goals specific to center needs/ desires	X				X	2	CCA Network Office -I'm not sure where this concern is coming from. It may be on the HS/ECEAP side because they are newer to coaching. On the licensed pathway side, as of early February 2016, rated providers have identified 8,724 action plans to improve quality based on their rating results, and 65% of those have been completed. Most are related to environment/ERS, followed by interactions/CLASS, and then about 20% are for all the other quality standard areas combined.	CCA Regional Office - This is not specific enough to address. Coaches have a framework, goals, and outcomes that they are working with.
Mirror training/ resource sharing for ECEAP/HS coaches and CCA coaches					X	1		CCA Regional Office - Contract with Child Care Aware to provide comparable services in ECEAP and Head Start.
Didn't get materials/ Power Points to support us in this process - had to track it down ourselves					XX	2		CCA Regional Office - Hire a Head Start program intergration specialist- a Minnette Mason for Head Start programs!
Translated materials/ guides released at same time as English	X	XXX				4	CCA Network Office -In a way, this complaint shows a lot progress since the beginning of EA. In the first few years, the complaint was that there were no translated materials, and since now the complaint is that they aren't released at the same time, it kind of shows the progress we've made on getting things translated at all. The CCA system strives to have materials translated into Spanish and sometimes Somali, but there are sometimes delays. One of the things we have struggled with at times is that sometimes the English version is drafted first to use as a test and refine before we spend resources on translation. As an example, the ratings dashboard reports developed with 3SI were English-only for a couple of limited-release test runs to work out potential issues with the report and get the tweaking out before we began working on the Spanish version.	

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Accessibility of language - no jargon/ technical terms	X	X	X			3	<p>CCA Network Office -This is something that RBPD staff assist providers with on a regular basis. In CCA's spring 2015 EA participant survey, over 80% of pre-rating providers said they had received all the help they needed or they were currently getting the help they needed from their TAS/RRC on both understanding EA services and program requirements and understanding EA quality standards.</p> <p>CCA Regional Offices -Child Care Aware has developed an arsenal of tools and approaches to respond to providers' needs. This includes ensuring jargon and technical terms are limited, or contextualized for the benefit of their understanding.</p>	
Multiple modes of delivery for materials (visual, audio, hands-on, etc.)	X	X				2	<p>CCA Regional Offices -Child Care Aware has developed an arsenal of tools and approaches to respond to providers' needs- particularly in addressing differing learning styles.</p>	
Sorting through material for relevancy		X				1	<p>CCA Regional Offices -This item has not been an obstacle in our experience.</p>	
Distance from resources	X	X				2	<p>CCA Regional Offices -Resources are brought to facilities. The only exception are the Level 2 trainings. They are offered locally at least once a quarter.</p>	<p>CCA Regional Office - Invest money in having Child Care Aware develop an engaging and live webinar as an alternative to the in-person training.</p>
Need to begin with self-assessment to determine what is needed	X	X				2	<p>CCA Regional Offices -This has always been an established practice in the framework- it's even in the Level 2 application.</p>	
Build template for file of supporting materials	X	X				2	<p>CCA Network Office -CCA has created multiple tools to help providers understand how to pull their FSM together, including a 45 page point-by-point guide (last revised in February 2016 to match improvements made to the the Rating Readiness Tool, and translated into Spanish and Somali) and a sample FSM.</p> <p>CCA Regional Offices -The IRRT Guide is very similar to a template and has been a game-changer in terms of gaining greater clarity in the expectation for meeting the Quality Standards.</p>	
Build templates for family support	X	X				2	<p>CCA Regional Offices -This item is not a clear obstacle. At least once CCA region is working to explore some new ideas for family engagement and family support.</p>	
Need to deliver info about EA through all avenues - DOH, DSHS, Licensing, FB, Twitter, mailings, etc.	X	X				2		<p>CCA Regional Office - DEL should launch an aggressive public relations campaign targeting parents and community around quality and the importance of finding high quality care for their children. Drawing connections to the research that ties low quality care to deleterious circumstances that are tough to remediate when the child grows up. If the public knew what we did, we wouldn't have enrollment issues because parents would be demanding participation from their providers.</p>
Guide/ template for successful re-rate		X				1		<p>CCA Regional Office - DEL create a step-by-step outlining how to request a rating renewal.</p>
More flexibility of TA	X					1	<p>CCA Regional Offices -This has not been an obstacle in our system. Our TA s have a great deal of flexibility in how they deliver services.</p>	
Money for materials	X					1	<p>CCA Regional Offices -Needs-based grants are available to providers who care for our targeted population.</p>	

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Money for PD	X					1	<p>CCA Network Office -CCA of WA does offer trainings across the state on topics that align with Early Achievers, and some of these are DEL-subsidized to reduce the cost to the participants. In the first half of FY16, CCA delivered over 915 hours of training to child care providers, and nearly 99% of the trainings were in alignment with EA quality standards. 41% of the trainings were free to participants, 22% had a sliding scale fee, and 37% had a fixed rate fee. Fixed rate fees averaged about \$13 per hour of training. In addition, the Washington Scholarships for Child Care Professionals program run by CCA, with funding from DEL, has award 805 scholarships and invested nearly \$1 million in the higher education of child care providers in the first eight months of FY16.</p> <p>CCA Regional Offices -DEL provides a yearly \$150 reimbursement for professional development.</p>	
Push envelope for resources	X					1		
Positive testimonials and trust as resources			X			1		
Develop relationships/ responsive PD			X			1	<p>CCA Regional Offices -Child Care Aware has developed relationships with providers and utilizes a framework that espouses provider responsiveness.</p>	
Program individualization of resources/ option to use culturally appropriate alternatives				X		1	<p>CCA Regional Offices -Preserving program individualization is a cornerstone of the EA framework. EA allows providers to individualize their journey to quality improvement. As long as they meet the bare minimum in the threshold, their coaching can be dedicated entirely to their own individual needs.</p>	