

American Rescue Plan Child Care Provider and Family Forum
Clarion, Crawford, Forest, Elk, Erie, Jefferson, McKeen, Mercer, Venango, and
Warren Counties

Friday, May 7, 2021

11:30 am – 1:00 pm

52 Participants

Link to recording

https://us02web.zoom.us/rec/play/Eud32fOYN-VtQJmy359SZ8oFHM2O7UHIVyk4Vq_ptCVd7pKfOomFBh187Q0I6-oX_5y6_RiBTFwXOXw5.ewBhAaiqCHyPCFlz

Passcode: 1+nxi0.Z

Panelists

Lindsay Brown, Brown's Family Child Care
Shay Hubbard, parent and Owner of ProjexIQ
Tom Lytle, Director, Growing and Learning
Jennifer Madigan, Child Care Director, Jefferson DeFrees Family Center
Melissa Novatnack, Director of Multicultural Resource Center
Linda Smith, Director, Playhouse Learning Center
Dr. April Torrence, CEO, Zion Education Center

Issues and Themes

How should American Rescue Plan funds be used to increase the share of children in high-quality programs and support families who need child care to return to work?

- Reinststate add-ons.
- Implement a collaboration model similar to Head Start and child care, where group and family child care can collaborate with centers.
- Expand infant/toddler contracted slots.
- Provide funds for affordable health care and equitable compensation to the workforce.
- Provide funding for programs to offer extended and non-traditional child care hours.
- Fund child care subsidy to all who are eligible.
- Expand eligibility for child care subsidy.
- Market and advertise Keystone STARS.
- Provide transportation for parents to get to the child care program.
- Workforce support.
- Reinststate and fully fund the Keystone STARS Education and Retention Awards.
- Provide CDA and other professional development in languages other than English.

How should American Rescue Plan funds be used to support the child care workforce?

- Provide funds for compensation that is competitive with public school teachers; base compensation on experience and education.
- Provide a full benefits package including health care and retirement.
- Reinststate the Keystone STARS Education and Retention Awards; consider changing the guidelines to value experience as much as a diploma; consider providing the award monthly or quarterly; consider having the Early Learning Resource Centers send awards directly to the workforce to allow programs to save money on the tax side.
- Provide funds to award those who have remained in the field (allows for equity to sign-on bonuses).
- Offer grants for equipment and infrastructure.
- Expand apprenticeships.
- Offer funding for sign-on bonuses.
- Create and implement a substitute service.
- Provide professional development on how to maximize available funding and supports.

Survey Questions and Results

Q1. Pennsylvania currently funds a pilot project, providing contracts for infant and toddler subsidy slots to a limited number of Pre-K Counts providers. Should this pilot project be expanded?

Answer Choices	Responses	
Expand to more Pre-K Counts providers.	14.63%	6
Expand to STAR 3 and 4 center and home-based providers.	43.90%	18
Expand to providers serving in specific under-served zip codes.	17.07%	7
Do not use funds to expand pilot project.	24.39%	10
	Answered	41
	Skipped	0

Q2. Pennsylvania normally has a waiting list for child care subsidy. As we move beyond the pandemic and more parents are able to return to work the waiting list is expected to grow. Use funds to:

Answer Choices	Responses	
Completely eliminate the waiting list.	24.14%	7
Eliminate up to 75% of the waiting list.	34.48%	10
Eliminate between 50 - 75% of the waiting list.	27.59%	8
Do not use funds for the subsidy waiting list.	13.79%	4
	Answered	29
	Skipped	0

Q3. Pennsylvania’s child care subsidy base rates were increased on March 1, 2021. (The amount the state reimburses after the family’s co-pay.) With the exception of a small increase in 2018, this is the first significant increase in 14 years. The increase places Pennsylvania’s child care provider reimbursement rates at approximately the 40th percentile of the market rate (meaning, the amount charged by the lower 40% of the area’s providers). The federal government requires rates to be at the 75th percentile.

Answer Choices	Responses	
Increase base rates to 50th percentile.	37.93%	11
Increase base rates to 60th percentile.	48.28%	14
Do not use funds to increase base rates.	13.79%	4
	Answered	29
	Skipped	0

Q4. Pennsylvania’s child care subsidy reimbursement rate includes a quality add on called tiered reimbursement. Additional amounts are connected to the provider’s STAR level intended to better support the cost of quality.

Answer Choices	Responses	
Increase tiered reimbursement rates at STAR 2-4 levels.	82.14%	23
Do not use funds to increase tiered reimbursement rates.	17.86%	5
	Answered	28
	Skipped	0

Q5. Pennsylvania’s child care program quality improvement system is called Keystone STARS. Only 42% of child care programs are STAR 3 or 4 (high-quality).

Answer Choices	Responses	
Advertise Keystone STARS to parents.	25.00%	7
Do not use funds to advertise Keystone STARS.	75.00%	21
	Answered	28
	Skipped	0

Q6. Pennsylvania’s child care program quality improvement system is called Keystone STARS. Only 42% of child care programs are STAR 3 or 4 (high-quality).

Answer Choices	Responses	
Increase support for STAR 2 programs’ efforts to move to STAR 3 (provide quality coaching, mentoring, curriculum costs, professional development).	53.57%	15
Do not use funds to increase support for STAR 2 programs.	46.43%	13
	Answered	28
	Skipped	0

Q7. Pennsylvania's child care subsidy program currently serves only 19% of eligible children under 5.

Answer Choices	Responses	
Advertise the child care subsidy program; target information to under-served communities/families.	30.95%	13
Eliminate family co-pay for subsidy through 2021.	16.67%	7
Do not use funds to advertise the child care subsidy program.	19.05%	8
Do not use funds to eliminate the family co-pay.	33.33%	14
	Answered	42
	Skipped	0

Q8. Pennsylvania child care providers earn an average wage of \$10.69/hour. Nearly 50% of child care teachers qualify for government subsidies

Answer Choices	Responses	
Establish a minimum wage for child care teachers based on job classification.	16.25%	13
Establish a pay scale for certified teachers comparable to certified teachers working with Kindergarten students in the public school system.	16.25%	13
Establish specific funds to support benefits for all staff at child care programs, like health care or retirement.	23.75%	19
Reinstate the Education Retention Awards (awards granted to teachers after specific educational milestones; degrees, credentials, certificates).	27.50%	22
Provide additional funds to support the child care workforce to reach higher degrees (T.E.A.C.H., Rising STARS).	16.25%	13
Do not use funds to support the child care workforce.	0.00%	0
	Answered	80
	Skipped	0

Q9. Additional suggestions

Answer Choices	Responses	
Use funds for initiatives to specifically support family child care providers.	17.50%	7
Use funds for initiatives to specifically support child care providers who offer non-traditional hours.	25.00%	10
Use funds to pay providers that still have not been fully-compensated for their under-enrollment during the pandemic to ensure they are stabilized and do not close.	25.00%	10
Use funds so continue to support provider costs for PPE/cleaning supplies until the pandemic ends.	32.50%	13
	Answered	40
	Skipped	0