

# Montana Infant Toddler Work Group

# Why

Infants and toddlers receive designated quality improvement dollars in the Child Care and Development Block Grant

- Child care for infants and toddlers is more expensive, less available, and often lower quality
- With prek initiatives infants and toddlers are being left further behind
- More vulnerable than other age groups
  - extremely rapid stage of development
  - more dependent on adults
  - more affected by caregiver turnover
  - at greater risk of child neglect and abuse

# Vision



*Infants and toddlers in Montana will be safe, secure, and supported with access to affordable, quality care and stimulating experiences that promote healthy development.*

# *If we achieve our vision:*

- *Infants and toddlers needing care are in licensed or registered programs.*
- *Infant and toddler child care slots are available to meet the demand.*
- *Infants and toddlers are in high quality programs.*
- *All infants and toddlers experience continuity of care.*
- *All directors and teachers are qualified with specific education in infant and toddler care.*
- *All directors and teachers are supported to stay in the early childhood education field.*
- *Families of infants and toddlers are supported in promoting children's healthy development.*
- *Robust, ongoing data is available for data-driven decision making*

# Gathering and Developing Data

- Collected data from a variety of national and state sources
- Ran special data reports
- Conducted a survey of child care providers

# Demographics

- 37,356 infants and toddlers in Montana
- 59% of the mothers of infants are in the work force
- 11,554 are in Early Head Start or registered or licensed child care

# Early childhood program quality

Quality ratings, teacher and program turnover, number of infants and toddlers in STARS, number of programs accredited and teacher educational background.

Child care turnover per quarter (hint all industries combined have a 10.2% turnover rate)

- a. 8%
- b. 10%
- c. 12%
- d. 14%

# Early childhood program availability

- Capacity, waiting lists, challenges in serving infants and toddlers
- There are \_\_\_\_\_ infants and toddlers on waiting lists in Montana
  - a) 500-1000
  - b) 1000-1500
  - c) 1500-2000
  - d) 2000-2500

# Early childhood program affordability

- Cost to families and early childhood staff wages
- Which is a true statement?
  - a) The cost for infant care is about 30% more per year than the cost of college tuition
  - b) Only 28% of Montana families can afford infant care (10% or less of income)
  - c) More than 90% of child care practitioners in Montana don't make enough to afford the basic cost of living in their area
  - d) All of the above

# What we want to know

- Where are the children?
- Where are the child care deserts?
- What are the wages and benefits of child care providers by job position?
- A better way of tracking turnover of staff members?

# Goals, Action Plans,

- Developed action plans following each initial meeting
  - 32 action items were developed and 27 were completed between 1/24/17 and 10/17/17
  - E.g. survey providers to determine the number of infants and toddlers they are currently serving, waiting lists, barriers to serving infants and toddlers

Developed 11 long term goals and 62 action items on 10/17/17 Have completed 15 action items

E.g. reduce turnover by 5%

# Developed reports and work plans

- Work plan with goals, activities, timelines, and responsible parties
- Montana Infant Toddler Data Report
- Montana Compensation Report
- Moodle site

# Advocacy

- Letters for continued funding for infant toddler initiatives
- Letter to support STAR coaching at STAR 2
- Zero to Three Campaign--MtEYC

# Created recommendations

- For the Child Care and Development Block Grant plan
- To collect data on wages and benefits through the Montana Early Care and Education Practitioner's Registry
- To form a Montana Compensation Work Group