

The Children’s Council of Watauga County Activity Logic Model: FY 23-24



Activity Name: Child Care Resource and Referral
Direct Service Provider: The Children’s Council of Watauga County
PBIS ID: PLA40
PSC: 3104

Please complete all four sections of this Activity Application.

- Logic Model:** Please complete both parts of the Logic Model for FY 23-24: the Activity Logic Model and the Evaluation Logic Model. The Activity Logic Model describes the need for the activity, target population served, description of activity, outputs and outcomes. The Evaluation Logic Model describes how the data related to the activities will be measured for client feedback, outputs and outcomes. The rows of the Evaluation Logic Model should match the activities/rows in the Activity Logic Model – Ex/. Row 1 of the evaluation section should include measurement of the specific activity described in Row 1 of the Activity Logic Model.

Activity Logic Model					
<i>If this condition exists</i>	<i>For this Population</i>	<i>And we implement these strategies</i>	<i>This many times, for these individuals</i>	<i>We expect this short-term change</i>	<i>And we expect this medium-term change</i>
Need Statement Why?	Target Population Who?	Program or Activity Elements What and Where?	Outputs How Many?	Outcomes So What?	How does outcome impact children and families over time?
1. The community needs continuing education on developmentally appropriate practices for children birth to age 5. While Watauga County Child Care Resource and Referral (CCR&R) has provided services and education each year, the need continues due to new parents, newcomers to Watauga County, and advances in the early care and education field. We will	Residents of Watauga County with interest in the well-being of children ages birth to 5.	CCR&R will provide the community with resources and information to encourage proper development of young children, including: <ul style="list-style-type: none"> Provide outreach through participation in community events (festivals, fairs, family-friendly events, etc.). 	Biannual (2) community outreach activities. Quarterly newsletters for the local Early Childhood Education Workforce, and social media posts will be used to educate	At least 90% of families using resource materials and responding to a survey will report that the use of the materials and resources has been very valuable to the healthy development of their children.	Increased community knowledge of the available services offered by CCR&R will encourage higher quality child care standards to be met and will help in reaching Early Childhood Profile Indicators

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<p>provide programming and community resources.</p>		<ul style="list-style-type: none"> ▪ Present to community organizations ▪ Provide releases to local newspapers and utilize social media promoting the annual Week of the Young Child. ▪ Maintain a lending library with developmentally appropriate toys and activities to encourage the proper development of young children and the professional development of early childhood staff. 	<p>the community about the services available at the CCR&R. Social media announcement(s) informing the public of activities associated with the Week of the Young Child completed each year.</p> <p>75 families (unduplicated) will visit the Resource Corner and receive developmentally appropriate information.</p>	<p>Survey results will be maintained in a notebook by the resource specialist.</p> <p>Surveys will be used to determine the value of the materials to families.</p>	<p>Helping young children to be successful at each developmental phase through educating and supporting parents as their first teachers.</p>
<p>2. Research shows that higher education of teachers increase quality of care. Continuing education of child care directors and teachers is critical to ensure that the young children of Watauga County are receiving developmentally appropriate care.</p> <p>The percent of Children Enrolled in 1-5 Star Centers That Have At Least 75% of Lead Teachers with College Degrees (i.e. 7 Lead Teacher Education Points) dropped from 89% in FY 20/21 to 82% FY 21/22.</p> <p>Percent of Children Enrolled in 1-5 Star Centers That Have Directors with College Degrees (i.e. 7 Administrator Education Points) dropped from 58% in FY 20/21 to 45% in FY 21/22.</p>	<p>Child care providers and directors</p>	<p>Promote education of child care teachers through training opportunities offered through CCR&R and trainings approved by the Division of Child Development Early Education (DCDEE).</p> <p>Trainings are aligned with the NC Foundations of Early Learning.</p> <p>The trainings will assist in increasing high quality child care by deepening professional development of directors and teachers.</p> <p>The CCR&R Pathways to Accreditation Program will focus on a higher level of quality defined by positive teacher child interactions, family engagement, & professional development of key staff. Early Childhood Specialist will provide</p>	<p>At least 30 training contact hours will be offered to child care providers in the form of CEU’s or CHC’s recognized by DCDEE.</p> <p>100% of lead childcare teachers who do not have a college degree and are enrolled in the Pathways to Accreditation Program will be offered a one-on-one PD visit to develop their personalized plan.</p> <p>100% of directors enrolled in the Pathways to Accreditation Program will be offered trainings and mentoring sessions focused on improving</p>	<p>75% of child care providers will participate in at least two trainings per year.</p> <p>85% of child care providers completing a Children’s Council CCR&R training will demonstrate increased knowledge in the topic area on a post training evaluation form.</p> <p>75% of lead teachers who are enrolled in the Pathways to Accreditation program are enrolled in college courses or have completed their Associate’s degree in Early Childhood Education.</p> <p>75% of enrolled participants will show an increase in director knowledge through surveys.</p>	<p>Educating child care providers on the latest information will allow the children to receive quality early childhood education and better prepare them for kindergarten and beyond.</p> <p>Training will assist not only in meeting minimum licensing guidelines and encouraging quality child care within Watauga County, but will support centers in meeting or exceeding the criteria for the STAR rating, which in turn will assist in reaching Early Childhood Profile Indicators</p> <p>Higher educated directors and teachers means higher quality child care and enriched experiences.</p>

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		<p>one-on-one professional development (PD) visits with lead teachers and directors to support increased education levels throughout the FY.</p> <p>Staff will collaborate with directors enrolled in the Pathways to Accreditation to increase both directors and teacher education levels.</p>	<p>leadership and management practices.</p>	<p>75% of directors enrolled in the Pathways to Accreditation program are currently working towards or obtain an Associate’s degree or higher in the area(s) of Early Childhood Education and/or Management.</p> <p>50% of children are in sites that has a lead teacher with a college degree (7 lead teacher education points)</p> <p>60% of children are in sites that have a director with a college degree (i.e. 7 administrator points).</p>	
<p>3. In FY 2022 - 2023, there were 3 Family Child Care Homes and 3 child care centers that were 3-STAR or lower.</p> <p>Quality child care requires constant updates to meet the needs and criteria addressed by the state.</p> <p>There is a need for a richer definition of quality that looks at more than just the environment. Research shows that high quality interactions</p>	<p>Child care staff and directors</p>	<p>Promote quality child care classrooms by providing technical assistance to child care center/home staff.</p> <p>Basic technical assistance is offered to facilities of 3 stars or lower. CCR&R Staff will be available for appointments to assist child care professionals. Technical assistance may include room arrangement, behavioral support and curriculum development. This encourages quality child care and will also increase the overall STAR rating of the center/home.</p> <p>Advanced Technical Assistance will be available through the Pathways to Accreditation Program’s trainings using CLASS. In-depth trainings specifically</p>	<p>Basic technical assistance will include:</p> <p>On-site technical assistance visits will be prioritized to each of the facilities that have 3 star rating or lower.</p> <p>On-site technical assistance visits will be offered to classrooms and or centers upon request.</p> <p>Advanced Technical Assistance will include:</p> <p>At least 30 lead teachers will enroll in the Pathways to</p>	<p>Basic technical assistance will:</p> <p>75% of licensed child care facilities serving children birth to five receiving on-site technical assistance will report in a follow-up survey that their TA needs were met.</p> <p>Advanced Technical Assistance:</p> <p>85% of teachers participating in the Pathways to Accreditation program will report that their confidence as a teacher improved and that their interactions with the children in their classes improved.</p>	<p>High quality experiences promote children’s social, emotional, physical, communication and cognitive development and lay the foundations for later success in life. That is why the state of NC established the five star rated license system for child care.</p> <p>Research shows that high quality early learning settings depend on a high quality workforce.</p>

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<p>prove positive outcomes for young children. The Children’s Council has developed the Pathways to Accreditation program that measures quality based on teacher child interactions, developmentally appropriate practice and curriculum, education and professionalism of key staff, and compensation levels of teachers.</p>		<p>related to CLASS will be offered to program participants.</p>	<p>Accreditation Program in FY 22-23.</p> <p>Lead teachers from programs that are enrolled in the Pathways to Accreditation Program will be involved in, in-depth, trainings focusing on increasing improved quality interactions.</p> <p>All directors from programs that are enrolled in the Pathways to Accreditation Program will be involved in-depth, trainings focusing on increasing overall quality in their program.</p>	<p>85% of directors participating in the Pathways to Accreditation program will report that their confidence as a director improved and that the quality of their program improved.</p> <p>Improved teacher child interactions as measured by the CLASS and by survey.</p>	
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1. Staffing Plan:

Please provide actual Job Titles and Education/Experience information below:

Job Title	Time	Minimum Education & Experience Requirements
Early Childhood Specialist	FTE	Bachelor degree in Early Childhood or a Human Service Equivalent and four years experience in the Child Care field or the Equivalent of both.
Technical Assistance Specialist	FTE	Bachelor degree in Early Childhood or a Human Service Equivalent and four years experience in the Early Childhood field or the Equivalent of both.
Resource Specialist	FTE	Associate degree and experience in early childhood related field preferred AND experience with Microsoft Office, Microsoft Publisher, Excel
Early Care and Education Director	FTE	Master's degree in Early Childhood or a Human Service Equivalent and four years experience in the Early Childhood field or the equivalent of both.

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2. Additional Information:

a. Community Collaboration

Describe how this activity will fit into the continuum of services available to your selected target population (300 words maximum).

Community outreach services will be offered by the Children's Council CCR&R staff through collaboration with the Local Interagency Coordinating Council (LICC) that addresses areas of community weakness; with Caldwell Community College in addressing early childhood workforce needs; with the local child care community in implementing the Week of the Young Child. Collaboration with other Watauga County agencies allows for each service area to learn what type of outreach is being utilized within the county. CCR&R not only provides services to the community as a whole, but also to our child care providers. These services are provided to the early child care workforce in the form of ongoing quarterly trainings, technical assistance/coaching, and resource library materials. These topic areas are required by the Division of Child Development Early Education, and the trainings offered must meet the defined criteria and be aligned by NC Foundations and be approved before they may be offered to the child care providers. Technical assistance may include assistance with room arrangement, behavioral issues in the classroom, scheduling or daily curriculum.

b. Expertise

Explain agency expertise related to proposed target population and services (300 words maximum).

The Children's Council CCR&R staff bring a combination of experience in working with the community in a human services role, and also with children and child care providers. The Early Care Education and Director has 15+ years' experience working with children and families, holds a Master's Degree in Child Development and holds Certificate of Early Education Leadership. The Early Childhood Specialist has over 25+ years working in the human services field and has a BA in Child Development and a Master's in Agency Counseling. The Technical Assistance Specialist has a Master's degree in Early Childhood Education and 40 years of experience. The Resource Specialist has a Bachelor's degree in Child Development and 8 years of early childhood experience.

CCR&R staff have completed numerous trainings on proper technical assistance skills, consultation, observation, curriculum-based practice for the classroom, train the trainer opportunities, as well as attending meetings of state updates on Child Care Resource and Referral related activities. Staff are encouraged to participate in professional organizations which benefit children. These organizations include but are not limited to: NAEYC, NCAEYC, NAECE, and CCRI. As child care practices change, the CCR&R staff are encouraged to attend trainings to build upon their knowledge in the early childhood field.

3. Contract Activity Description (CAD), 200 words maximum:

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The following information must be addressed when writing the CAD: What services will be provided, who will receive the service, what staff will Smart Start fund, how will the service be delivered. In addition, the contract activity description (CAD) must: Be written in the future tense, spell out all acronyms and abbreviations when first used within the CAD, be written in paragraph form (no bullet or numbered lists), be free of spelling, grammatical and spacing errors and be free from apostrophes in the title.

[CAD updated per NCPC instruction March 2023 to read]:

Child Care Resource and Referral (CCR&R) is an activity aligned with the North Carolina CCR&R System and will participate with, and report data to, the designated CCR&R region. Services that are provided using Smart Start dollars in this activity include:

Technical assistance: Technical assistance (in the form of coaching and modeling) may be provided to early childhood educators working in start-up, licensed and/or G.S. 110 child care facilities serving children birth to five years old. This activity will be focused on improving CLASS scores and will be responsive to the unique TA requests from Child Care Centers throughout the year, and on improving participating facilities star levels; participating facilities star rating education and program standard points; ITERS/ECERS/FCCERS scores.

Training for child care providers: Training for DCDEE credit hours provided on child care related topics and coordination of CEU opportunities.

Consumer education: Information and/or education to families about quality child care. Smart Start funds may be used to cover expenses related to Child Care provider appreciation, parent and community education on child care, written materials regarding the appropriate development of children, and other public outreach/events that promote quality child care services.

ECE Lending Library: A Resource Center will also be available with developmentally appropriate materials, educational activities, and a textbook rental program for students enrolled in early childhood classes.