

MEMORANDUM

April 23, 2015

TO: Health and Human Services Committee
Education Committee

FROM: Amanda Mihill, Legislative Attorney *A. Mihill*

SUBJECT: **Worksession:**
Bill 11-15, Child Care Expansion and Quality Enhancement Initiative
Bill 13-15, Office of Child Care - Established

Bill 11-15, Child Care Expansion and Quality Enhancement Initiative, sponsored by Councilmembers Navarro, Floreen, and Elrich, was introduced on March 3, 2015. A public hearing was held on March 17. Bill 13-15, Office of Child Care – Established, sponsored by Councilmember Riemer, was introduced on March 17. A public hearing was held on March 31.

Background

Bill 11-15 would create a Child Care Expansion and Quality Enhancement Initiative in the Department of Health and Human Services. The Bill would also specify the duties to implement the Initiative. A memorandum from the sponsor explaining the rationale for this legislation is on ©5A-5B. Bill 13-15 would create an Office of Child Care as a principal office in County government and specify the duties of that Office. A memorandum from the sponsor explaining the rationale for this legislation is on ©35-36.

Public Hearing

At the public hearing on Bill 11-15, JoAnn Barnes, on behalf of the Executive, testified in general support of Bill 11-15 (©11). The Council also heard from many residents (providers and consumers of child care) in support of the bill (©12-27).

At the public hearing on Bill 13-15, Uma Ahluwalia, on behalf of the Executive, testified in opposition of Bill 13-15. However, Ms. Ahluwalia stated that the Executive could support the bill with amendments that would add an Early Childhood Policy Officer to the Department of Health and Human Services and reconfiguring the Early Childhood Advisory Council as the Early

Childhood Coordinating Council (ECCC) (©45-46).¹ The Council heard from residents (providers and consumers of child care) both in support of the bill and expressing concerns (©47-86). (Correspondence referencing both bills is on ©87-97.)

Proposed Amendments/Issues for Committee Discussion

Councilmember Navarro intends to offer an amendment to Bill 11-15 at the worksession (©102-110). Councilmember Riemer also provides an amendment to Bill 13-15 for the Committee's consideration (©113-121). There are similarities and differences with both amendments. (Comments from Ms. Ahluwalia regarding a prior version of Ms. Navarro's amendment is on ©111-112.)

1. Office of Child Care, Early Care, and Education or Child Care and Early Education Officer

As introduced, Bill 13-15 would establish an Office of Child Care, Early Care, and Education and assign duties to that Office. Neither Ms. Navarro nor Mr. Riemer's amendments would require the creation of an Office of Child Care, Early Care, and Education; both amendments would require the Executive to appoint a Child Care and Early Education Officer (©102 and 113). The Executive supports this approach, though Ms. Ahluwalia emphasizes that this position would be a high-level person to coordinate various aspects of County functions and that the programming components will stay within the Children, Youth, and Families Division in HHS (©111). Under Ms. Navarro's amendment, the position would be merit; under Mr. Riemer's amendment, the position would be non-merit. Ms. Ahluwalia has indicated her preference that the Officer be a merit position.

Council staff comments: By following this model, the fiscal impact is cut in half. OMB estimated that establishing an Office of Child Care would require \$682,610 in new FY16 funds (©39); HHS estimated that to implement the Officer approach (by hiring an Officer, administrative support person, and a data and planning specialist) would cost about \$385,000 (©99).

Questions for Committee members to discuss:

- Should there be an Office of Child Care, Early Care, and Education?
- Should the Executive designate a Child Care and Early Education Officer?
- Should the Officer be merit or non-merit?

2. Duties of the Child Care and Early Education Officer

There are differences between the two amendments regarding the duties that would be assigned to the Officer. Under Ms. Navarro's amendment, the Officer would:

- promote coordination and collaboration among County agencies and departments to expand child care opportunities;
- monitor and support coordination between HHS and CUPF to administer the selection of providers in public space (including MCPS facilities) to the extent authorized by State law;

¹ After the public hearing on Bill 13-15, Executive staff transmitted a document with more concrete options (©98-99). That memorandum is the general basis for the amendments proposed separately by Ms. Navarro and Mr. Riemer.

- monitor and support the implementation of the Child Care Expansion and Quality Enhancement Initiative;
- provide staff support for the Early Childhood Coordinating Council;
- monitor and support the implementation of the Early Childhood Initiative as developed by the Coordinating Council;
- serve as a liaison between County government and the public on child care-related issues; and
- submit an annual report (©102-103).

Under Mr. Riemer’s amendment, the Officer would perform the duties that would have been assigned to the Office of Child Care, Early Care, and Education. These duties are:

- provide leadership and policy direction for an innovative approach to the research, review, and implementation of child care programming;
- provide leadership and serve as a focal point for early childhood education and care services;
- promote coordination and collaboration among County agencies and departments to expand child care opportunities;
- seek innovative public-private partnerships between business, MCPS, and the County;
- administer the selection of providers in public space (including MCPS facilities) to the extent authorized by State law;
- develop ways to expand the amount of public and private space available for child care services;
- provide staff support for the Early Childhood Coordinating Council;
- submit an annual report; and
- prepare a Strategic Plan for Child Care, in consultation with the Commission on Child Care (©114-115).

Council staff comments: There are some similarities and many differences between the duties that would be assigned to the Child Care and Early Education Officer. Similarities include that under both amendments, the Officer would:

- promote coordination and collaboration among County agencies and departments to expand child care opportunities;
- to a certain extent, administer the selection of providers in public space (although under Ms. Navarro’s amendment, this language would be broadened to state that the Officer would monitor and support the coordination with CUPF to administer the selection of providers);²
- provide staff support to the Early Childhood Coordinating Council; and
- submit an annual report.

The remaining duties under each amendment are different from the other. There are 3 particularly significant differences between the sets of amendments. First, under Ms. Navarro’s amendments, the Officer would be required to staff a Child Care Expansion and Quality Enhancement Initiative

² Council staff notes that in order for another department to provide scheduling services in certain MCPS facilities, the Board of Education, which has delegated that authority to CUPF and the ICB, would have to adopt a resolution delegating that authority to that other department.

(©102). Staffing of this Initiative is not required by Mr. Riemer's amendment. The Initiative is discussed immediately following this item in this memorandum.

Second, under Ms. Navarro's amendments, the Officer would be required to monitor and support the implementation of the Early Childhood Initiative as developed by the Coordinating Council (©102). As Council staff understands it, this Initiative was a joint initiative of the Executive, Council, MCPS, and the Collaboration Council for Children, Youth, and Families. The goal of the Initiative was to integrate public and private early childhood services in the County and help children entering school be ready to learn. The Initiative focused on areas including increasing quality child care, promoting early literacy, providing early childhood mental health consultation services, enhancing parent support services, and implementing a public engagement and public awareness campaign. An "Action Agenda" from this Initiative is attached at ©122. Staffing of this Initiative is not required by Mr. Riemer's amendment.

Third, under Mr. Riemer's amendment, the Officer would be required to prepare a Strategic Plan for Child Care, in consultation with the Commission on Child Care, by 1 year from the date the bill is enacted. This Plan would include:

- specific goals and implementation strategies for improving early childhood services and child care provider assistance and counseling;
- planning for new child care services in public space, including in public school projects;
- planning for expansion of child care space through public-private partnerships;
- research on the supply, demand, and affordability of child care throughout the County;
- a plan for a countywide universal child care and preschool program that provides every child an opportunity to participate in a high-quality preschool, early care, and education program; and
- a plan to improve readiness for children entering kindergarten through enhanced early care and education services (©114-115).

This Plan is not required by Ms. Navarro's amendment.

Council staff notes that Executive staff appear to be in general agreement with the duties as assigned by Ms. Navarro's amendment (with minor changes), but Council staff is unsure of Executive staff's position as it relates to the duties as assigned by Mr. Riemer's amendment.

Questions for Committee members to discuss:

- What duties should the Officer have? Options include assigning the duties as recommended by Ms. Navarro, assigning the duties as recommended by Mr. Riemer, or a combination thereof.
- Should one of the duties assigned to the Officer include a Strategic Plan on Child Care?
- Should one of the duties be to support the implementation of the Early Childhood Initiative?
- Should the Officer administer the selection of providers in public space? Or should the Officer coordinate with CUPF to administer the selection of providers in public space?

3. Child Care Expansion and Quality Enhancement Initiative

As introduced, Bill 11-15 would establish a Child Care Expansion and Quality Enhancement Initiative. Under the Initiative, the Department must:

- at least quarterly, hold an information session on steps necessary to become licensed or achieve accreditation;
- provide technical assistance and business training to family child care providers;
- if requested by a prospective provider, conduct a site-visit to provide feedback and assistance to obtain state licensing;
- provide services in Spanish and other languages as requested;
- conduct an annual assessment of child care needs in the County; and
- prepare an annual report (©3).

Ms. Navarro's amendment would retain all of these provisions (though clarify 2 provisions), except that the annual assessment would be reassigned to the Early Childhood Coordinating Council, who would conduct a "periodic" countywide needs assessment (©107). Mr. Riemer's amendment does not include this Initiative, but does require the Coordinating Council to conduct a countywide periodic needs assessment (©119).

Questions for Committee members to discuss:

- Should a Child Care Expansion and Quality Enhancement Initiative be established?

4. Early Childhood Advisory Council

Both sets of amendments would establish the Early Childhood Advisory Council (ECAC) in law and rename it the Early Childhood Coordinating Council (ECCC). The ECAC was formed in April 2013 due to a requirement of a State Race to the Top Early Learning Challenge grant. As described in its first annual report, "the role of the ECAC is to monitor, advocate, and make policy recommendations for developing a comprehensive, coordinated early care and educational system that supports school readiness, provides support to state and local initiatives, and builds on the existing efforts to improve the system of early care and education in Montgomery County."

As drafted, both amendments are closely aligned with the composition and function of the ECAC as contained in the ECAC's bylaws. There are 3 differences between the amendments on this point:

- *Hub consortium.* Ms. Navarro's amendment would require the ECCC to "develop a hub consortium that connects family child care providers to accredited child care centers and schools" (©109). This duty is not contained in Mr. Riemer's amendment.
- *Early Childhood Initiative.* Ms. Navarro's amendment would require the ECCC to update and implement an Early Childhood Initiative to integrate public and private early childhood services, including areas such as child care, early literacy, early childhood mental health consultation services, and parent support services (©109).
- *Membership.* Mr. Riemer's amendment would increase the number of members from 33-34 and include the Chair of the County's Commission on Child Care as an ex officio member of the ECAC (©117). The ECAC's current bylaws do not include the Chair as an ex officio member.

Council staff comments: Council staff’s understanding is that the ECAC is intended to be an ongoing advisory body. Therefore, Council staff believes that it is appropriate, and preferable, to establish this body in a more formal way (currently the ECAC is not established by Executive order, law, or resolution). Council staff notes that there could be overlap between the restructured Coordinating Council and the Commission on Child Care and suggests that after 15-18 months, HHS review the roles of the Coordinating Council and Commission. This review may result in amendments to one (or both) of these bodies.

Regarding the duty to develop the hub consortium model, Council staff understands the purpose of this model is to provide training, technical assistance, and mentoring to family child care providers. If so, Council staff recommends adding this language to this duty to provide the ECCC with clear direction.

Finally, Council staff notes that if the Committee supports either amendment, language should be added to stagger the terms of the public members such that only about a quarter of the membership slots are appointed in any given year.

Questions for Committee members to discuss:

- Should the Early Childhood Coordinating Council be established in law?
- Should the ECCC develop a hub consortium?
- Should the ECCC update the Early Childhood Initiative?
- Should membership on the ECCC increase from 33 to 34 and include the Chair of the Commission on Child Care as a member?

This packet contains:

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Bill No. 11-15
Concerning: Child Care Expansion and
Quality Enhancement Initiative
Revised: 9/19/2014 Draft No. 3
Introduced: March 3, 2015
Expires: September 3, 2016
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Councilmembers Navarro and Floreen

AN ACT to:

- (1) create a Child Care Expansion and Quality Enhancement Initiative in the Department of Health and Human Services;
- (2) specify the duties to implement the Initiative; and
- (3) generally amend County law regarding child care, human rights, and administration.

By renaming and adding

Montgomery County Code
Chapter 10A, Child Care
Section 10A-1, 10A-2, 10A-3, 10A-4, 10A-5, 10A-6, 10A-7, 10A-8, 10A-9

By renumbering

Chapter 10A, Child Care
Sections 10A-1, 10A-2, 10A-3, 10A-4, 10A-5

Chapter 27, Human Rights and Civil Liberties
Sections 27-62 and 27-62A

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

1 **Sec. 1. Chapter 10A is renamed and Article 1 (Section 10A-1) of Chapter**
 2 **10A is added as follows:**

3 **Chapter 10A. [Child Day Care Facilities Loan Program] Child Care.**

4 **Article 1. Child Care Expansion and Quality Enhancement.**

5 **10A-1. Child Care Expansion and Quality Enhancement Initiative.**

6 (a) Definitions. In this Article, the following words have the meanings
 7 indicated:

8 Department means the Department of Health and Human Services.

9 Director means the Director of the Department or the Director's
 10 designee.

11 Family child care provider has the same meaning as in Section 5-550 of
 12 the Family Law Article of the Maryland Code or any successor
 13 provision.

14 (b) Initiative. The Department must:

15 (1) at least quarterly, hold an information session:

16 (A) for prospective family child care providers, on the steps
 17 necessary to become licensed by the State; and

18 (B) for licensed family child care providers, on the steps
 19 necessary to achieve State, regional, or national
 20 accreditation;

21 (2) provide technical assistance and business training to family child
 22 care providers;

23 (3) if requested, conduct a site-visit for potential family child care
 24 providers to provide feedback and assistance to obtain state
 25 licensing;

26 (4) provide services in Spanish, and other languages as requested, in
 27 a culturally competent manner;

28 (5) conduct an annual assessment of child care needs in the County;
29 and

30 (6) prepare an annual report, as required in subsection (c).

31 (c) Regulations. The Executive may adopt regulations under Method (2) to
32 administer the Initiative.

33 (d) Annual report. By February 1 each year, the Department must submit to
34 the County Council an annual report on:

35 (1) its activities, accomplishments, plans, and objectives;

36 (2) the results of the annual child care needs assessment; and

37 (3) the number of family child care providers serviced and types of
38 services provided.

39 **Sec. 2. Article 2 of Chapter 10A is added and Sections 10A-1, 10A-2,**
40 **10A-3, 10A-4, 10A-5, and 10A-6 are renumbered as follows:**

41 **Article 2. Child Day Care Facilities Loan Program.**

42 **[10A-1] 10A-2. Purpose and objectives.**

43 * * *

44 **[10A-2] 10A-3. Eligibility.**

45 * * *

46 **[10A-3] 10A-4. Uses of funds.**

47 * * *

48 **[10A-4] 10A-5. Loan amounts and rates.**

49 * * *

50 **[10A-5] 10A-6. Loan procedures.**

51 * * *

52 **[10A-6] 10A-7. Revolving loan fund.**

53 * * *

54 **Sec. 3. Article VIII of Chapter 27 (Sections 27-62 and 27-62A) is**
55 **renumbered as follows:**

56 **Article VIII. [Commission on Child Care.] Reserved.**

57 **Article 3. Commission on Child Care.**

58 **[27-62] 10A-8. Commission on child care.**

59 * * *

60 **Article 4. Child Care Facilities Impact Statements.**

61 **[27-62A] 10A-9. Child Care facilities impact statements.**

62 * * *

63 *Approved:*

64

George Leventhal, President, County Council Date

65 *Approved:*

66

Isiah Leggett, County Executive Date

67 *This is a correct copy of Council action.*

68

Linda M. Lauer, Clerk of the Council Date

LEGISLATIVE REQUEST REPORT

Bill 11-15

Child Care Expansion and Quality Enhancement Initiative

DESCRIPTION: Bill 11-15 would create a Child Care Expansion and Quality Enhancement Initiative in the Department of Health and Human Services, specify the duties to implement the Initiative, and generally amend County law regarding child care, human rights, and administration.

PROBLEM: The demand for quality child care exceeds supply in the County.

GOALS AND OBJECTIVES: To assist potential providers in navigating the procedures to become licensed child care providers.

COORDINATION: Health and Human Services

FISCAL IMPACT: To be requested.

ECONOMIC IMPACT: To be requested.

EVALUATION: To be requested.

EXPERIENCE ELSEWHERE: To be researched.

SOURCE OF INFORMATION: Amanda Mihill, Legislative Attorney, 240-777-7815

APPLICATION WITHIN MUNICIPALITIES: To be researched.

PENALTIES: N/A



MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

COUNCILMEMBER NANCY NAVARRO
DISTRICT 4

MEMORANDUM

February 20, 2015

TO: Councilmembers

FROM: Councilmember Nancy Navarro 

SUBJECT: Childcare Expansion and Quality Enhancement Initiative

Montgomery County, like many other communities across the nation, has an unmet need for affordable, high-quality, early learning and childcare availability. For a family of four with an infant and a toddler, the annual cost of childcare is \$25,234--the highest in Maryland.¹ For low-income families, depending on subsidy eligibility, the out-of-pocket expense for childcare programs often exceed 30% of gross income.² As a result, affordability trumps quality, which then leads to children entering kindergarten unprepared.

In order to advance the economic viability of our local economy, we need to develop a long-term strategy for providing quality early childhood education that is affordable and accessible to working parents. A Massachusetts Institute of Technology Workplace Center study found that "every dollar invested in quality early care and education saves taxpayers up to \$13.00 in future costs."³ Making this investment is also the most strategic and cost-effective way to ensure a student's educational and socioeconomic success. All children should enter school ready and able to succeed in order to prepare students for the jobs of the future. Failing to invest in this area will have detrimental effects on Montgomery County's overall economic competitiveness.

¹ <http://www.montgomerycountymd.gov/HHS-Program/Resources/Files/CYF%20Docs/2013MontgomeryCountyDemographics.pdf>

² <https://www.montgomerycountymd.gov/HHS/Resources/Files/Reports/CCCAnnualReport12-13FINAL.pdf>

³ <http://web.mit.edu/workplacecenter/docs/Full%20Report.pdf>

A pivotal component of this strategy is the integration of Family Childcare Providers in the “Childcare, Early Care and Education” spectrum. Currently, there are over 1,000 licensed Family Childcare Providers serving a population of nearly 7,500 children.⁴ An estimated 70% of the staff in both licensed family childcare and center-based programs speak a language other than English.⁵ This is a tremendous asset because research shows that early exposure to language-rich environments leads to rapid language acquisition, enhanced cognitive ability and has long-term economic advantages.

On March 3rd, I plan to introduce the attached bill establishing the Childcare Expansion and Quality Enhancement Initiative within the Department of Health and Human Services (HHS). The Initiative, as stated in the bill, would require HHS to:

- Hold quarterly informational sessions for prospective family childcare providers and licensed family childcare providers on attaining higher accreditation;
- Provide services in Spanish, and other languages as requested, in a culturally competent manner;
- Provide technical assistance and business training to family childcare providers;
- If requested, conduct site-visits for potential family childcare providers to offer feedback and assistance in obtaining state licensing; and
- Conduct an annual assessment of childcare needs in the County and prepare an annual report.

This legislation is an important step towards expanding the quality and availability of childcare in the County. These new responsibilities for HHS will support and strengthen an existing network of licensed family childcare providers with technical assistance, as well as assisting prospective providers with a better understanding the licensing process, curriculum development, and business skills needed to succeed in this increasingly competitive market.

Thank you in advance for considering cosponsoring and supporting this legislation.

⁴ http://www6.montgomerycountymd.gov/content/council/pdf/agenda/cm/2012/121203/20121203_HHSED1.pdf

⁵ Ibid.



ROCKVILLE, MARYLAND

MEMORANDUM

April 1, 2015

TO: George Leventhal, President, County Council

FROM: Jennifer A. Hughes, Director, Office of Management and Budget
Joseph F. Beach, Director, Department of Finance

SUBJECT: FEIS for Bill 11-15, Child Care Expansion and Quality Enhancement Initiative

Please find attached the fiscal and economic impact statements for the above-referenced legislation.

JAH:fz

cc: Bonnie Kirkland, Assistant Chief Administrative Officer
Lisa Austin, Offices of the County Executive
Joy Nurmi, Special Assistant to the County Executive
Patrick Lacefield, Director, Public Information Office
Joseph F. Beach, Director, Department of Finance
Uma Ahluwalia, Director, Department of Human and Health Services
Alex Espinosa, Office of Management and Budget
Pofen Salem, Office of Management and Budget
Rachel Silverman, Office of Management and Budget
Felicia Zhang, Office of Management and Budget
Naeem Mia, Office of Management and Budget

**Fiscal Impact Statement
Council Bill 11-15, Child Care
Expansion and Quality Enhancement Initiative**

1. Legislative Summary.

The proposed legislation requires the Department of Health and Human Services to provide information sessions, technical assistance, business training, site visits, and bi-lingual services to facilitate licensure and accreditation for prospective and licensed family child care providers. The legislation would require annual assessments of child care needs in the County and an annual report detailing the initiative's activities, accomplishments, objectives, the number of providers serviced, and the types of services provided.

2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.

Additional resources are needed to implement the proposed legislation. First year costs are estimated at \$377,213 for three new merit positions, one contractual position, and operating expenses (see below).

The positions will be applied to Chapter 10A, Article 1, Section 10A-1, Subsection (b)(1) through (b)(6) as follows:

- Program Specialist II: apply to all of above;
- Training Assistant: apply to Subsection (b)(1) – (b)(4);
- Community Health Nurse II: apply to Subsection (b)(1)(A) &(B), (b)(2), (b)(3), and possibly (b)(4) if the staff is bilingual;
- Therapist II: apply to Subsection (b)(1)(B) and (b)(2) specific to early childhood mental health services related to behavioral and mental health.

No change in revenue is anticipated.

FY16 Estimate	FTE	Personnel	Operating	Total
Program Specialist II - Quality Enhancement Coordinator	1.0	82,394		82,394
Community Health Nurse II	0.5	50,178		50,178
Therapist II	0.5	52,041		52,041
Training Assistant - contractual (2,080 hours @ \$33 per hour)			68,640	68,640
Infrastructure costs for the merit positions (i.e., computers, furniture, One-Time-Only (OTO), and ongoing phone expenses)			18,960	18,960
Annual Child Care Needs Assessment			100,000	100,000
Other Operating expenses - office supplies, printing, etc.			5,000	5,000
Total		184,613	192,600	377,213

Note: Infrastructure costs include one-time only (\$17,700) and on-going (\$1,260) costs. PC estimates are based on the salary and fringe rates for FY16.

3. Revenue and expenditure estimates covering at least the next 6 fiscal years

Expenditure	FY16	FY17	FY18	FY19	FY20	FY21	Total
PC	184,613	184,613	184,613	184,613	184,613	184,613	\$1,107,678
OE	192,600	174,900	174,900	174,900	174,900	174,900	\$1,067,100
Total	377,213	359,513	359,513	359,513	359,513	359,513	\$2,174,778

Note: Personnel cost does not include future wage increases.

4. An actuarial analysis through the entire amortization period for each bill that would affect retiree pension or group insurance costs.

The proposed legislation does not affect retiree pension or group insurance costs.

5. An estimate of expenditures related to County's information technology (IT) systems, including Enterprise Resource Planning (ERP) systems.

Not applicable.

6. Later actions that may affect future revenue and expenditures if the bill authorizes future spending.

The proposed legislation does not authorize future spending.

7. An estimate of the staff time needed to implement the bill.

Staff time will be needed to implement and conduct information sessions, site visits, business training, and research and write reports. Dedicated staff with responsibilities specific to the legislation will be required.

Please see #2 and #3 for the proposed legislation's impact on HHS.

8. An explanation of how the addition of new staff responsibilities would affect other duties.

Not applicable.

9. An estimate of costs when an additional appropriation is needed.

An additional appropriation of \$377,213 is needed for the first year of implementation.

10. A description of any variable that could affect revenue and cost estimates.

Increased future demand for assistance seeking licensure and accreditation through training, mentoring, and site visits could result in waiting lists if additional future resources are not provided.

11. Ranges of revenue or expenditures that are uncertain or difficult to project.

Not applicable.

12. If a bill is likely to have no fiscal impact, why that is the case.

Not applicable.

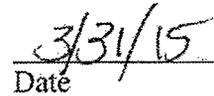
13. Other fiscal impacts or comments.

Not applicable.

14. The following contributed to and concurred with this analysis:

JoAnn Barnes, Department of Health and Human Services
Barbara Andrews, Department of Health and Human Services
Patty Stromberg, Department of Health and Human Services
Taman Morris, Department of Health and Human Services
Pofen Salem, Office of Management and Budget


Jennifer A. Hughes, Director
Office of Management and Budget


Date

Economic Impact Statement
Bill 11-15, Child Care Expansion and Quality Enhancement Initiative

Background:

This legislation would create a Child Care Expansion and Quality Enhancement Initiative in the Department of Health and Human Services. The Bill would also specify the duties to implement the Initiative.

1. The sources of information, assumptions, and methodologies used.

It is assumed that this initiative may serve to encourage an increase in the number of licensed family child care providers.

2. A description of any variable that could affect the economic impact estimates.

The number of licensed family child care providers is a variable that could affect economic impact estimates. The number of family members who may be able to enter or re-enter the workforce is unknown as a result of the increase in the availability of licensed family child care providers.

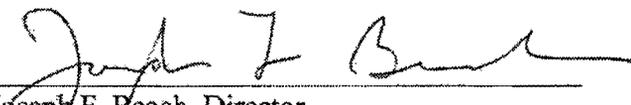
3. The Bill's positive or negative effect, if any on employment, spending, saving, investment, incomes, and property values in the County.

This Bill may have a positive impact on employment and incomes by making additional licensed family child care providers available so that more families may find child care and participate and/or re-enter the workforce. However, the extent to which this Bill would increase employment and incomes is unknown.

4. If a Bill is likely to have no economic impact, why is that the case?

See paragraph #3

5. The following contributed to or concurred with this analysis: David Platt, Mary Casciotti, and Rob Hagedoorn, Finance.



Joseph F. Beach, Director
Department of Finance

3/23/15

Date

TESTIMONY ON BEHALF OF COUNTY EXECUTIVE ISIAH LEGGETT
Bill 11-15, Child Care Expansion and Quality Enhancement Initiative

March 17, 2015

Good afternoon Council Members, I am JoAnn Barnes, Chief of Children Youth and Family Services in Health and Human Services, and it is my pleasure to appear at this hearing on behalf of County Executive Isiah Leggett in support of Bill 11-15. We believe that our Early Childhood Services, as part of DHHS Children, Youth and Family Services, work towards many of the goals of this bill. The bill proposes expansion of the work that we are currently doing to support providers through training, technical assistance and mentoring across the County. Our goal is to serve a very diverse group of Family Child Care Providers. Our staff at the Montgomery County Child Care Resource and Referral Center (MCCCR&RC) is bilingual in several languages, with half bilingual in Spanish. We translate materials, offer training sessions in Spanish and provide one-on-one and small group technical assistance and mentoring in Spanish.

Our vision for strengthening Child Care and Early Childhood Services focuses our work on three pillars related to Child Care: (1) looking closing at the infrastructure and facility issues that impact parents and providers in the provision of services; (2) examining ways to enhance the quality of child care for families at all economic levels; and (3) looking at affordability and program access for low-income families through programs like the Working Parents Assistance Program.

We will provide information regarding proposed costs of the enhancements proposed in this bill as a part of the fiscal impact process. Additionally, we will propose several amendments to the bill related to: (1) the work that we will do with unlicensed providers to move them along the registration/licensing continuum with the State Office of Child Care Licensing; and (2) an effective means of measuring the actual "need" for child care in Montgomery County.

We appreciate Councilmembers Navarro and Floreen's continued support of high quality child care and agree that this bill will help us reach more of the informal or unregulated family child care providers in the County so as to improve the opportunities for all young children and their readiness for school. While we consistently work on many of the aspects of this bill, expanding the work of the Montgomery County Child Care Resource and Referral Center would allow us to reach more providers and expand on the quality initiatives already in place.

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Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015

Buenas Noches,

Mi nombre es Nuri Funes tengo más de 22 años viviendo en Wheaton. Soy Proveedora de cuidado infantil por 22 años. Tengo 8 niños de edades preescolares que están inscritos en mi programa. Soy una de las Líderes de negociaciones para SEIU local 500, Kid First. También formo parte del círculo de oportunidades de Grandview. Soy presidente del Latino Childcare Association Of Maryland y estoy aquí representando a las más de 50 proveedoras de cuidado infantil que pertenecen a esta asociación.

En primer lugar quiero agradecerles por la oportunidad que me han dado esta noche para testificar a favor de esta ley.

Por muchas de mis participaciones en la comunidad me he dado cuenta de la necesidad que hay de atender a muchas madres de familia y proveedoras informales para educarlas que a los niños no solamente se les cambia pañales y se les da alimentos, sino que también es su responsabilidad de prepararlos para la escuela. Se dé muchas señoras que actualmente están cuidando niños sin licencia, por una necesidad económica o porque no tienen donde dejar a sus hijos y por eso es importante capacitarlas para que obtengan su licencia de cuidar niños.

Sabemos que todos nuestros padres, no tienen los ingresos para pagar un servicio en centros de altos costos, pero con la aprobación de esta ley, se podrá capacitar a proveedoras de cuidado infantil las cuales también darán servicios a niños con subsidios (como lo hago yo en mi programa) y las proveedoras estarán calificadas y asesoradas para realizar este trabajo.

Estamos seguros que con la aprobación de esta ley todas las personas interesadas serán beneficiadas, pero sobre todo las personas que no hablan inglés ya que tendrán la oportunidad de aprender en su idioma. Sabemos que existe el centro de Recurso (MCRRC Montgomery Resource Referral Center) y siempre ha existido, y hasta hace poco he visto que han puesto un poco de esmero para asesorar a proveedoras en Latinas, pero pienso que hay muchísimas proveedoras que necesitan ayuda y no hay suficiente ayuda en el idioma que nuestras personas prefieren y se necesita de esta ley para que haya un lugar donde una pueda ir y recibir información en su propio idioma.

Personalmente yo como presidenta de la LCAM, me ha tocado asesorar a mucha proveedoras que están iniciando sus programas y me siento feliz de que haya personas que estén interesadas en realizar esta noble tarea.

Por lo antes expuesto, pido en nombre mío y de los miembros de la LCAM, Y mi comunidad que esta ley sea aprobada, porque los resultados serán de gran beneficio a nuestros niños, y de esta manera puedan ingresar a la escuela con el conocimiento y la educación requerida en la edad temprana.

Gracias,

Nuri Funes

**Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015**

Buenas noches,

Mi nombre es Monica Braden, vivo en 12208 Grandview Ave, Silver Spring, en donde soy dueña de mi propio negocio de cuidado infantil desde hace dos años.

Gracias por la oportunidad de testificar a favor de esta ley, y especialmente a la concejal Nancy Navarro por continuar promoviendo la educación temprana de calidad como lo ha venido haciendo por muchos años atrás.

Considero que esta ley ayudara a muchas personas que como yo no tenían toda la información que se necesita para iniciar un programa de cuidado, pero gracias a la ayuda que me brindo la asociación de proveedoras latinas del condado logre abrir mi guardería, ya que me dieron toda la información en mi propio idioma, el español, y a si pude comprender todos los reglamentos, regulaciones y pasos a seguir.

Yo sé que esta ley beneficiaria especialmente a las mujeres que sienten amor por trabajar con niños y que quieren tener su propio negocio legal y ser parte productiva, y contribuir al desarrollo de esta sociedad.

Me siento muy contenta de haber obtenido mi licencia y poder trabajar bajo las reglas del departamento de educación, y el haber obtenido mi CDA, mi Credencial del Estado de MD, y mi Acreditación Nacional, ahora atiendo a 8 niños y 16 padres de familia a los cuales les ofrezco un programa en cuidado infantil de calidad apropiado para el aprendizaje y así puedan estar listos para su ingreso a la escuela.

Yo apoyo esta propuesta, porque toca diferentes aspectos tanto económicos como educativos, y sé que muchas mujeres estaban esperando por esta oportunidad y así poder desarrollarse como profesionales y empresarias, en algo tan maravilloso que es el trabajar con niños en edad temprana, que es allí donde comienza la base de la educación.

El ser una proveedora de cuidado infantil trae muchos beneficios y alegrías, y al saber que existe personal calificado para ayudarle en lo que necesite para lograrlo y ser proveedor de excelencia es mucho más comfortable.

Por lo que les he expresado yo pido que se apruebe esta ley, que tendrá muchos beneficios para los niños que son el futuro de esta nación.

Gracias,

Monica Braden

**Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015**

Buenas Noches,

Mi nombre es Nohemy Rocha vivo en 2706 Wiesman Road, en Silver Spring.

Quiero dar las gracias por esta oportunidad que me han dado esta noche para testificar a favor de esta ley, gracias a los miembros del consejo, en especial gracias a la concejal Nancy Navarro, por impulsar esta ley.

Soy proveedora de cuidado de niños en un centro y también trabaje por 4 años en un "family daycare" en el hogar. Como proveedora me he dado cuenta que es muy necesario que exista ayuda para poder seguir adelante con clases y entrenamientos. Es toda la información sea en el idioma de uno porque si no está en nuestro idioma no captamos todo el contenido de la información y a veces no dan deseos de seguir tomando clases por que el idioma nuestro es limitante.

Por eso pido que se apruebe esta ley ya que muchas otras proveedoras como yo van a ser muy beneficiadas. También sé que muchas personas interesadas en abrir su propia guardería en el hogar van a poder lograr prepararse y así ofrecer cuidado de niños con calidad pero también van a poder ayudar a otras familias que necesitan del cuidado de sus hijos.

Sé qué existen organizaciones que ayudan a obtener la licencia, pero los costos son muy altos y en otros casos no lo hacen en español y eso nos limita porque no somos muy fluentes en inglés.

Por todo lo que he expresado, pido que se apruebe esta ley porque será de mucho beneficio a muchos niños que están siendo cuidados, pero no educados, y eso limitan cuando ellos ingresan a la escuela.

Muchas gracias por su tiempo.

Nohemy Rocha

**Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015**

Buenas noches,

Mi nombre es Rossana Espinoza-Thorndahl, vivo en 17621 Buehler Road, en Olney; donde tengo mi propio programa de educación temprana en el hogar desde ya hace cinco años. Actualmente soy la Secretaria de la Asociación Latina de Proveedoras de Cuidado de Niños en el Hogar y parte de la Comisión de Cuidado Infantil en Montgomery County.

Antes de todo gracias por la oportunidad que me han dado esta noche para testificar a favor de la Ley 11-15. Gracias al concejo, y especialmente a la concejal Nancy Navarro, por continuar promoviendo la educación temprana de calidad, como lo ha venido haciendo por muchos años atrás.

Fui parte del programa Centro Familia, el cual dirigía un programa llamado "Listos Para la Escuela." Como coordinadora de ese programa pude apoyar a mujeres latinas que estaban cuidando niños en sus hogares sin una licencia o una formación adecuada en educación temprana, y guiadas únicamente por el amor por el cuidado de esos niños y para que los padres de ellos tuviesen la oportunidad de ir a trabajar y poderles brindar a su familia un hogar adecuado y digno.

Bajo esta organización, vi como el programa les apoyaba en profesionalizarse como educadoras en edad temprana, y ayudarles a entender mejor que el trabajo que ellas realizaban era muy importante en la vida de esos pequeños. Gracias al programa "Listos para la Escuela" muchas de esas mujeres tienen hoy un negocio regulado, han adquirido acreditaciones no solo a nivel estatal si no también nacional, y han apoyado y animado a otras mujeres, las cuales han salido del anonimato en que estaban cuidando niños sin un apoyo o respaldo legal. En los programas que tenía Centro Familia, pude ver cómo estas mujeres, a través de una buena asistencia técnica, reconocían que al cambiar sus prácticas de trabajo iban a mejorar la condición económica de sus hogares también.

Al terminar mi trabajo con Centro Familia decidí montar mi propio programa de cuidado en el hogar, el cual hoy cuenta con la acreditación más alta que ofrece el estado de Maryland, y además tengo mi credencial nacional.

En conjunto con otras proveedoras, al concluir Centro Familia, decidimos continuar con el grupo de LEONAS, quienes apoyaban a las mujeres en su crecimiento en el hogar, socializar con otras mujeres que realizan en el mismo trabajo, y lo más importante mantenernos unidas y brindar el mejor servicio desde nuestros programas. Hoy tenemos una Asociación de Cuidado Infantil Latina que nos une como amigas y homólogas en el cuidado de niño. En nuestras reuniones, la Asociación trata temas diversos de importancia, tanto de educación temprana como de desarrollo profesional. Además las mujeres pueden socializar con otras que están haciendo el mismo trabajo, y pueden compartir ideas de trabajos, hablar sobre los retos que enfrentan, y más.

Por todo lo antes expuesto mi deseo es que se apruebe esta ley, porque sé que será de mucho beneficio para todas las personas, porque después de que dejó de existir Centro Familia, no he escuchado que ninguna otra organización estaba realizando esta hermosa tarea de ayudar a las futuras proveedoras, que en su mayoría son madres de familia, que quieren cuidar a sus propios hijos y extender este cuidado a otros niños, y que parece difícil pero con la ayuda de especialistas se hace más fácil.

Para finalizar quiero decir muchas gracias, y pedir nuevamente que se apruebe esta ley ya que nuestra comunidad, especialmente las mujeres se beneficiaran de esta propuesta y podrán hacer el cambio en nuestros niños.

Gracias por su tiempo.

Rossana Espinoza-Thorndahl

**Testimony in favor of Bill 11-15
Montgomery County Council
Tuesday, March 17, 2015**

Good Evening County Council members,

My name is Georgia Rosales; and, I work at two District 4 Elementary Schools, Weller Road and Harmony Hills. I am here to testify in support of Bill 11-15 that Councilmember Navarro sponsored.

Being a single mother of two boys, I know how expensive it is to have a child at a childcare center. So I had informal childcare for my many years. Once my children were older I understood the importance of pre-school education and sought pre-schools. It was difficult find a provider that would to take them and pick them up before and after preschool hours.

Early education is the foundation for a successful transition to a school setting. Understanding this concept would be a major key to a child's success at school. It is important that the providers understand that they would benefit monetary, but it would have an impact in their community as a whole. Children that are exposed to a preschool curriculum in an informal setting would make them succeed at school.

This bill would allow for the informal providers to be trained, certified and licensed. It would teach providers the importance of setting a routine, teaching children what is expect at school and help them such as how to hold a pencil and to learn the alphabets.

This bill would also teach them the business aspects of perusing quality childcare practices. Guiding them with the support in their native language would allow them to become successful business person. Some families want to instill their native language to their children, what better way than to have quality providers with knowledge and skills and the affordability to do so. This bill will allow families that decided to stay home with their children to provide quality care for their community at a reasonable cost.

Please allow this bill to pass.

Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015

Buenas noches,

Mi nombre es Josefina Rios, vivo en 14700 Good Hope Road, Silver Spring, en donde soy dueña de mi propio negocio por nueve años como proveedora de cuidado de niños en el hogar. También soy la vice-presidente de la asociación latina de proveedoras de cuidado de niños en el hogar.

Antes de todo gracias por la oportunidad que me han dado esta noche para testificar a favor de esta ley. Gracias al consejo y especialmente a la concejal Nancy Navarro por continuar promoviendo la educación temprana de calidad como lo venido haciendo por muchos años atrás.

Soy una de las personas que en esos años se ha beneficiado de este mismo tipo de servicios que esta ley está promoviendo. En aquel entonces, Centro Familia me apoyo y ayudo a obtener mi licencia del estado de Maryland como proveedora. Hoy soy una proveedora calificada con las credenciales estatales y nacionales, por ende impactando la calidad de mis servicios y contribuyendo a la educación temprana de mis clientes.

Considero que esta ley ayudara a muchas personas que como yo no tenía ni el conocimiento, apoyo o recursos económicos para iniciar mi programa, especialmente a las mujeres que sienten amor por trabajar con niños.

Me siento muy contenta de haber tenido esta oportunidad, porque ahora atiendo a 8 niños y 16 padres de familia y con la asistencia que me brindaron pude implementar un currículo apropiado, para que mis niños puedan estar listos para su ingreso a la escuela.

Yo apoyo esta propuesta porque por mi experiencia toca diferentes aspectos, tanto económicos como educativos, y sé que muchas mujeres estaban esperando por esta oportunidad de hacer los entrenamientos y poder hacer el cambio en la sociedad, especialmente en los niños de edad temprana, que es allí donde comienza la base de la educación.

El ser una proveedora de cuidado infantil trae muchos beneficios y alegrías y saber que existe personal calificado para ayudarte en lo que necesites para lograr obtener tu licencia y aprender sobre educación es mucho más comfortable.

Por todo lo antes expuesto mi deseo es que se apruebe esta ley.

Para finalizar quiero decir muchas gracias, y pedir nuevamente que se apruebe esta ley ya que nuestra comunidad, especialmente las mujeres se beneficiaran de esta propuesta y podrán hacer el cambio en nuestros niños.

Gracias, por su tiempo.

Josefina Rios

Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015

Testimonio Lyda O'reilly.

Mi nombre es Lida O'reilly, y quiero unirme al apoyo sobre la propuesta de ley 11-15 "Childcare Expansion and Quality Enhancement Initiative", presentada por la Concejal Nancy Navarro. Actualmente soy parte del Circulo de Líderes del Distrito Cuatro y también soy maestra voluntaria de inglés en Caridades Católicas, lo cual me permite estar en contacto directo con la comunidad hispana y por lo mismo, me puedo dar cuenta de la gran problemática que hay para tener un programa de cuidado y educación de calidad y asequible para sus hijos pequeños, los cuales son el futuro de nuestra sociedad.

Hace unos pocos años, estuve vinculada a la entidad CENTRO FAMILIA, la cual fue de gran apoyo para muchas madres quienes no tenían los medios financieros para pagar por el cuidado de sus hijos, que tenían que cuidarlos y por esto no podían salir a trabajar. Centro Familia les brindo la guía, consejos y educación y la oportunidad a mirar nuevas opciones como la de abrir su propio cuidado infantil en sus hogares, y hoy en día son mujeres con este programa, altamente calificadas y con las credenciales requeridas. Necesitamos centros como este.

Yo soy madre de familia y realmente quisiera contar con un centro que me brindara la oportunidad de tener la tranquilidad de que mis hijos están bien cuidados y que puedan gozar del derecho a una buena educación, pues como lo dije antes nuestros hijos son el futuro y ese futuro depende de la educación desde sus comienzos. También estoy interesada en crear mi propio programa y poder ayudar a los niños con familias de bajos recursos para contribuir a que los niños sobre todos los latinos puedan gozar del derecho de una educación de calidad desde sus inicios,

Yo les pido que por favor aprueben esta ley, la infancia de hoy se los agradecerá en el futuro.

Lyda O'reilly

Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015 Buenas Noches,

Buenas noches,

Mi nombre es Thelma Jiménez vivo en 12504 Littleton Street, Silver Spring. Soy dueña de mi propia casa.

Soy madre de familia de dos niños en edad escolar, que asiste a la escuela elemental Weller Road, actualmente trabajo limpiando casas, pero aprovecho todo el tiempo para atender a mis hijos y a mi familia, y participar en las actividades programadas por la escuela.

Por mucho tiempo he estado esperando la oportunidad de poder tener un programa de cuidado infantil en mi hogar, para poder ayudar a mis hijos, y a otros niños que necesitan de cuidado y educación pero por falta de conocimiento y recursos económicos no le he logrado.

Por eso pido que se apruebe esta ley para poder logra mi sueño de ser una proveedora calificada y con licencia, sé que muchas madres igual que yo van a poder lograr cumplir con sus deseos personales, pero también van a poder ayudar a otras familias que necesitan del cuidado de sus hijos.

Se por algunas personas de la comunidad que existen organizaciones que ayudan a obtener la licencia, pero los costos son muy altos y en otros casos no lo hacen en español y eso nos limita porque no somos muy fluentes en inglés.

Por todo lo que he expresado, pido que se apruebe esta ley porque será de mucho beneficio a muchos niños que están siendo cuidados, pero no educados, y eso limitan cuando ellos ingresan a la escuela.

Muchas gracias por su tiempo.

Thelma Jimenez

Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015

Buenas noches,

Soy Rolando López, pertenezco al Proyecto Cívico Latino y vivo en Germantown hace casi 10 años.

Quiero agradecer al Concejo, por darme la oportunidad de expresar esta noche mi apoyo total a favor de la ley 11-15 "Childcare Expansion and Quality Enhancement Initiative"; esta ley que introdujo la Concejal Nancy Navarro, la cual proveen una basa para empezar a proveer educación temprana de calidad, y sea cual fuese su raza e idioma, recuerden; "lo que se aprende de niño nunca se olvida en la vida".

También soy miembro del ESOL Bilingual Advisory Committee (ESOL), y del Latino Student Achievement Action Group (LSAAG), por lo cual, he visto y comprobado In Situ, que cuando un niño no ha tenido Educación Temprana de Calidad, le afecta mucho, inclusive si son niños nacidos en este país, de origen Latino ú otro, ellos entran al sistema ESOL y ya desde el inicio de sus estudios, tienen y crean una brecha académica, que si no hacemos algo para corregir esto hoy, mañana de una ú otra forma afectáremos el futuro de esta Nación.

Ustedes deben aprobar esta Ley, no sólo pensando como Concejales, sino también como padres de familia, es una gran responsabilidad velar y cuidar a los niños. Esta Ley, lo único que busca y señala está resumido en esta frase: "educa al niño y no corregirás al hombre".

Esta ley ayudará y gestionará que muchas Proveedoras de Educación Temprana, se especialicen, se eduquen, se entrenen, se certifiquen y se comprometan verdaderamente con dar una Educación Temprana de Calidad, si ellas hablan Inglés sería fantástico, pero si hablan otro idioma sería mucho mejor, ya que el niño iniciaría sus estudios bilingües, también existen muchos Centros de Capacitación en Educación Temprana en diversos idiomas, Sin embargo, el 63% de proveedoras de cuidado infantil del Condado, hablan otro idioma que no es el inglés y además por qué no mencionar la diversidad cultural que adquirirá este niño y no sólo será un ciudadano Estadounidense, sino un ciudadano de la Humanidad, que es lo que todos anhelamos ser algún día.

Finalmente, hoy les digo; Aprueben esta Ley, por ustedes, por nosotros y por nuestros niños. La historia, les recordará y les agradecerá, por y para siempre.

Muchas Gracias!,

**Testimonio a favor de Ley 11-15
Concejo del Condado de Montgomery
Martes, 17 de marzo del 2015**

Buenas noches,

Mi nombre es Angélica Zaragoza, vivo en 14413 Banquo Terrace, en Silver Spring; trabajo como proveedora en un “Programa de Cuidado Infantil en el Hogar” o “Family Child Care Program” en el Condado de Montgomery.

Quiero iniciar mi participación agradeciendo la oportunidad que me han dado esta noche para testificar a favor de la Ley 11-15. Gracias al Concejo y especialmente a la Concejal Nancy Navarro por continuar promoviendo la educación temprana de calidad, como lo ha venido haciendo durante muchos años.

Mi conocimiento acerca de los programas de cuidado infantil en el hogar comenzó con mi participación en el Proyecto Cívico Latino liderado por la oficina de la Concejal Navarro. En ese proyecto tuve la oportunidad de conocer a la persona con la cual trabajo.

La información que ella me proporcionó acerca de las oportunidades de entrenamiento profesional, me permitieron darme cuenta de mi vocación por los niños. Posteriormente me uní a la Asociación de Proveedoras Latinas de Cuidado de Niños en Maryland.

Bajo el apoyo de la Asociación y de mi iniciativa de aprender y ganas de salir adelante, comencé a crecer y desarrollarme a nivel profesional en educación temprana, adquiriendo en este tiempo mi acreditación a nivel del Estado de Maryland, mi grado de Asociado en Desarrollo infantil (CDA, por sus siglas en inglés) y mi credencial nacional.

La Asociación me brindó la guía y asistencia técnica necesarias para alcanzar mis metas a nivel profesional en educación temprana en un corto tiempo; sin su ayuda, no lo hubiese logrado, ya que había tomado cursos de desarrollo de niños, pero en esas instituciones nunca me orientaron acerca de dónde ir y cómo alcanzar un nivel más alto, con los beneficios y derechos que corresponde.

Por todo lo expuesto, mi deseo es que se apruebe esta ley, para que muchas mujeres como yo tengan la oportunidad de ser apoyadas y puedan abrirse un camino a nivel profesional; que haya una institución o un centro que les guíe y les apoye en el crecimiento diario en su labor de educadoras.

Muchas gracias por su tiempo y atención.

Angelica Zaragoza

Sunday, March 17, 2015

To the Honorable: Montgomery County Councilmembers

Testimony Provided by Jose Gonzalez, Resident of Bethesda, Maryland

Re: Childcare Expansion and Quality Enhancement Initiative

“Montgomery County, like many other communities across this nation, has an unmet need for affordable, high-quality, early learning and childcare availability.” I consider this statement to be true.

14 years ago today, my wife and I were a young family, seeking good schools. My wife and I decided to purchase our home in the Bethesda neighborhood. Over the course of our children’s upbringing, we have struggled to find appropriate childcare. Our situation came to pass not because we could not afford childcare for our children but because we could not find an organized group of childcare providers with the right qualifications to perform childcare services at our home. I want to clarify my statement further; not that there are no childcare providers in Bethesda, but we wanted our children to grow up in what we knew was the richness of our bicultural heritage, I am a Latino, and my wife is Irish American.

Tonight, I’d like to score my testimony in favor of the Childcare Expansion and Quality Enhancement Initiative. I’d like to make an argument, too, that this legislation does not only make a lot of sense for working families that might live in the East of Montgomery County, but also makes a suitable one for households in the West.

In my view, this is an excellent human resource opportunity that can be leveraged into an economic one for many women and men. To underscore a reality that one might argue is taking place today; affordability of childcare services should not trump quality of these services for working families.

In Montgomery County, we have a need to provide more training and credentialing to women—and yes—why not say it, men, too. As indicated in the Massachusetts Institute of Technology Workplace Center Case Study—which Councilmember Navarro cites in one of her memos—as a savvy taxpayer investor, when I have an opportunity to invest one dollar in quality early care and education, and I have the potential to save \$13 for every one of those dollars I spend, that’s when I say, I’m in! That is the kind of investment I think makes sense to do more of in Montgomery County.

We, together, agree that all children should enter school ready and able to succeed in order to prepare students for the jobs of the future. I do not want to think what kind of failures we would develop over time if we failed to invest in this area and the detrimental effects this will create in Montgomery County’s overall economic competitiveness.

This legislation is a significant step towards expanding the quality and availability of childcare in Montgomery County and ads and expands current business skills needed by providers to succeed in an increasingly contentious market.

I hope you agree with me tonight that to say 'yes' to the Childcare Expansion and Quality Enhancement Initiative is sound taxpayer economics for Montgomery County.

Thank you for listening to my testimony today.

Jose Gonzalez

Good evening, my name is Luis Zelaya I am a parent from CentroNía, and I am here to support the Expansion of Child Care and the Initiative Improving the Quality of Services.

I am a Salvadoran father with three children. My son, Gustavo, graduated from the program at CentroNía and is currently in Kindergarten while my daughter is in her second year of Pre-K. Before enrolling my children at CentroNía, I didn't know what they did; I thought it was just a day care where they took care of the children while parents were at work.

That was a mistake I'm happy to admit because CentroNía is that and much more. Little by little, I started noticing my child was drawing, singing, doing crafts, writing, and reading a little - to the point that before reaching Kindergarten he had improved his skills in reading, behavior, math, physical abilities like riding a tricycle. This surprised me because we have limitations in teaching him these things. I didn't understand the learning capability of a child his age - my son was 3-4 years old. Now that my son is in Kindergarten, the teacher told me he is clearly one of the children best prepared in the classroom.

Education in our country [El Salvador] is completely different and mostly limited to teaching children to behave decently in the community and according to our values, which vary greatly from culture to culture and even from person to person.

My son's preschool education was very productive which CentroNía excels at greatly. The education and care they provide and the quality control they have with all employees is rigorous (as it should be) to ensure that our children are in good hands.

I am very pleased that CentroNía provides a bilingual education. It is very difficult to ask our children to maintain a level of Spanish, especially at home where siblings speak English because it is easier for them. This is something that should be extended at school, because Spanish is a very useful tool with an increasingly growing Hispanic population and employers really value its usefulness

There are a few things that surprised me. Preschool centers like CentroNía are incredibly scarce. It is very difficult to find schools like this, and if they exist the waiting lists are outrageously long. The second point is that we have to pay a high price for such care. Many people who do not qualify for financial aid are unable to pay the weekly amounts that sometimes can reach up to 50% of the parent or family's net income, meaning how much they earn determines how much they have to pay.

As father and first teacher of my children, I appreciate the efforts to improve and expand early education services for those who need it. To ensure the success of our children and our families in Montgomery County, we ask the Council to support the Expansion of Child Care and the Initiative Improving the Quality of Services.

My name is Mirna Medrano-Romero a parent from CentroNía and I am here to support the Childcare Expansion and Quality Enhancement Initiative because I believe it is imperative to have programs that encourage early development in children. Programs such as CentroNía should readily be available to all families in the community. As a CentroNía parent, this past year has been a tremendous emerging stage not only for Annais but for me as well. Before CentroNía my daughter was taken care of by my grandmother, and although she was immensely loved she was not exercising the educational piece in Annais' development. As a first time mother I relied on emails from Baby Center to teach me important developmental milestones to look for in my daughter's growth, but in collaboration with the staff at CentroNía, I have been able to witness a realistic approach to her development. Together we have worked and observed a huge development in her language, socio-emotional, and artistic expression. In my opinion this growth in Annais wouldn't have been possible if it was not for the full-day program offered by CentroNía. The full day program allowed me to fulfill my dreams I thought impossible after becoming a young mom.

Being a mother applied an emphasis on working versus completing school and obtaining a degree. But with the help and support from the CentroNía community that was proved wrong. Having my daughter in a program that offered care from 7 am – 6 pm at an affordable price, gave me the time to attend school and work. Many days were long and at times difficult. Not seeing Annais the way I was accustomed to was heartbreaking at times, but it was comforting to know that in those long hours she was being cared for the same way she would have been at home; not to mention that she had way more fun with her friends and teachers than with me (which was even harder to admit!).

What made CentroNía even better was that she still has the opportunity to be exposed to our Latino culture. She is exposed to an environment where she not only enjoys some of our delicious Latino home cooked meals, but practices the language. Being in a completely bilingual program permits my child to keep our heritage and traditions present as a second generation Latino-American. It gives her the opportunity to communicate effectively with older family members, keeping the family bond tight. Knowing the culture identifies a part of my daughter she will embrace at an early age. I strongly believe that this helps prepare her in appreciating not only our culture, but preparing her to grasp and respect cultural diversity existing in all communities.

In May of 2014 I earned my Bachelor of Arts in Social Work from the University of Maryland Baltimore County. I became the first generation in my family to be a college graduate and hope to pursue my master's. Obtaining a degree, for some might be easy. But when you come from an immigrant family who barely completed elementary school, it's a huge deal.

Programs such as CentroNía have been a benefit for both my daughter and me. She has been exposed to a diverse learning experience helping her achieve success when entering elementary school. It has allowed me to fulfill my goals and provided the tools for success I need for our future. CentroNía taught me how to be an active and supportive parent in my child's life. They offered an opportunity for me to fruitfully balance my priorities.

Good Evening!

I am Lorna Sanchez, a Prek-Teacher at Centronia and an educator for 20 years; I am here to support the bill on “Childcare Expansion and Quality Enhancement Initiative”, due to the fact that our children will benefit on it through receiving high quality childcare.

At Centronia, we offer an innovative approach to high quality bilingual education. We are preparing our students from birth through age five for school in dual –language environment. Every classroom is led by a native Spanish speaking teacher and an English speaking teacher, providing full immersion in both languages throughout the school day, and most importantly developing the children’s skills to the fullest potentials.

Studies show high quality Early Childhood Programs can reduce the number of children diagnosed with certain learning disabilities, they are more behave and have higher IQ scores upon enrolling kindergarten than their peers without formal education. Likewise, it was shown that children enrolled in Early Childhood Programs learned quicker than children not enrolled in these programs.

On behalf of my colleagues, we are supporting this bill “Childcare Expansion and Quality Enhancement Initiative” , because we value all efforts to expand the quality of early childhood services to those in need and understand the advantages of it, which provides children in increasing their chances for academic success as they grow.

Hello, my name is Dayana Muniz and I am the Bilingual Family Support Worker at CentroNía. I'm here to support the Child Care Expansion and Quality Enhancement Initiative.

First and foremost, I would like to thank the Council for its longtime support of our program.

CentroNía offers Pre-K programs in D.C. and Maryland, serving over 600 primarily low-income immigrant children and families. At our Maryland site, we currently serve more than 190 children ages 0-5 through Early Head Start, Pre-K and Home-Based visiting programs. Of those children, 80 percent are Latino, 85 percent are English Language Learners, and 90 percent qualify for free or reduced priced lunch. Data shows Latino children are less likely to be fully prepared for school compared to their White and African American counterparts, in part because their parents do not have the financial capacity to pay for a high quality early childhood education programs or services.

CentroNía's commitment is to serve low-income, working families and their children. Our model includes comprehensive services for children, families, and the community. We provide high-quality services to these children from 7:00am to 6:00pm Monday through Friday. These hours provide families the opportunity to work towards economic advancement through full-time employment while providing a stable environment for children. Additionally, we provide wraparound services such as workshops and trainings, a workforce development program for Child Development Associate (CDA) certification, and many opportunities parent involvement and emergency assistance to families. We even have a successful fatherhood initiative which engages many fathers in the education of their children.

CentroNía has been building relationships with families to support their well-being, and create strong parent/child relationships through the learning and development of parents and children. The program reflects cultural competence and universal design approaches - encompassing the beliefs, attitudes, behaviors, and activities of all families. Family engagement happens in the home, early childhood settings, school, and community. Sustainable family engagement operates with adequate resources, including public and private partnerships, to ensure meaningful and effective strategies that have the power to impact student learning and achievement.

It is important however to share how our families have been adversely affected by the limited number of affordable and highly quality childcare programs in Montgomery County. Since opening our doors we have maintained a waitlist for childcare services and currently have more than 250 children on our waitlist for early childhood programs.

This lack of affordable child care has an adverse impact on the families we serve. In our experience, children who cannot access high-quality, affordable child care are often cared for by family members, many of whom have no formal child care training. More importantly, these children miss out on early education activities critical for their academic success. Without access to assessment tools like the ones used in our program, it's also hard to determine school readiness for a Kindergarten program in MCPS.

As educators, we value all efforts to improve and expand early childhood services to those in need and understand first-hand the advantages early childhood education provides for children. In order to ensure the success of the young children and their families in Montgomery County, we urge the County Council to support the Child Care Expansion and Quality Enhancement Initiative.

Bill No. 13-15
Concerning: Office of Child Care -
Established
Revised: 3/12/2015 Draft No. 7
Introduced: March 17, 2015
Expires: September 17, 2016
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Councilmember Riemer

AN ACT to:

- (1) create an Office of Child Care, Early Care and Education as a principal office in County government;
- (2) specify the duties of the Office; and
- (3) generally amend County law regarding child care, human rights, and administration.

By amending

Montgomery County Code
Chapter 1A, Structure of County Government
Section 1A-201

By renaming and adding

Chapter 10A, Child Care
Article 1, Division of Child Care
Section 10A-1 and 10A-2

By renumbering

Chapter 10A, Child Care
Sections 10A-1, 10A-2, 10A-3, 10A-4, 10A-5, and 10A-6

Chapter 27, Human Rights and Civil Liberties
Sections 27-62 and 27-62A

By amending and adding

Chapter 44, Schools and Camps
Sections 44-3, 44-4, and 44-4A

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

Sec. 1. Section 1A-201 is amended as follows:

1A-201. Establishing departments and principal offices.

(a) Executive Branch.

(1) These are the departments and principal offices of the Executive Branch.

* * *

Child Care (Section 10A-1)

* * *

Sec. 2. Chapter 10A is renamed and Article 1 (Sections 10A-1 and 10A-2) of Chapter 10A is added as follows:

Chapter 10A. [Child Day Care Facilities Loan Program] Child Care.

Article 1. Office of Child Care, Early Care and Education.

10A-1. Office of Child Care - Duties.

(a) Established. The Office of Child Care, Early Care and Education is a principal office in County government.

(b) Duties. The Office must:

(1) provide leadership and policy direction for an innovative approach to the research, review and implementation of child care programming;

(2) provide leadership and serve as a focal point for early childhood education and care services;

(3) promote coordination and collaboration among county agencies and departments to expand child care opportunities throughout the County;

(4) seek innovative public-private partnerships between private businesses, Montgomery County Public Schools, and the County;

- 27 (5) provide technical assistance, consultation, and training for
28 providers of early care and education programs in the County;
- 29 (6) administer the selection of providers in public space, including in
30 Montgomery County Public School facilities, to the extent
31 authorized by State law;
- 32 (7) develop ways to expand the amount of public and private space
33 available for child care services; and
- 34 (8) prepare a Strategic Plan for Child Care, in consultation with the
35 Commission on Child Care, by [1 year from date of enactment]
36 that includes:
- 37 (A) specific goals and implementation strategies for improving
38 early childhood services and child care provider assistance
39 and counseling;
- 40 (B) planning for new child care services in public space,
41 including in public school projects;
- 42 (C) planning for expansion of child care space through public-
43 private partnerships;
- 44 (D) research on the supply, demand, and affordability of child
45 care throughout the County;
- 46 (E) a plan for a countywide universal child care and preschool
47 program that provides every child an opportunity to
48 participate in a high-quality preschool, early care, and
49 education program; and
- 50 (F) a plan to improve readiness for children entering
51 kindergarten through enhanced early care and education
52 services.

53 **10A-2. Annual report.**

54 By February 1 each year, the Office must submit to the County Council an
55 annual report on its activities, accomplishments, plans, and objectives, including steps
56 taken to implement the Strategic Plan for Child Care, Early Care and Education the
57 preceding year.

58 **Sec. 3. Article 2 of Chapter 10A is added and Sections 10A-1, 10A-2,**
59 **10A-3, 10A-4, 10A-5, and 10A-6 are renumbered as follows:**

60 **Article 2. Child Day Care Facilities Loan Program.**

61 **[10A-1] 10A-3. Purpose and objectives.**

62 * * *

63 **[10A-2] 10A-4. Eligibility.**

64 * * *

65 **[10A-3] 10A-5. Uses of funds.**

66 * * *

67 **[10A-4] 10A-6. Loan amounts and rates.**

68 * * *

69 **[10A-5] 10A-7. Loan procedures.**

70 * * *

71 **[10A-6] 10A-8. Revolving loan fund.**

72 * * *

73 **Sec. 4. Article VIII of Chapter 27 (Sections 27-62 and 27-62A) is**
74 **renumbered as follows:**

75 **Article VIII. [Commission on Child Care.] Reserved.**

76 **27-62. Reserved.**

77 **Article 3. Commission on Child Care.**

78 **[27-62] 10A-9. Commission on child care.**

79 * * *

80 **Article 4. Child Care Facilities Impact Statements.**

81 ~~[27-62A]~~ 10A-10. Child Care facilities impact statements.

82 * * *

83 **Sec. 5. Sections 44-3 and 44-4 are amended and Section 44-4A is added as**
84 **follows:**

85 **44-3. Interagency Coordinating Board.**

86 (a) *Establishment and responsibilities.* [The] Except as provided in Section
87 44-4A, the Interagency Coordinating Board for Community Use of
88 Public Facilities must review and coordinate the activities conducted
89 under this Article. The Board must:

90 * * *

91 **44-4. Director of Community Use of Public Facilities.**

92 [The] Except as provided in Section 44-4A, the Director must:

93 * * *

94 **44-4A. Child Care in Montgomery County Public School facilities.**

95 The Office of Child Care, Early Care and Education must administer the
96 selection of providers in public space, including in Montgomery County Public School
97 facilities to the extent authorized by State law.

98

LEGISLATIVE REQUEST REPORT

Bill 13-15

Office of Child Care - Established

DESCRIPTION: Bill 13-15 would create an Office of Child Care as a principal office in County government and specify the duties of that Office.

PROBLEM: The demand for quality child care exceeds supply in the County.

GOALS AND OBJECTIVES: To create an Office of Child Care, Early Care, and Education to make affordable, quality, enriching child care available to all families.

COORDINATION: Health and Human Services; Office of the County Executive.

FISCAL IMPACT: To be requested.

ECONOMIC IMPACT: To be requested.

EVALUATION: To be requested.

EXPERIENCE ELSEWHERE: To be researched.

SOURCE OF INFORMATION: Amanda Mihill, Legislative Attorney, 240-777-7815

APPLICATION WITHIN MUNICIPALITIES: To be researched.

PENALTIES: N/A



MONTGOMERY COUNTY COUNCIL
Rockville, Maryland

TO: Councilmembers
FROM: Councilmember Hans Riemer
DATE: March 12, 2015
RE: Legislation to create an Office of Child Care, Early Care and Education

On March 17, I plan to introduce legislation creating a Montgomery County Office of Child Care, Early Care and Education to make affordable, quality, enriching child care available to all families. I hope you will consider cosponsoring and supporting this legislation.

A rising number of families in Montgomery County are struggling to find affordable, high quality child care. Census data shows that there are more than 64,852 children below the age of five in the county and the Maryland Family Network reports that regulated child care providers offer only 39,084 slots. This leaves a gap of some 26,000 children. Some undoubtedly stay home with family members and many more are cared for by informal, unregistered providers. Some kids may attend child care in other jurisdictions. But ask any parent about their experience with waiting lists and it is clear that demand far exceeds supply for quality, regulated child care. The skyrocketing price of regulated child care supports this theory. The U.S. Department of Health and Human Services recommends that parents spend 10% or less of their family income on child care. Montgomery County residents, on average, spent 22% of their income on child care in 2014. Child care in Montgomery County costs between 32% and 40% more than the state average. The State predicts that costs will continue to increase through 2018 by between 9% and 14% on average. Infant care is predicted to increase a staggering 40% over the next three years with family care providers.

To address these challenges, I propose legislation establishing a new Office of Child Care, Early Care and Education. This Office would have a Director with the seniority and authority to shape policy and forge meaningful partnerships across agencies and with the private sector. Some functions would be consolidated from the Early Childhood group in the County's Department of Health and Human Services and other offices with child care functions across the government. The Office would be charged with developing, updating, and implementing a Child Care Strategic Plan that addresses child care and early learning in a comprehensive way, establishing new relationships and partnerships with agencies and businesses, overseeing the selection of child care providers in public space, and building a stronger bond with parents in the community.

As President Obama said in his most recent State of the Union, "It's time we stop treating child care as a side issue, or a women's issue, and treat it like the national economic priority that it is for all of us." I agree with those comments and I believe this Office will help us to appropriately define the challenge and meet it.

In Maryland, most government regulation and promotion of child care is handled by the State, though the County supplements the state's efforts in certain areas. HHS is laser focused, as it's website states, on core services that "protect the community's health, protect the health and safety of at-risk children and vulnerable adults and address basic human needs including food, shelter and clothing." This is as it should be. We rely on this Department to provide a robust safety net that protects our most vulnerable residents.

We do not, however, only provide education for the most disadvantaged children. I believe we should have a policy strategy for child care that is similarly focused on the entire population, while resources are prioritized according to need. Like education, adequate availability of child care affects every family in Montgomery County. A county program that ensures that every family in Montgomery County has access to high quality, affordable, enriching child care is crucial for developing our workforce and economy, ensuring equal opportunity for men and women, and reducing the achievement gap. The creation of this Office will not solve these problems by itself, but it will at least provide us with the analytical framework and focused staffing to make informed investments and take a deliberate approach to define our next steps. The mission is broader than social services and for this reason I believe it is necessary to establish this function as a principal office rather than a division inside of HHS.

The goals for the Office include:

- Researching need, availability and cost of care.
- Identifying measures to reduce the rising cost of child care, and ensuring that affordable early child care and learning are available to all County residents.
- Ensuring that there are sufficient providers and spaces to meet rising demand.
- Improving the overall quality of early care and education to adequately prepare children for kindergarten and beyond.
- Fully integrating child care and early learning into our economic and workforce development strategy.
- Regular reporting on progress towards the plan.

Thank you for your consideration.



ROCKVILLE, MARYLAND

MEMORANDUM

April 6, 2015

TO: George Leventhal, President, County Council

FROM: Jennifer A. Hughes, Director, Office of Management and Budget
Joseph F. Beach, Director, Department of Finance

SUBJECT: FEIS for Bill 13-15E, Office of Child Care – Established

Please find attached the fiscal and economic impact statements for the above-referenced legislation.

JAH:fz

cc: Bonnie Kirkland, Assistant Chief Administrative Officer
Lisa Austin, Offices of the County Executive
Joy Nurmi, Special Assistant to the County Executive
Patrick Lacefield, Director, Public Information Office
Joseph F. Beach, Director, Department of Finance
Uma Ahluwalia, Director, Department of Human Health Service
David Platt, Department of Finance
Rachel Silberman, Office of Management and Budget
Alex Espinosa, Office of Management and Budget
Naeem Mia, Office of Management and Budget

Fiscal Impact Statement
Bill 13-15, Office of Child Care -Established

1. Bill Summary (Enter narrative that explains the purpose of the legislation).

Bill 13-15 will create an Office of Child Care, Early Care and Education as a principal office in County government; specify the duties of the Office; and generally amend County law regarding child care, human rights, and administration.

2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.

The bill mentions the functions of the Montgomery County Child Care Resource and Referral Center under p.4 (b) (5), and placing all child care in public space under this office (this includes functions now managed by DHHS, by CUPF and by MCPS) under p. 4 (b) (6). The bill does not provide for an inclusion of the rest of the functions of the division of Early Childhood Services (CYF/DHHS).

It is also mentioned in the bill under p.4 (b)(8) that the strategic plan should be developed with the Commission on Child Care.

The proposed bill would require a minimum of three new merit staff for the administration of the Office:

- Director/Administrator, Office of Child Care FT Salary and Benefits- Question A appointee
- Administrative Services Coordinator (Fiscal, Personnel, Budget, Contracting) – MLS Manger III
- Planning Specialist III - for data research/study

The total cost for the administration including operating expenses follows –

Office of Child Care - Administration Established	FTE	FY16	FY17	FY18	FY19	FY20	FY21
Director - Question A	1.0	205,560	205,560	205,560	205,560	205,560	205,560
Administrative Services Coordinator - MLS MIII	1.0	154,810	154,810	154,810	154,810	154,810	154,810
Data Specialist - Planning Specialist III	1.0	120,240	120,240	120,240	120,240	120,240	120,240
PC total	3.0	480,610	480,610	480,610	480,610	480,610	480,610
Infrastructure cost - Positions		25,000	3,660	3,660	3,660	3,660	3,660
General Office supplies		5,000	5,000	5,000	5,000	5,000	5,000
Printing & Mail		2,000	2,000	2,000	2,000	2,000	2,000
Travel		3,000	3,000	3,000	3,000	3,000	3,000
Memberships and Dues		2,000	2,000	2,000	2,000	2,000	2,000
Professional Purchase of Services - Facilitator for Strategic Plan		140,000	40,000	40,000	147,000	42,000	42,000
Other misc. operating		25,000	25,000	25,000	25,000	25,000	25,000
OE total		202,000	80,660	80,660	187,660	82,660	82,660
Total Cost	4.0	682,610	561,270	561,270	668,270	563,270	563,270

PC is the average of DHHS positions in same job class.
Infrastructure costs include - furniture, desk phone, smart phone, and computers. One-time only costs \$25,000, ongoing \$3,660.
Facilitator /Strategic Plan - FY16-18 @ \$200 per hour, 700 hours for FY16 and 200 for FY17-18; For Strategic Plan update in FY19 assume a 5% increase per hour, FY19 hours @ 700 and reduced hours to 200 for FY20-21.

In addition to these new resources, the following resources are expected to be shifted from other departments:

For Training, Technical Assistance and Provider Support (b)(5) the full staff of the MCCR&RC (note: the Resource and Referral Center requires a "hub" or presence with the public):

Current Merit Staff (existing in R&R) - *positions required by the State R&R Network Grant from MSDE/MFN):

Current Merit Staff (existing in R&R)	FY16	FY17	FY18	FY19	FY20	FY21
*PROGRAM MANAGER II (Manager MCCR&RC)	119,361	119,361	119,361	119,361	119,361	119,361
PRINCIPAL ADMIN AIDE	74,219	74,219	74,219	74,219	74,219	74,219
*PROGRAM SPECIALIST II (Training & Technical Assistance Director)	85,117	85,117	85,117	85,117	85,117	85,117
COMM HEALTH NURSE II	105,210	105,210	105,210	105,210	105,210	105,210
* PROGRAM SPECIALIST I (Infant & Toddler Specialist)	67,344	67,344	67,344	67,344	67,344	67,344
* PROGRAM SPECIALIST I (Pre School Specialist)	73,174	73,174	73,174	73,174	73,174	73,174
Total	524,425	524,425	524,425	524,425	524,425	524,425

Current Contracted Staff at MCCR&RC – Contracted through Family Services Inc - *required by the State R&R Network Grant from MSDE/MFN)

Current Contracted Staff at MCCR&RC	FY16	FY17	FY18	FY19	FY20	FY21
*Quality Enhancement Coordinator- FT Contractor FY16 at \$46.68 per hour rate/2080hrs a year	97,094	101,949	107,047	112,399	118,019	123,920
*Training Assistant – FT Contractor FY16 at \$33 per hour, 2080 hrs a year	68,640	72,072	75,676	79,459	83,432	87,604
*Training Coordinator – FT - FY16 at \$41.16 per hour , 2080 hrs a year = \$85,613	85,616	89,893	94,388	99,108	104,063	109,266
Training Assistant – PT for FY16 at 10 hours at \$33 per hour , 520 hours	17,160	18,018	18,919	19,865	20,858	21,901
	268,510	281,933	296,029	310,831	326,372	342,691

Assumes 5% increase per hour for contractual staff each year for FY17-21

Child Care in Public Space – The current DHHS program (29 sites in MCPS and in County buildings – will grow to 31 with two new MCPS sites currently under construction) has one Program Manager I shown below. Adding the administration of all Child Care in public space in the County would also require the shift of staff resources from CUPF and MCPS to the new Office.

Child Care In Public Space	FY16	FY17	FY18	FY19	FY20	FY21
PM I – FT 1.0 FTE	100,114	100,114	100,114	100,114	100,114	100,114
PC	100,114	100,114	100,114	100,114	100,114	100,114
OE	0	0	0	0	0	0
	100,114	100,114	100,114	100,114	100,114	100,114

Note: Does not include staff resources in MCPS and CUPF dedicated to this activity.

Summary of New Versus Shifted Costs

New Costs

Office of Child Care - Administration	FTE	FY16	FY17	FY18	FY19	FY20	FY21	Total
PC	3.0	480,610	480,610	480,610	480,610	480,610	480,610	2,883,660
OE		202,000	80,660	80,660	187,660	82,660	82,660	716,300
								0
Total Cost	3.0	682,610	561,270	561,270	668,270	563,270	563,270	3,599,960
Total New Costs	3.0	682,610	561,270	561,270	668,270	563,270	563,270	3,599,960

Shifted Costs

MCCCR&RC	FTE	FY16	FY17	FY18	FY19	FY20	FY21	Total
PC	6.0	524,425	524,425	524,425	524,425	524,425	524,425	3,146,550
OE		268,510	281,933	296,029	310,831	326,372	342,691	1,826,366
Total Cost	6.0	792,935	806,358	820,454	835,256	850,797	867,116	4,972,916
Child Care in Public Space		FY16	FY17	FY18	FY19	FY20	FY21	FY21
PC	3.0	100,114	100,114	100,114	100,114	100,114	100,114	600,684
OE		0	0	0	0	0	0	0
Total Cost	3.0	100,114	100,114	100,114	100,114	100,114	100,114	600,684
Total Shifted Cost	9.0	893,049	906,472	920,568	935,370	950,911	967,230	5,573,600

- Revenue and expenditure estimates covering at least the next 6 fiscal years.

See #2 above

- An actuarial analysis through the entire amortization period for each bill that would affect retiree pension or group insurance costs.

N/A

- Later actions that may affect future revenue and expenditures if the legislation authorizes future spending.

N/A

- An estimate of the staff time needed to implement the regulation.

If this bill is approved as it is written, the implementation of the bill would be the responsibility of the new Director and his or her staff.

- An explanation of how the addition of new staff responsibilities would affect other duties.

New staff would assume responsibilities associated with establishment of the Office of Child Care. The responsibilities and duties of existing staff would not be affected.

- An estimate of costs when an additional appropriation is needed.

An additional appropriation of \$682,610 would be needed in the first year of implementation. Total required additional appropriation over the six-year period would be \$3.6 million. This does not include the cost of shifting staff support for Child Care in Public Space from MCPS to County Government.

9. A description of any variable that could affect revenue and cost estimates.
The physical location of the program as well as the total number of staff is unknown at this time.
10. Ranges of revenue or expenditures that are uncertain or difficult to project.
See #9 above
11. If a bill is likely to have no fiscal impact, why that is the case.
N/A
12. Other fiscal impacts or comments.
N/A
13. The following contributed to and concurred with this analysis (enter name and dept.)
Patricia Stromberg, DHHS
Barbara Andrews, DHHS
JoAnn Barnes, DHHS
Rachel Silberman, OMB


Jennifer A. Hughes, Director
Office of Management and Budget

4/6/15
Date

Economic Impact Statement
Bill 13-15E, Office of Child Care – Established

Background:

This legislation would create an Office of Child Care, Early Care and Education (Office) as a principal office in County government and specify the duties of the Office.

The purpose for creating the Office is to provide leadership in the County to help meet the growing demand by families with children under five years of age to find affordable and high quality child care. Bill 13-15E defines a number of duties for the Office.

1. The sources of information, assumptions, and methodologies used.

Department of Health and Human Services
American Community Survey (ACS)
Bureau of Labor Statistics, U.S. Department of Labor (BLS)
Maryland Family Network (MFN), Maryland Child Care Resource Network,
Child Care Demographics 2015

According to ACS, the median family income in 2013 was \$114,577 for Montgomery County compared to \$108,828 in 2010 – an average annual increase of 1.73 percent. ACS also reported that the number of children under the age of five increased from 63,918 in 2010 to 66,010 by 2013 – an average annual increase of 1.08 percent.

According to the consumer price index (CPI) from BLS, child care and nursery school prices for the nation increased at an average annual rate of 2.35 percent from 2010 to 2013. Therefore, the cost of providing child care between 2010 and 2013 increased at a greater rate than the increase in median family income in Montgomery County. That is, the ratio of child care expenses to median family income increased between 2010 and 2013 requiring families to pay more for child care relative to their income during that period.

Data for child care expenses provided by MFN in *Child Care Demographics 2015* for Montgomery County show that the average cost of full-time care in a family child care home was \$12,452 for an infant and \$13,451 for a preschooler (data are for 2014). Based on those costs, MFN estimates that both expenses consisted of 20.7 percent of family income. If the growth rate of child care costs as measured by the CPI exceed the growth rate of family income as occurred between 2010 and 2013, that ratio would most likely increase.

Concomitant with that ratio is the growth rate in children under the age of five. Based on data from ACS, the average annual growth rate of children under the age of five in Montgomery County increase at an average annual rate of 1.08 percent. With the combination of the growth of expenses for child care exceeding the growth in median family income and the growth in the population of children under five, there will be two future challenges to child care: affordability by families with children

Economic Impact Statement
Bill 13-15E, Office of Child Care – Established

under five (demand) and the availability of high quality child care facilities to meet the potential increase in demand (supply).

2. A description of any variable that could affect the economic impact estimates.

Among the variables that could affect the economic impact of this legislation is the number of child care providers; changes in median family income; changes in federal, state, or local childcare policy; and the average annual cost of child care services.

3. The Bill's positive or negative effect, if any on employment, spending, saving, investment, incomes, and property values in the County.

Bill 13-15E would establish an Office of Child Care as a principal office in County government with specified the duties as discussed above, but would have no direct economic impact on employment, spending, saving, investment, incomes, and property values in the County.

4. If a Bill is likely to have no economic impact, why is that the case?

Please see section 3.

5. The following contributed to or concurred with this analysis: David Platt and Rob Hagedoorn, Finance; Patricia Stromberg, Department of Health and Human Services.



Joseph F. Beach, Director
Department of Finance

3/26/15

Date



DEPARTMENT OF HEALTH AND HUMAN SERVICES

Isiah Leggett
County Executive

Uma S. Ahluwalia
Director

TESTIMONY ON BEHALF OF COUNTY EXECUTIVE ISIAH LEGGETT
Bill 13-15 Office of Child Care - Established

March 31, 2015

Good evening. My name is Uma Ahluwalia and I am the director of Montgomery County Department of Health and Human Services. I am here tonight to speak on behalf of the County Executive regarding Bill 13–15, Office of Child Care. This bill proposes the creation of an Office of Child Care, Early Care and Education as a principal office in County government that would provide leadership and policy direction for the implementation of the programs currently in the Early Childhood Division of HHS' Children Youth and Family Services. The bill also proposes certain changes related to the community use of public facilities for child care and before and after school care. I first would like to speak to the County's commitment to strengthen child care, early care and education.

The functions in Article 1 of the proposed bill are largely already within the Department of Health and Human Services and are a part of our mission. Our vision for strengthening Child Care and Early Childhood Services focuses on three pillars related to Child Care:

- (1) **Infrastructure and Facilities:** Looking closely at the infrastructure and facility issues that impact parents and providers in the provision of services that is responsive to all consumers of child care services regardless of their financial capacity. This body of work includes reviewing and creating new criteria to be used for expansion of child care into new schools and public spaces, data modelling to inform the need for child care and collaboration with other agencies to ensure that there is a strong focus on quality programming in the selection process.
- (2) **Quality Initiatives:** Examining ways to enhance the quality of child care for children in families at all economic levels and assisting providers as they strive to meet the new State quality ratings. This area of work involves examining the readiness gaps for low income families and English language learners as well as for children with disabilities; prioritizing outreach for parents and providers and to further expand current quality efforts and support Mrs. Navarro's quality initiative.
- (3) **Access and Affordability:** Looking at affordability and program access for low-income families through programs like the Working Parents Assistance Program. Create a master plan for child care in public space in conjunction with county growth priorities and develop a budget that reflects those priorities.

Office of the Director

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TESTIMONY ON BEHALF OF COUNTY EXECUTIVE ISIAH LEGGETT

Bill 13-15 Office of Child Care – Established

March 31, 2015 | Page 2

In addition, we have worked to create an Early Child Care Advisory Council in the County as required by the State. The leadership of the Council has been extensively trained by MSDE and now are formulating a separate agenda for Montgomery County in collaboration with key stakeholders.

We are sensitive to the public voice of advocates and stakeholders regarding many of our programs at HHS. We recognize that this bill and the voices of the many stakeholders in this room reflect a call for greater attention to be paid to the importance of child care and early learning. Within HHS we believe that integration of Early Childhood Services within our Children, Youth and Family Service Area is a best practices model. There are important dependencies that currently exist between early care and education, linkages to learning, children's mental health, infants and toddlers, child care subsidies and other programs. The establishment of this new office will create the unintended consequence of separating functions that are best performed in an integrated fashion.

County government is unable to support this bill as proposed. However, the County Executive believes that the goals of this bill could be achieved by the addition of an early Childhood Policy Officer that reports at the highest level in HHS and by the effort to reconfigure the Early Childhood Advisory Council as the Early Childhood Coordinating Council that is written into statute and would support the strategic work of Early Childhood Services within the County. The Executive branch could support amendments to this bill that do not create a new and separate office, but instead add a Policy Officer who would work with a Coordinating Council to set the County agenda for Child Care, Early Care and Education.

Thank you once again for the opportunity to testify before you today.

**Testimony from the Commission on Child Care
Bill 13-15, Office of Child Care, Early Care and Education
March 31, 2015**

My name is Michelle Green. I am the current Chairperson for the Commission on Child Care and was appointed to the Commission in 2012 as a child care provider representative.

Last week I received an email from a guidance counselor from a High School in Silver Spring. She has two high school students, sisters, who are currently failing their morning classes because they skip them in order to walk their 5th grade brother to his elementary school each morning. Their dad, a single father of four, has a construction job that requires that he leave early in the morning. The woman with whom Dad had arranged to get his child to school in the morning has fallen ill and can no longer help. In order to get their brother to school safely, the girls have taken over the morning child care duties and are now in jeopardy themselves. The family budget does not have room for the cost of child care. Dad has applied for vouchers; however, the family's need is immediate.

There are thousands of families in Montgomery County that have a similar story and their experiences serve to remind us that:

- Quality, affordable child care is necessary so that people can work and employers can count on a stable and productive workforce
- Child care is needed to help ensure that educational and employment opportunities can be pursued and the cycle of multi-generational poverty can be broken
- Child care is a critical element to ensuring that every child has a safe and nurturing place to learn and grow

For years, The Commission has been encouraging the County to elevate the issues related to providing funding for and access to quality child care. Councilmember Reimer, through Bill 13-15, Office of Child Care, Early Care and Education and Councilmembers Navarro and Floreen, through bills they have recently introduced, are taking bold actions to advance the complex issues associated with building a system of care and family supports that can meet the needs of County residents.

The Commission supports Councilmember Riemer's Bill 13-15 that would establish a new Office of Child Care, Early Care and Education. Among other things, this bill will consolidate and streamline the County's efforts on child care and early learning and establish a strategic plan to address the demand, availability and affordability of quality child care for Montgomery County families.

The body of research is large and compelling. Early care and education experiences are critical to ensuring that children have the foundation for school readiness and the basis for lifelong learning and success. Elevating the issues related to child care and early care and education to a new office as proposed by Councilmember Riemer's legislation represents an important step forward for Montgomery County's children and families. We hope that the Council will act swiftly and invest in the resources needed to make children and families a key County priority.

Thank you

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Re: Bill 13-15, Office of Child Care – Established

Testimony by Grace Rivera-Oven, Chairperson
Interagency Coordinating Board (ICB) for the Community Use of Public Facilities (CUPF)

Good evening. My name is Grace Rivera-Oven and I am the Chair of the Interagency Coordinating Board more commonly referred to as the ICB. The ICB is responsible for the formulation of policies related to the community's access to public facilities and for oversight of the Community Use of Public Facilities office or CUPF. Bill 13-15, as drafted, raises issues that should be considered.

We feel the current delegation of responsibility for administering the before and after school selection to the ICB is consistent with State and County laws and capitalizes on a long-term working relationship with MCPS administration and 200 principals. Over the past 36 years the ICB and MCPS have worked collaboratively in implementing a program that has facilitated over 500,000 hours of community use in schools every year. The interagency partnership that exists between MCPS and ICB is unique and extremely successful.

With the ICB/CUPF structure, the focus is on ensuring the process is administered objectively, with transparency, and has the oversight of a multi-agency body composed of major decision makers in the County such as the CAO, Superintendent of Schools, President of the Board of Education, President of Montgomery College, Commissioner of the Planning Board (M-NCPPC), County Council Administrator, Principals and citizen members.

As the initial "latch-key" programs launched by the ICB in the 1980s evolved to the wide range of after school programs, there has always been a strong commitment to childcare services. Since the ICB was entrusted with the responsibility of ensuring the accessibility of space in schools for groups, it is logical that the Community Use of Public Facilities office would administer a program that provides childcare providers with space use. In 2007, the ICB approved a resolution that modified the childcare selection procedures in place since 1986 to create opportunities for new and minority owned providers who felt "locked-out" of this service area by establishing rebids after five years in a specific school. This process also enables each school to select a provider that they feel will meet their specific needs. Schools had the option of re-selecting the incumbent or selecting a new provider.

Now that Regulation 15-14AMIII has formerly established the bid process, replacing the ICB Resolution, CUPF will administer the program by working with schools to support a fair and open selection process by a committee that includes educational professionals as well as families that use the service. Again, CUPF is a facilitator and not involved in the actual decision making.

It is clear we are all interested in what is best for our children. We've all worked very hard to get to where we are in this process. CUPF has demonstrated its commitment to the process by supporting the program without additional funds and utilizing existing staff. Creation of a new office would require allocation of significant funds, which is difficult in these tight budget times. We look forward to working with the Council on moving this process to the next level in our implementation of the new Regulation. Thank you.

Interagency Coordinating Board Members

Chairperson	Grace Rivera-Oven Citizen Representative
Vice Chairperson	Marye Wells-Harley Commissioner, Montgomery County Planning Board
Member	Timothy Firestine Chief Administrative Officer, Montgomery County
Member	Patricia O'Neill President, Board of Education
Member	Larry Bowers Acting Superintendent, MCPS
Member	Dr. DeRionne Pollard President, Montgomery College
Member	Stephen B. Farber Montgomery County Council Administrator
Member	Dr. Art Williams Principal, Forest Oak Middle School
Member	Kim Bosnic Principal, William B. Gibbs Elementary School
Member	Robin Confino Citizen Representative
Member	Dr. Henry Lee Citizen Representative
Member	Dr. Clint Wilson, II Citizen Representative

**Interagency Coordinating Board
For the Community Use of Public Facilities**



March 31, 2015

George Leventhal, Council President
Montgomery County Council
100 Maryland Avenue
Rockville, MD 20850

Re: Bill 13-15, Office of Child Care – Established

Dear Council President Leventhal:

I am writing on behalf of the Interagency Coordinating Board (ICB) to share our concerns regarding Bill 13-15, Office of Child Care – Established. We feel that the current delegation of responsibility for administering the before and after school selection to CUPF is consistent with State and County laws and capitalizes on a long-term working relationship with MCPS administration and 200 principals. The focus should be on ensuring the process is administered objectively, with transparency, and has the oversight of a multi-agency body such as the ICB.

The ICB, established in 1978 under Chapter 44-3 of County Code, is responsible for oversight of the Community Use of Public Facilities and coordination with Montgomery County Public Schools. The members of the ICB are comprised of major decision makers in the County and include the Chief Administrative Officer, Superintendent of Schools, President of the Board of Education, Director of County Council staff, Board member of M-NCPPC, President of Montgomery College, school administrators, and members of the community appointed by the County Executive and confirmed by the County Council. Over the past 36 years the ICB/CUPF and MCPS have worked collaboratively in implementing a program that has facilitated over 500,000 hours of community use in schools every year. The interagency partnership that exists between MCPS and ICB/CUPF is unique and extremely successful.

As the initial "latch-key" programs launched by the ICB/CUPF in the 1980s evolved to the wide range of after school programs, there has always been a strong commitment to childcare services. Since the ICB/CUPF was entrusted with the responsibility of ensuring the accessibility of space in schools for groups, it is logical that CUPF would administer a program that is providing childcare providers with space use. In 2007, the ICB approved a resolution that modified the childcare selection procedures in place since 1986 to create opportunities for new and minority owned providers who felt "locked-out" of this service area. The approach adapted to the different needs for older children. CUPF also utilized technology to streamline the process. Access via PC or tablet to the applications and resource materials replaced mountains of proposal notebooks. Now that Regulation 15-14AMIII has formerly established the bid process, replacing the ICB Resolution, the ICB/CUPF will continue to work with schools to support a fair and open selection process by a committee that includes educational professionals as well as families that use the service (CUPF would simply administer the process; CUPF would not have a voice in who is selected). This process also enables each school to select a provider that they feel will meet their specific needs. Granted, the process requires a significant time commitment by the

schools, we believe that given the alternative of having the provider selected and assigned to serve the school's students, the school they would still prefer a voice.

Approximately 30% of all indoor school use hours are by before and after school childcare providers. The fees collected for these activities account for 20% of CUPF's annual school use revenue. As demonstration of our commitment, then, and now, CUPF provides this support using current staffing and receives no funding from either MCPS or the General Fund. Creation of a new office would require allocation of significant funds, which is difficult in these tight budget times.

Thank you for your consideration.

Sincerely

A handwritten signature in cursive script that reads "Grace Rivera-Oven". The signature is written in black ink and is positioned above the printed name.

Grace Rivera-Oven
Chair, Interagency Coordinating Board



PH 3-31-15
7:30 p.m.

**Hearing Testimony March 31, 2015
County Council for Montgomery County, Maryland
Bill 13-15, Office of Child Care—Established**

My name is Veronica Beebe and I am a Member Strength Organizer with SEIU Local 500. Local 500 represents nearly 20,000 workers throughout the state of Maryland and many of them are in Montgomery County and have many concerns with child care. Reliable, affordable child care enables the citizens of Montgomery County to find employment that strengthens the economic health of the County and of the families who live here.

I am here today to speak in support of creating the Office of Child Care. I commend Councilmember Riemer's commitment to supporting early childhood educators here in Montgomery County by taking this step to promote leadership and direction in the field of child care. We believe that consolidating the efforts of multiple bodies into one department, the Office of Child Care, is an important step in addressing some of the long term problems within the industry.

Our union represents, among others, family child care providers who have children under the state subsidy program. These providers run their businesses from their home and are hubs for their community; they provide not just care but also information and help to working families in their neighborhoods. There are many challenges that child care providers must overcome to open and continue to run their businesses. They face challenges like having an acceptable space for their business, receiving all of the training necessary to provide quality care, and ensuring that children are ready to enter school. Having a department within the county devoted to improving some of these issues would improve the lives of child care providers and the families they serve greatly.

Our union also represents working families in Montgomery County who are concerned with rising costs of child care as well as simply having access to child care near where they live or work. These families count on quality, affordable, and reliable child care. Over the past decade, there has been a decrease in the amount of family child care providers throughout the state, causing a decrease in the number of spaces available for children. This, among other things, has also driven up the price of child care for families. A department that will work on addressing and solving these trends is pivotal to making sure that working families will have access to child care.

The Office of Child Care's goals are among those that we strive to work on with our members every day. We are excited to speak in support of a bill that will move the industry forward and address the larger problems that our members and their families face with regards to child care.

**Service Employees International Union, Local 500, CtW, CLC
901 Russell Avenue, Gaithersburg, MD 20879
301-740-7100 www.seiu500.org
Merle Cuttitta, President**

Good evening County Council Members,

My name is Debbie Diederichsen and I am here tonight representing Bar-T School Year Programs regarding Councilmember Riemer's bill to consolidate the county's child care and early education efforts into one agency. Bar-T has been a leading provider of quality childcare in Montgomery County Public Schools since 1988. We currently operate in 32 programs for Montgomery County families and welcome roughly 2200 children through our doors each day.

Bar-T offers quality, regulated childcare to children of all ages. In the past year alone we have had to deal with three different county agencies regarding renting space, requirements for care, and bidding for programs, all with separate timelines, priorities, and regulations. At one school alone we deal with two separate agencies, that means that a family would pass through HHS space, into ICB space, and Bar-T has to cut through the bureaucracy of both to make sure that care is even and consistent for the families that rely on us. In our office alone we have one part time staff member who deals strictly with renting space, and a full time staff member who works on the various proposals, rebids, and written requirements needed to exist in this business environment.

We strongly recommend the passage of Councilmember Riemer's bill before you. By consolidating the oversight of all childcare under one roof, it would ensure that providers are supported and able to offer the best possible care to families.

Thank you for your time,

Debbie Diederichsen
Director of Growth and Development
Bar-T Holding, Inc
18753 North Frederick Ave
Suite 203
Gaithersburg, MD 20879

My name is Joe Richardson and I work for Bar-T, but I'm here tonight to speak as a parent. I also have two children who use childcare in Montgomery County, my 5 year old is in a Bar-T Pre-K program, and my 2 year old attends a local Montessori school. My wife and I both work to support our family, but without childcare, one of us would have to stay home to care for our children. The advantage my family gets in having our children enrolled in these wonderful childcare programs goes far beyond simply supporting the careers of my wife and I. My daughter is able to read and write before she has set a single foot a Kindergarten classroom, and my son has the wonderful workers at infants and toddlers visit him at his school so they can work with him and his teachers on developing his speech.

My point is that the quality of care they receive is tremendous, but it comes at a great cost. Frankly if I didn't work for a childcare company, where I receive free care for my daughter, we would never be able to afford the care for my two children. With the tangible benefits children receive from quality childcare, it shouldn't be reserved for only the wealthy, or those like me who happen to work in the industry. Affordable, quality childcare, should be available to everyone, and I feel that the bill before you tonight is a step in the right direction for making that a reality for every parent in Montgomery County.

Shaun Rose – Testimony in Support of Bill 13-15, March 31, 2015

My name is Shaun Rose and I am testifying in support of Bill 13-15. I am the President of Rock Spring Children's Center, a nonprofit school with over 150 infant to pre-k children. I am also a Commissioner on the County's Commission on Child Care.

Over the past few years, I have met with many of you to discuss these issues. One thing we heard was that if we wanted big change, we needed to get people outside the Council building with signs about the importance of this issue. Well, we did that tonight. I would like to thank all of the teachers, administrators and parents from Rock Spring and from all of the other programs who came out tonight.

25 years ago we had a Division of Child Care and we had a strategic plan for how we were going to support families. This is when the Commission on Child Care was created. Back then, we had a partnership between County government and providers. WPA and Child Care in Public Space were two important tools we used to support families and child care programs. But, our plans, our strategy, our partnership and the level of financial support have fallen away over the years.

You will hear from parents, providers, and teachers tonight who experience our current system from various points of view, but who all have very important concerns. These issues are complex, not easily solved through a single task force, or a piece of legislation. We need structural change. We need someone responsible for understanding our current system and who can partner with the Commission, parents and providers to start moving us in the right direction. We need to marshal all of the resources we currently have, and create a new plan and we need to do it this year. We need to join other jurisdictions who are making substantial efforts to support child care and early education and support the families of their communities.

Those of you seeing this at home who could not attend tonight, I urge you to write in to your Councilmembers to let them know this is important to you.

The rest of my written testimony is longer than I have time to read here, but I just wanted to hit a few highlights:

There's a great ambivalence towards families and child care. There's a highly entrenched attitude that families should be able to figure out child care on their own, which is incredible given what a significant cost it is and that the vast majority of the parents in our county have jobs that they need to go to each day.

Most of the families in our county do not make enough to afford consistent, quality child care. Many families have to resort to unlicensed, inconsistent, and unreliable arrangements so that they can go to work. Unreliable care makes for unreliable workers and those at the lowest levels of income struggle to advance themselves economically. Those who are finding ways to afford childcare are struggling, and it significantly impacts their family finances. **10% is the recommended percentage of a family's income that should be spent on child care. But that means a young family in Montgomery County with two kids in the 0 to 5 range would have to be making about \$300-\$400,000 a year in order to comfortably afford childcare.**

We know that the vast majority of our children's brain development occurs during these 0 to 5 years and that high-quality care and learning environments are key to preparing them for success in K- 12 and beyond. **One of the reasons we may be failing at closing the K-12 achievement gap is because our efforts are starting too late. We put around 50% of our county budget towards K-12 education and less than 1% supporting early education in the 0 to 5 years when it could make a bigger difference.**

The biggest subsidy for child care right now is the low pay for child care professionals. Payroll accounts for about 70% of a childcare programs budget, but administrators are paid like public school teachers and childcare teachers are generally paid in the \$25-35k range. Education and training requirements keep increasing, but programs cannot afford to increase pay. **Childcare teachers who spend all day making sure other people's children of quality early educational experiences cannot afford quality care for their own kids.**

Adding to the burden, state licensing regulations and quality improvement programs add more and more requirements on childcare providers every year. But it seems that we are ignoring the economic realities and confusing minimum standards of quality with what should be aspirational goals. Worse, the State entities in charge of licensing and quality improvements are so under-resourced and interfacing with them is so difficult and time-consuming that there is little evidence that these additional burdens are having a positive impact on quality. In fact it seems to take time away from the children and the program and serves merely to give data to a central office.

On the county level, the two biggest supports to our child care system are the Working Parents Assistance program and child care in public space. However while child care costs have risen significantly funding for WPA has stayed relatively flat. Subsidy amounts are not high enough to allow families to forward quality care. Income qualification levels are also too low in the program only helps a small number of families. A County Work Group has submitted a report to you detailing the problems with WPA and recommending significant changes. However, there are currently no plans to do anything about this. **PLEASE FIX WPA!**

Many of the larger childcare programs in the county have long relied on the use of public space with lower-cost rent to make their programs work. At one time, the county used their public space in an effort to bolster our system of childcare and help providers. More recently though we have shifted our approach to child care in public space, making it more unreliable and forcing providers to compete more frequently which often means lower wages and benefits to child care workers in order to win bids. This does not help our children get quality care.

Our system of child care is on an unsustainable path and many providers have had to focus on existential questions of what happens when our system collapses. We should not have to reach a crisis point before we decide to act. The strongest opposition to this bill seems to be coming from within County government where there is a resistance to change and concern that a new structure would create interface challenges among County entities. Our government structure should be set up to serve the needs and interests of the people and not its own needs. **There are many complex questions and issues that need to be studied and addressed and our current structure is not set up to do this.**

Please pass this bill and recommit the County to partnering with the providers who have been trying for so long to serve the needs of our families and children. Let's see this is just a first step to putting us on a sustainable path that supports families and improves the quality of life in our County. Studies have shown that money invested in childcare can pay great dividends. Once we come up with a plan, we need to be committed to making these investments.

Thank you.

Erin W. Slagle

My name is Erin Slagle and I am testifying in favor of Bill 13-15. I am the Program Director at Rock Spring Children's Center and a resident of Montgomery County. I am also a parent of a 10 month old baby boy named Lincoln.

Because of my job, I get to see first-hand what an incredible impact quality early educational experiences have on children. However, I also see the incredible stress parents endure as they struggle to balance the demands of their jobs and careers with those of being a parent. Even when they find a wonderful place, with loving people, where they feel comfortable leaving their child, parents still struggle with the astronomical costs of quality care.

As an assistant director in a child care center, I have dedicated my career to early childhood education, and yet I cannot afford quality care for my own child. Our phenomenal teachers make less than I do and have an even harder time accommodating care for their own children. The fundraising at our School is able to provide some tuition discounts, but we are not sure from year to year what assistance will be available. It's very hard to be in the business of providing quality care for other people's kids but not to be able to afford it yourself. There are many other hard working families out there who also cannot afford care and have to resort to unlicensed and unreliable arrangements.

In my position at the School, I manage our curriculum, trainings, licensing compliance and accreditations. I love my job and love working with the teachers to provide excellent care and education for children. However, every day we have to deal with unnecessary or unorganized demands placed on administrators, and unclear or unrealistic training demands placed on teachers. Excellent teachers with decades of experience are given the message they are not good enough because they don't have degrees. Teachers with degrees eventually move on to higher paying jobs or jobs with more prestige, often creating high turnover rates in many child care centers. This is not good for our kids or our families.

So far our school has resisted the pressure to participate in the State's EXCELS program. I've seen little evidence that it will increase our quality. On the contrary, EXCELS is so inefficient and it takes so much time to interact with MSDE that it wastes a lot of valuable time which I could be spending working with teachers, parents, and children. The demands of the EXCELS program also increases our tuition costs- and why would we want to do that when so many struggle to afford child care as it is?

As a result, I am very concerned for the system that we currently have in place for child care in Montgomery County. Things seem to be getting worse and not better. I am hopeful that Bill 13-15 will mark a change in our direction. I hope you will support it and then take further steps to better support quality child care so that early childhood educators like me can afford care for their own children. Thank you.

PH 3-31-15
7:30 p.m.

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Bernadine Occhiuzzo
806 Highland Ridge Avenue
Gaithersburg MD 20878

My name is Bernadine Occhiuzzo and I am a center director and teacher at Cedar Lane Nursery School and I am here testifying in support of Bill 13-15.

As the director, I had been through all of the processes of accreditation, credentialing and the EXCELS rating system. All of these processes are very time consuming, and tedious. The most challenging task is the daunting paper work and logistical challenges of submitting documentation over and over to the various agencies. The time spent doing all of this increases our costs, does not help me improve the quality of our program, and takes away time I could be spending with the children.

I stand in awe of family care providers who besides spending ten to eleven hours a day taking care of children, have time after that to clean up and get ready for the following day, find the time to take continuing education classes, submit paperwork to licensing and learn about new regulations, do their finances, and work on their EXCELS rating and accreditation processes. Childcare teachers are asked to do more and more training and to get more and more education. Yet, they remain low paid.

Parents have a hard time finding care that is both quality and affordable. The County's Working Parents Assistance program has not kept pace with the rising costs of care. The assistance it provides is no longer sufficient to help most low-income families who qualify afford care. And each year more and more families who don't qualify for WPA also cannot afford care.

In order to raise early care and education to a priority, so that all-young children have access to quality, affordable care it is necessary to bring about some structural changes. Hence, Bill 13-15 is merely a first step towards this goal. By establishing an Office of Child Care, Early Care and Education, the resources and supports the County provides can be under one umbrella, where things can be more efficient and more responsive to providers and parents. This structural change would also allow the County to use its resources to develop and execute a plan to effectively help providers and parents.

At this juncture I would like to quote Mr. Leventhal's recent statement "It goes without saying that our public schools are the pride of our County. We all want to provide the funding necessary to ensure good outcomes for all students." This is very true, but I would like to add that this pride and joy starts at early care and education where the vast majority of our children's brain development occurs. It is time the County made early care and education a top priority. It is time to acknowledge that investing in early care and education is an economic need and should be addressed here and now. Thank you.

Montgomery County Council Hearing - Office of Child Care
March 31, 2015

Mary Ellen Savarese
4512 Saul Road
Kensington, Md.

I am here to speak in support of the Legislation to Create an Office of Child Care and Early Care and Education.

My appreciation to Council Member Hans Riemer for his March 12 letter to Council Members regarding the creation of an Office of Child Care, Early Care and Education- it saved me hours of looking up statistical information for this testimony. It is ALL there- the need, the gaps, the positive impact of taking this action.

An Office of Child Care is a wise investment- and we have been waiting for it for a long time.

Once upon a time, there was a Division of Child Care in this County- and there was leadership that understood that child care is BIG- especially in a County like ours, where most parents work and must have reliable, safe and good care for children.

And leadership understood that child care- while an education issue- was truly an economic and business issue- this County took the lead on partnerships with business to create child care, to pay for child care and to raise the bar on child care quality. But times and budgets changed after the 1990's.

I was privileged to observe and participate in that period when Montgomery County Government created the Working Parent's Assistance Program- a national model of child care tuition assistance for those families struggling to remain off of welfare and be self-supporting.

I was there for the ribbon cutting of the Children's Resource Center- the first focal point for child care and early education in the State and a place to train and support the workforce needed to grow child care facilities.

I attended multiple child care professional conferences- where the Montgomery County system for creating public facilities for community based child care was presented as a model of cooperation, collaboration and good fiscal sense to national audiences.

There was the first child care center built on Park and Planning property, then on public school property and then at the Shady Grove METRO station. All were a first in the State, and Shady Grove was actually financed with public and private dollars! Probably a first in the nation.

Zoning laws, fire code and building permit regulations were adjusted to support expanded child care options for businesses and in-home providers- because there were County staff committed to making child care available and affordable.

Child care space was built on school sites concurrently with school construction and pre-school and school age programs in elementary schools were chosen by a transparent process that included the local community and experts in quality child care.

The County Commission on Child Care was created - with volunteer representation from parents, providers and Businesses- still going strong for over 25 years- another first and still only in Maryland.

This was all done because availability of child care is not a nice thing to have or a social services issue- it is a requirement- if we want our citizens to be able to work and our businesses to thrive.

How lucky we are! There is so much in place already.

The NEW Office of Child Care, with professional staff focused on this issue, could develop and implement a plan for what child care needs exist today. A plan that addresses child care and early learning in a comprehensive way, strengthening what is already in place, establishing new relationships and creating partnerships across local and state agencies and with the private sector.

And that Office will work with the thousands of child care advocates- Family child care operators, Center Directors, classroom teachers, volunteers and parents- who will all continue to work for quality early care for our community.

It is a wise investment- and we have been waiting for it for a long time.

Thank you very much.

Margellen Savarese



March 31, 2015

Dear County Councilmembers,

Good evening and thank you for considering this important issue. My name is Joanne Hurt and I am the executive director of Wonders Child Care, a non profit early childhood and school age program serving approximately 700 children at 8 centers.

As a working mother with young children, I was extremely fortunate that my employer, Wonders, provided a tuition discount so that I could afford to send my children to the high quality child care program that I, along with my colleagues, worked hard to provide for children in our community. This important and valuable benefit allowed me to commit fully to my work, provided my children an exceptional early education and helped me maintain a little sanity as I juggled life with two young children and a full time career.

When I think back on the early years of raising my family, it sometimes feels like a blur. But then there are moments when it is crystal clear just how important those early years are. When my now 23 year old son was preparing to graduate from college last year, he shared with me that the most important and meaningful connections that he had with teachers throughout his educational career were informed by his first teachers, when he was two years old. These two early childhood educators taught my son and his classmates that learning should be respectful, engaging and fun. This is significant. Early childhood education is the foundation for lifelong learning.

Children's education begins at birth. There are many of you who have worked to make early childhood education and school age care a priority for the Council because you recognize the importance of quality education for our children, our communities and the County. I commend all of you for your efforts and appreciate your willingness to consider feedback from those of us in the field. The bill before you allows us to continue the conversation about how the County can further its efforts to be more intentional, efficient and strategic in ensuring that all families who want and need high quality, licensed child care will have access to it and the ability to afford it.

Thank you,

Joanne Hurt
Executive Director

NON PROFIT SINCE 1976

main office

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bethesda extended day chevy chase extended day edgemoor children's center horace mann extended day

jas extended day leland children's center little falls extended day somerset extended day

March 31st, 2015

**County Office of Child Care, Early Care and Education Testimony
Speech
(Pro Bill 13-15)**

Good evening, my name is Christopher Chapman and I am here to testify in favor of Bill 13-15. I am a preschool teacher with a Bachelor's Degree in Psychology, and am currently pursuing a Master's Degree in Education with a concentration in Early Childhood Special Education. I love working with, and enriching the lives of children and I see so many opportunities to make a positive impact on their development. There is so much happening during this stage of development and I see the incredible amount of cognitive, social and physical growth in the kids at our school from infancy until they leave us for kindergarten.

As a special educator, I also see children who sometimes deviate from typical developmental patterns. When these deviations, or "unique learning styles" are identified earlier on in a child's development, there are often interventions we can implement to help redirect learning, towards a more developmentally appropriate trajectory and help prevent more serious delays later on in the child's development.

"The age range where the most amount of information can be learned occurs between birth and the age of three. During this time humans develop more quickly and rapidly than they would at any other point in their lives.

At this time in life, the brain is growing exponentially and it is easier for information to be absorbed, resulting in parts of the brain's

development sometimes nearly doubling within a years time”

I am concerned because, while I know what an impact quality early education has on children, I know so many families who need these outlets but cannot afford them. I am also concerned because although I love my job, early educators do not make enough money to support a family of their own. I see my colleagues who provide incredible experiences for so many children each day, but cannot afford child care for their own children.

I am very hopeful that with the creation of a ***County Office of: Child Care, Early Care and Education***, a significant step will be taken in acknowledging the importance of early childhood education and the value of early childhood educators like myself and the other teachers who came out tonight to support this.

It seems strange to me when the vast majority of our families need child care, that we do so little to support a system of high quality and affordable early care and education. Why do we not do more to incentivize people to become early childhood teachers? And with the great degree of variance in our children’s birth to 5 experiences, why are we surprised when our children have significant gaps in achievement in k-12 education? It is so much more efficient and effective to support children with high quality education when the vast majority of their brain development is occurring and provide them with interventions when they make the most impact.

So, I hope that you will not only pass Bill 13-15, but also see it as just the beginning of a structure that recognizes the great need that families, children and child care professionals have for a much better system of early childhood care and education. Thank you.

Susan Goldberg

Good evening. My name is Susan Goldberg and I am testifying in favor of Bill 13-15. I am a County resident, a parent of three children, and a small business owner. I am for this Bill because I think the County needs to be doing more to invest and support our children and families to ensure they can afford quality child care. I know from experiences with my own children how difficult it can be to find quality child care options. Then, once you find something, the next hurdle is how to afford it.

My business, called JumpBunch, provides sports and fitness programs for children. We operate in over forty different child care programs in the County. Everyday I see a lot of hard working child care providers and teachers who love working with children and do their best to provide quality care and educational experiences. I see how important these experiences are for the children and their families. However, I also know that many families cannot afford it. And even with child care being as expensive as it is, many child care programs struggle to make it and cannot pay their staff like the professionals that they are.

It's time for a new chapter in child care and early education in our County. My three children are now in the public school system where we are seeing the impact that quality early education can have on our students. We need to make it more of a priority because child care, or lack thereof, can have lasting impacts on children and education. As a first step, I urge you to pass Bill 13-15 so that we can develop a plan for our County and start to seriously address child care issues. Thank you.



332 W. Edmonston Drive, Rockville, Maryland 20852

Council President Leventhal and other members of the Montgomery County Council,

My name is Linda Owen. I am a resident of and voter in Montgomery County. I am the director of the Clara Barton Center for Children in Cabin John, Maryland, a private, non-profit child care center serving 83 children and their families, licensed and accredited by the Maryland State Department of Education. Our center participates in the Maryland EXCELS quality-rating program; we hold a Level 5 checks rating.

I am here to represent the Organization of Child Care Directors of Montgomery County ("OCCD"), a one-of-a-kind organization in the state of Maryland. With over 150 members, our diverse membership includes Directors from Nursery Schools, Head Start Programs, Child Care Centers, School-Age Programs, Businesses, Associations, and Individuals. Members represent a variety of agencies: non-profit, for profit, faith-based, franchise, corporate, government, public and private. Our members reflect the diversity in licensed center-based child care in Montgomery County and bring together a wealth of knowledge and expertise in how to provide quality care and education for young children ages zero to eight years (and their families).

(over)

Thank you for allowing me the opportunity to speak in support of Bill 13-15.

At OCCD's monthly meeting two weeks ago, our members engaged in spirited discussion regarding the proposed legislation to create an Office of Child Care, Early Care and Education.

- The OCCD membership strongly endorses the need for child care to become a bigger priority for Montgomery County legislative decision-makers.
- OCCD supports consolidating, streamlining, and making more effective what the County currently does to support child care.
- We hope that an Office of Child Care, Early Care and Education Director will be the voice and face of child care in Montgomery County -- someone who can help shape policy that focuses on the need to provide affordable, quality, licensed child care and early education programs for all families in Montgomery County who need it.
 - So that families do not have to turn to informal or unlicensed care arrangements.
 - But instead can access and afford the engaging and supportive child care environments that allow children to safely develop, learn, and thrive.

WE URGE YOU TO TAKE THIS OPPORTUNITY TO FORMALIZE CHILD CARE, EARLY CARE AND EDUCATION AS A COUNTY PRIORITY. WE BELIEVE IT WILL BE WORTH THE INVESTMENT.

Thank you for your attention and consideration.

Linda Owen
8700 Bellwood Road, Bethesda, MD 20817

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Thank you for this opportunity to speak before you this evening. I am Patty Moore, and a child care provider at Bright Eyes Child Care. I am here tonight to support Councilmember Riemers Bill 13-15.

I am especially interested in the proposed Office of Child Care, Early Care and Education taking over the selection process for centers in Public Space.

You have heard about this issue for many years now and it remains an issue. Because I work in a center that is in Public Space, I have to live in fear through this re-bid process. Centers that have been operating, abiding by every part of their lease, providing quality child care, and maintaining all indicators of quality child care still can lose their space. Staff can lose their jobs. We are always being told to think of our selves as professionals – go to school and trainings. Professional child care providers deserve health care and 401K plans, they stay in the field and grow their seniority and yet it can all be taken away in the blink of an eyes.

Children and parents can lose the providers and center that they love. And worse of all, the parents who use the center do not always have an opportunity to have their voices heard.

While the public space issue is only one part of this bill it is an important part. There should be one office in Montgomery County to consolidate all the child care services.

There needs to be an Office in Montgomery County that puts child care first! It is time to make child care a priority in Montgomery County.

Please support Bill 13-15.

Thank you for your time.

March 31, 2015
Public Hearing: Bill 13-15
Office of Child Care - Established
Testimony by Ed Krauze

My name is Ed Krauze and I am a Montgomery County resident and parent member of the Commission on Child Care.

Initially I was reluctant to testify. I have no skin in the game. My kids are no longer in child care and no one in my family makes a living providing child care. That's when someone reminded that exactly why I should testify. I have no skin in the game, but I think I have learned a few things worth sharing.

I strongly support Bill 13-15. This bill seeks to make child care a much higher County priority. Through consolidation, in particular by consolidating our system of child care in public space into a single County entity whose mission and expertise focuses on quality child care, child care can become a higher priority in Montgomery County.

Consolidation can make it easier for parents AND providers to navigate through their children's child care needs.

And dare I say, child care consolidation might even create long term efficiencies that save us money and resources in the long run.

Last year, the Council just began to scratch the surface. There was extensive testimony and correspondence regarding the lack of transparency, consistency and accountability with our current system for using our public space in schools and other County buildings for child care. Our current system is scattered across multiple entities, each with their own selection procedures and processes, with no consistent strategy or set of policy objectives for how we use County resources to support quality care.

Here are just a few examples of the lack of transparency, consistency, or accountability I believe this legislation can begin to address:

The Lack of Consistent Child Care Policies Currently Leads to Fear

The regulation the Council adopted last year did not apply to all the different child care in public spaces issues or create consistency. It only applied to the process administered by Community Use of Public Facilities (CUPF). And even after all Council efforts and emphasis challenges remain.

CUPF restarted its rebid process, but without administrative procedures or a rebid schedule. Such prime examples of the lack of transparency concerns were raised last year and yet continue. I am not sure, but if I were a provider, I would be concerned and reluctant to speak out when there is seemingly no transparency in the process to protect me.

One clear transparent system led by child care professionals could a long way to alleviate both parents and providers fears.

Non-experts in Child Care Are Making Childcare Selection Decisions

Another issue is how child care programs are being selected and by whom. CUPF and MCPS argued child care expertise was included in their process by virtue of having principals on their selection committees. Yet, there is testimony from the Principal's Association last year that they are not experts in child care programs.

By contrast, HHS selection committees, in addition to principals, include two members with child care expertise who are familiar with licensing regulations, indicators of quality care and child care budgets and financial structures. As a parent, I would like to have someone on my child's childcare selection committee that WANTED to be there and had expertise in child care.

More importantly, from a government efficiency perspective wouldn't it be better to have one consolidated entity with child care expertise making child care decisions.

One School - Different Government Agencies - Different Selection Process

It was mind-boggling to me, but there are schools that have different parts of their facility being administered by different entities going up for rebid at different times. For example, just this past month, a section of one elementary school administered by HHS went up for rebid for space that was being used for preschool and before and after school care. Another section of this elementary school is also being used for before and after school care, but that section is administered by CUPF and was not scheduled for rebid. That's crazy and begs for consolidation.

Are There Montgomery County Child Care Policy Goals in general or in particular for child care in public space?

There are also larger policy questions that cannot be answered without a consolidated child care strategy or an agreed upon set of policy goals for how we use public space. Below are just a few:

For example, is it better to follow quality child care principles of consistency and predictability in care of children and give a preference to incumbent providers who are providing quality care and investing in their community?

Or is it better to have providers see themselves as "just visiting" and have a system that will more often bring in new providers and periodically shake things up?

Is it better to have a provider who pays low wages and few benefits to their child care teachers but is cheaper (and probably has higher

teacher turnover) or should the selection process reward providers who hit certain salary and benefit benchmarks?

If the County is subsidizing child care programs with low cost rent, should programs be able to pay their teachers the minimum and have this subsidy pass through to for profit?

Are there differences and if so what are the difference between for-profit and non-profit child care providers in public space?

What quality standards do we want for ALL child care in Montgomery County?

We Need a Consolidated Structure

Under our current structure, we do not have anyone responsible for looking at questions like these. We do not have a strategy. And, even if we did, no one is empowered to ensure the County's resources are implemented consistent with our policy goals.

When you passed the child care in public space regulation last year, you included a 1 year sunset provision so that we could come up with a better way. Creating this Office of Child Care to oversee all child care in public space processes is a much better way.

WE NEED TO RALLY AROUND CHILD CARE!

WE NEED TO RALLY AROUND CHILD CARE CONSOLIDATION!!!

I strongly urge you to pass Bill 13-15.

Thank you for your time.

Buenas noches mi nombre es Carolina De Jesús, soy maestra de CentroNía. Estoy aquí para apoyar la ley de crear una oficina de cuidado infantil con atención temprana y Educación que sea accesible, de calidad y que enriquezca el acceso de cuidado infantil para las familias.

Como educadora, valoro todos los esfuerzos para mejor y ampliar los servicios para la primera infancia y entendemos de primera mano las ventajas que ofrece la educación temprana a los niños.

Mi experiencia trabajando como maestra en CentroNía es estupenda, tengo la oportunidad de poder trabajar con infantes que día a día demuestran la inteligencia del ser humano desde temprana edad. Aparte de ser lindos y adorables son muy inteligentes, me fascina poder transmitir y enseñarles un servicio único y valioso para la orientación, y formación de su desarrollo. El niño en edad preescolar pasa la mayor parte de su tiempo aprendiendo muchas cosas nuevas sobre su mundo y sus maestras guían su exploración, manteniéndolo a salvo y alimentando su curiosidad.

Parte de nuestra labor también incluye apoyar a todas familias, nos encargamos de promover reuniones, encuentros y talleres que permitan sensibilizar, informar y educar a las familias sobre la valoración del desarrollo infantil, ya que la participación de padres y maestros es crucial para el éxito académico de cada niño. Es por ello que creemos que tener una oficina dedicada exclusivamente a la educación de la primera infancia podría proporcionar liderazgo para mejorar las prácticas en el ámbito de todo el condado de Montgomery.

Estoy de acuerdo y yo voto para que la ley de crear una oficina de Cuidado Infantil con atención Temprana y Educación que sea accesible, de calidad y que enriquezca el acceso de cuidado de niños para todas las familias (13-15) sea aprobada.

Thank you for this opportunity to testify before you this evening. I am Jerraine Johnson, and I am here tonight representing Bright Eyes Child Care. Bright Eyes has been serving families in Montgomery County since 1991. We have 7 centers, 5 in public space. We are asking that you support Hans Riemer's bill 13 - 15 to create an Office of Child Care, Early Care and Education.

Child care is an important issue in Montgomery County and it is time to make it a priority. There needs to be consolidation, consistency and transparency for the selection of child care centers in public space and parents need to have a voice in this process. Right now when centers have to go through the re-bid process there does not have to be parent representation on the Tenant Selection Committee and often there is not even one parent on the committee. Parents are the ones who use our services and their voices need to be heard. Selections should be based on quality indicators, accreditation and EXCELS. This is not always the case.

Councilmember Riemer's bill promises to address affordable, quality child care. The families of Montgomery County deserve that. Currently the WPA (Working Parents Assistance program) does not provide families with enough money to subsidize their child care, as a result families are opting to not use the program and instead are putting their children in unlicensed child care. While this works economically for families, it does not help prepare their children for school or ensure safety. The WPA program issues need to be addressed so working families in Montgomery County can afford quality child care.

The time is right now to elevate child care and make it a County priority. Children are our future. Research shows that every \$1 spent on programs for young children results in a return of \$7. It is time to make structural changes to consolidate, streamline and make more effective the many programs that are currently spread through out the county.

Dade County in Florida has developed a Children's Trust that has put child care on the front burner. It is time for Montgomery County to start that process. Councilmember Riemer's bill is an important first step We care deeply about the children and families of Montgomery County. Please support Bill 13 -15.

Buenas noches a todos los presentes, mi nombre es Kony Castillo, he sido maestra de CentroNía por 13 años educando niños de 2 a 5 años de edad. Estoy aquí para apoyar la ley de crear una Oficina de Cuidado Infantil con atención temprana y educación que sea accesible, de calidad y que enriquezca el acceso de cuidado de niños para todas las familias.

Como educadora considero que es muy importante la educación temprana, ya que cada día ayudamos al crecimiento y éxito académico de nuestros niños. Al mismo tiempo es muy gratificante el trabajar con niños especialmente en CentroNía el cual brinda educación en un ambiente de calidad, saludable y con familias de diferentes culturas que nos permite aprender de cada una de ellas.

Como maestra tengo la obligación de ver por cada una de mis familias apoyándolas en lo que necesiten y compartiendo con ellas la importancia de la educación temprana. Por esta razón creo que la creación de una oficina dedicada exclusivamente a la educación temprana en el Condado de Montgomery es muy importante, ya que puede servir como un nexo entre padres, maestros y administradores preocupados por una educación temprana de calidad.

Esta oficina puede brindar información a los padres sobre los diferentes programas disponibles para niños. De igual manera, sería el punto de encuentro donde se podría proveer entrenamiento continuo a los maestros.

Por estas razones yo estoy de acuerdo y voto por la aprobación de la ley 13-15 para crear una Oficina de Cuidado Infantil con Atención Temprana y educación que sea accesible, de calidad, y que enriquezca el acceso de cuidado de niños para todas las familias.

Zoila, Mayorga

Testimonio

Buenas Noches...

Mi nombre es Zolia Mayorha y en esta oportunidad estoy aquí para mostrar mi apoyo a la ley 13-15 para crear una Oficina de Cuidado Infantil con Atención Temprana y educación que sea accesible, de calidad, y que enriquezca el acceso de cuidado de niños para todas las familias.

Como educadora que soy, valoro todos los esfuerzos para mejorar y ampliar los servicios para la primera infancia, especialmente a los que más lo necesitan y entiendo de primera mano las ventajas que ofrece la educación temprana a los niños, así también a la importancia del éxito académico a medida que crecen. Día a día lo vemos reflejado en su crecimiento y desarrollo, por lo tanto, es por ello que creo que tener una oficina dedicada exclusivamente a la educación de la primera infancia podría proporcionar liderazgo para mejorar las prácticas en el ámbito en el Condado de Montgomery.

Estoy segura de que la creación de una oficina de cuidado de niños podría servir como punto de encuentro donde los expertos pudieran reunirse y discutir oportunidades de innovación que podría conducir a la expansión de los servicios de cuidado infantil de alta calidad. Por ejemplo, en mi experiencia como maestra he podido experimentar lo hermoso que es ver a los niños interactuando entre diferentes culturas especialmente como el lenguaje y costumbres.

Quiero mencionar también que esta oficina sería un recurso para los maestros y administradores en el condado para recibir capacitaciones para el desarrollo profesional y así garantizar una educación temprana que cumpla altas expectativas y teniendo como resultado brindar un trabajo de alta calidad a nuestras familias.

Para concluir espero que nuestra petición sea escuchada para seguir teniendo la oportunidad de ver a tantas familias como lo vemos en CentroNía; contentas y agradecidas de que exista una oficina o una institución que les brinde el apoyo que tanto necesitan para el futuro de nuestras nuevas generaciones.

Good Evening! I am Lorna Sanchez, a prek Teacher at CentroNía and an educator for 20 years. I am here to support the Bill 13-15 that seeks to create an Office of Child Care, Early Care and Education to make affordable, quality, enriching child care to all families.

At CentroNía, our mission is to give high quality education to the children and value each child as a whole. We help them develop their skills to the fullest potentials and provide services to families of different cultures and economic levels. But how could we achieve this mission? We, as early childhood educators constantly seek for professional trainings, resources and opportunities, to ensure our children's academic success and their families.

I believe that having a Child Care office in our county could serve as a venue to achieve our goal in improving the overall quality of Early Childhood Education in our county. It will serve as a focal point where professionals could plan and discuss an overall improvement, not only the quality of teaching in child care but also on how to provide help to the families of Montgomery County.

As an educator, I value all efforts to improve and expand early childhood services to those in need and understand first-hand the advantages early childhood education provides for children – increasing their chances for academic success as they grow. This is why I believe that having an office solely dedicated to Early Childhood Education could provide leadership to improve practices in the field throughout Montgomery County.

Buenas noches! Mi nombre es Maria Villagómez soy maestro de CentroNía y estoy aquí para apoyar el proyecto de ley (13-15) para una Oficina de Cuidado Infantil con atención temprana y educación que sea accesible, de calidad y que enriquezca el acceso de cuidado de niños para todas las familias.

A lo largo de mi carrera como maestra de educación temprana he aprendido sobre la importancia de la enseñanza y la necesidad de buscar las herramientas necesarias para desempeñar una labor docente de alta calidad. Ser maestro requiere responsabilidad, preparación y compromiso con su trabajo y sobre todo con cada uno de los niños y sus familias.

Los programas infantiles de alta calidad pueden ayudar a los niños pequeños a desarrollar habilidades sociales. Además pueden ayudar a mejorar el nivel académico de cada estudiante y tener un impacto a la hora de su graduación e ingresos a lo largo de la vida. Sería una gran oportunidad tener más programas para la comunidad y poder ayudar a las familias de bajos recursos a recibir servicios de cuidado infantiles de alta calidad.

Actualmente los programas públicos para los niños de edad temprana tienen un cupo limitado. Una oficina de cuidado infantil podría ayudar a expandir las oportunidades de educación infantil. Me resta expresar que estoy de acuerdo con que la ley de crear una oficina de cuidado infantil con atención temprana a la educación sea accesible de calidad, para enriquecer el acceso de cuidado de niños para todas las familias se apruebe.

Muchas gracias y buenas noches.

Muy buenas noches. Mi nombre es Anahí Villafuerte y soy mamá de CentroNía y maestra de Bright Eyes Early Learning Center. Al igual que mis colegas estoy aquí para mostrar mi apoyo a la ley 13-15 que intenta crear una Oficina de Cuidado Infantil, con atención temprana y educación que sea accesible, de calidad, y que enriquezca el acceso de cuidado de niños para todas las familias.

Como madre recibo apoyo en todo lo que representa una educación temprana en el aprendizaje y cuidado de mi hijo, el beneficio de visitas de hogar está ayudando a mi hijo a estar preparado, y familiarizado con el ambiente escolar – lo cual le ayuda a sentirse seguro para estar en un salón de clase. Desde que mi hijo ingresó a CentroNía yo también he tenido la oportunidad de involucrarme más en la educación de mi hijo - participando en talleres y eventos que ofrecen. De hecho, gracias a los servicios brindados por centro educativos como CentroNía ahora soy una Educadora Profesional de cuidado de niños, ya que por medio de ellos pude estudiar y obtener mi credencial del Child Development Associate Training Program; este programa se preocupa no sólo por la educación de los niños sino también por la educación de los padres.

Pienso que es importante mejorar la calidad del cuidado infantil para apoyar el desarrollo saludable y el aprendizaje de nuestros hijos. El tener una oficina podría facilitar más servicios para mejorar y ayudar a los programas a que cumplan con los estándares más altos y proveer apoyo y desarrollo profesional a los educadores.

Como educadora y trabajadora de Bright Eyes cada día me esfuerzo por brindar una buena atención a los niños y entiendo las ventajas que se ofrece en los servicios de educación temprana y la importancia del éxito académico de cada niño a medida que crecen. Por lo tanto, creo que tener una oficina dedicada exclusivamente a la educación de la primera infancia podría proporcionar liderazgo para mejorar las prácticas en el ámbito de todo el condado de Montgomery County, pues tener una buena atención y educación es primordial para nuestros niños. La creación de una oficina de cuidados de niños podría servir como punto de encuentro donde los expertos podrían reunirse y discutir a fondo oportunidades que podrían conducir a la expansión de los servicios de cuidado infantil de alta calidad.

Es mi deseo que la ley de crear una oficina de cuidado infantil, con atención temprana y educación accesible, de calidad y que enriquezca el acceso de cuidado de niños se pueda hacer realidad.

Testimony for Montgomery County Council Hearing for Bill 13-15; March 31, 2015

Good Evening. My name is Deborah Duffy and I am a teacher at the Clara Barton Center for Children in Cabin John. I am here tonight to support Councilmember Riemer's bill to establish an Office of Childcare in Montgomery County. In my nearly ten years of teaching toddlers, I have seen the demand for full-day childcare increase dramatically.

In addition to supporting families with young children in the county, I, as a childcare provider, hope that an Office of Childcare will give support to childcare providers and help to dispel and move beyond the prevailing opinion that we are glorified babysitters. Nobody gets in this field for the money or for the flexible hours, but we do need to support ourselves and our families which is currently difficult to do. We are educated, dedicated women and men who do this job because we feel passionately about the importance of educating and nurturing our children, and giving them a solid foundation in their early years of growth and development. It is my hope that an Office of Childcare will help to bring some recognition and professionalism to our field.

Thank you.

Deborah Duffy,
Cabin John, MD



10109 Darnestown Road
Rockville, Maryland 20850

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www.academychild.com | academychild@gmail.com

The Honorable George Leventhal, President
Montgomery County Council
100 Maryland Avenue, 6th Floor
Rockville, Maryland 20850
Testimony- Bill 13-15

March 31, 2015

Good evening Council President Leventhal and Council Members,

My name is Marilyn Fleetwood and as President of Academy Child Development Center, Inc., I am encouraged that Montgomery County Government is recommitting to quality child care and early education through the development of an Office of Child Care and Early Care and Education. It has been over 10 years since the selection of child care programs in public space was placed under the auspices of procurement. With the introduction of Bill 13-15 I am encouraged that we are elevated from the ranks of paper towels and toilet paper. I support Bill 13-15 with the following assumptions:

- That this office will be responsible for the selection process of **all** licensed child care programs **Infants-School age** in county facilities including schools since the definition of early childhood includes infants through third grade children.
- That **all** groups, clubs, organizations that provide after school programs in public facilities for more than **2 afternoons per week will be required** to be licensed and go through the selection process.
- That the staff requirements of this office include child care management experience, budgeting experience, teaching experience, college degree to include child development and curriculum course work as defined by Maryland EXCELS and MSDE licensing.
- That no outside evaluation or monitoring agency will be hired since MSDE Office of Child Care monitors regulations.
- That security and safety requirements are mandated for all programs in public facilities such as criminal background checks by all organizers and their employees renting or leasing space so that county facilities are safe after hours.
- The WPA assistance will receive additional funding to assist working parents with tuition so that the child care centers do not have to struggle to meet the multitude of licensing requirements, accreditation and EXCEL standards that are established for licensed programs which increases tuition. We are currently competing with unlicensed after school programs renting space in elementary schools on a daily basis who are not meeting safety standards. Liability and security is questionable!
- That Montgomery Resource and Referral Center will be fully funded in a convenient location to meet the technical assistance of family and group child care centers as well as the needs of families.

Respectfully Submitted,

Marilyn Fleetwood
301-424-

6282



From: Leventhal's Office, Councilmember
Sent: Wednesday, April 01, 2015 2:04:44 PM
To: Council President
Subject: Fw: Please Pass the Office of Child Care Bill

From: A P <acp1629@hotmail.com>
Sent: Tuesday, March 31, 2015 3:27 PM
To: Berliner's Office, Councilmember; Elrich's Office, Councilmember; Floreen's Office, Councilmember; Hucker's Office, Councilmember; Katz's Office, Councilmember; Leventhal's Office, Councilmember; Navarro's Office, Councilmember; Rice's Office, Councilmember
Cc: shaun@rockspringcc.com; admin@wonderschildcare.org; Michelle Green; ashliebagwell@gmail.com; Riemer's Office, Councilmember
Subject: Please Pass the Office of Child Care Bill

Hello, Council Members. This is Adam Pagnucco and I'm writing to ask that you pass Bill 13-15, which would establish an Office of Child Care in county government.

I created the idea behind this bill two years ago. It originated when I was meeting with child care providers who were unhappy with the county's process for allocating public space to their operations. As you know, a few years ago, CUPF decided to institute regular re-biddings for public space available to child care providers. In and of itself, that's not a bad idea. But the process CUPF devised was arbitrary and confusing and left much in the hands of school principals who didn't really want to be bothered with the headaches these re-biddings generated. As a result, two providers filed lawsuits. Worst of all, the department whose mission is supposed to include child care – HHS – was kept on the margins of the process. CUPF sees public space allocation as a real estate issue. It is in part, but it's REALLY about how to provide enough quality, affordable child care to meet the demand of residents who need it.

That led me to dig into just how much supply and demand for child care there really is in MoCo. U.S. Census data indicates that there are roughly 65,000 county residents under the age of five. However, there are only about 27,000 licensed child care slots in the county. That means there is a population vs licensed child care gap of 38,000. What accounts for that gap? Are there children in care in other jurisdictions? (Perhaps there are children from other jurisdictions who are in care in MoCo.) Are these kids staying with families? Are they in unlicensed care? No one knows. **It is entirely possible that there are more children in unlicensed care than in licensed care.** I don't know about you, but I find that scary.

There are serious consequences to children being in unlicensed care. Safety is one. Educational development is another. My kid (whom most of you have met!) went to a great facility run by the Montgomery Child Care Association in Forest Glen. It cost us the equivalent of our mortgage to send him there. But between the ages of two and five, he was exposed to letters, numbers and socialized play on a daily basis. His teachers had regular briefings with his mother and me on his developmental progress. He was ready for MCPS. Within one month of his entering kindergarten, he came home and read me his first book. This is not because he's a genius. (Just look at the knucklehead he has for a Dad!) It's because he was prepared.

Now there are other kids in his class who are not reading, at least not very well. And they have

problems with numbers. A couple of them are disruptive in class. It's not because they're stupid, or they're "bad kids," or they don't like school. It's that they didn't have the opportunity to get quality child care. Now they're behind and that's going to have serious consequences for their academic careers, and maybe even later in life. **It may well be that it's impossible to close the achievement gap in MCPS unless we can close the gap in access to quality, affordable child care.**

So how is that going to happen? This is not something the county can throw money at and expect to fix. The Maryland Child Care Resource Network estimates the average cost of a child in care at roughly \$13,000 per year. If the county were to subsidize the cost of all child care for all 65,000 kids in MoCo, the annual bill would be \$845 million(!) That's not going to happen.

To make a difference, the county is going to have to use a combination of tactics integrated into an overarching strategy applied over many years. There will have to be more supply, both in public and private space. There may have to be relaxed land use rules on where space can be located. Master plans should address child care just like they do schools. MCPS will have to be more aggressive about including new space in future school projects and the council will have to pay for it. Council Member Navarro's Bill 11-15, which focuses on training for child care providers, is a good idea and should be passed. Some targeted subsidies may need to be increased. A rational process for allocating public space to providers must be devised. There could be low- or no-interest loans made available to providers. And lots more. (Look, do you really expect somebody like me to have all the answers, folks?)

So who is going to do the work of devising and implementing this strategy and all its subordinate tactics? The sad truth is that there is no one in county government who has that responsibility. The parts of HHS that run child care simply administer existing programs. They don't strategize for the future. They don't even have the information to guide the development of any such strategy.

That issue is the very core of the Office of Child Care bill. It is not a mere bureaucratic reorganization. It requires the Office to prepare a Strategic Plan for improving the supply and affordability of child care, as well as to increase the readiness of children who are entering kindergarten. The plan must have specific goals and research to back up its components. The Office must send an annual report on its activities to the council so you have the opportunity to oversee them and make sure they're making progress. I helped draft bills with similar approaches to the Department of Economic Development and the parts of the Executive Branch responsible for open data. They may grumble occasionally about being held accountable and required to do their jobs strategically and intelligently, but they have little choice when the council passes legislation.

I believe in this bill. It's good for children and families. It's good for the county as a whole. If the Executive Branch finds good people to staff the Office, it could set up MoCo as a national model for child care down the line. I wish I had stayed at the council long enough to get it passed, but such is life. I hope you seize this opportunity, pass this bill and get us all to a better place.

Adam

E-Mail Viewer

Message

Details

Attachments

Headers

Source

[HTML](#)

From: "Riemer's Office, Councilmember" <Councilmember.Riemer@montgomerycountymd.gov>
Date: 4/2/2015 2:09:46 PM
To: "County Council" <County.Council@montgomerycountymd.gov>
Cc:
Subject: FW: Childcare

From: Tam Mara [mailto:aboutfree2002@yahoo.com]
Sent: Saturday, March 28, 2015 7:21 AM
To: Riemer's Office, Councilmember
Subject: Childcare

I feel that having children is a choice and should not be subsidized by Montgomery county citizens. Doing so would encourage those who cannot afford children to have them. Also would make MC even more of a welfare county. Instead of creating a program to subsidize childcare, i would support a program to educate children about how to prepare for a quality adult life and that would include educating how having children can make life exceedingly more difficult financially. Additionally, i would like to see a program that would allow family and friends to make tax deductible contributions to an individual's healthcare insurance or childcare. This was something i thought of years ago when my friends and i were helping my ex husband pay for cobra which eventually ended and as a result, i am sure, he had an early death.

T.a.m. Germantown

Sent from Yahoo Mail on Android<<https://overview.mail.yahoo.com/mobile/?src=Android>>

Close

Claire Mezoughem
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Kensington MD 20895
cmezoughem@gmail.com
(202) 384-4494

March 31, 2015

Comments

RE: Legislation to create an Office of Child Care, Early Care and Education

Background: Claire Mezoughem is a 44-year-old working away from home mother of two (ages 17 months and 7 years). We live in a two-income household with a family household income which exceeds \$100K. The 7-year-old attends private school (after attending preschool and licensed family day care). The 17-month-old attends licensed family day care.

Although well-intentioned, I have significant issues with the content of Bill 13-15, Office of Child Care which cause me to recommend that the bill be delayed in order to undertake investigation, analysis and the development of detailed proposed recommendations.

I think that the bill is a rushed, ambiguous and lacks thorough investigation. In concept there are several ideas included in the bill that are worthy of consideration, but the document is weak in details.

- 1. Fix the problem.** The memorandum suggests that cost is an issue. Day care is expensive. The Maryland Family Network Child Care Demographics 2015 Report for Montgomery County suggests that a two-parent, two-child household spends 21 percent of their household expenses child care for an infant and preschooler. Yet taxes account for 27 percent of the household budget! ANY REDUCTION IN TAXES would be a significant gain for households which pay for child care. GIVE FAMILIES THE FUNDS TO PAY THEMSELVES! **STOP spending money to "fix" problems and think about how "fixing" problems may actually be about spending less money!**
- 2. Data is lacking and unclear.** Data in the memorandum from Councilmember Hans Riemer suggests that there is "gap" of 26,000 children and implies that they need day care. The data is not cited (what is the source?) and it is not possible to "replicate" the data provided. Data available (Maryland Family Network) would suggest that of this 26,000 - that nearly half (44 percent) could be in the care of a parent who does not work. Further, it is not clear if preschools are being full considered in the data which would further reduce the "gap". It is possible that the gap (26,000) is not nearly as large as implied.
- 3. Details?** The Legislative Request Report includes no estimates for fiscal impact, economic impact, evaluation and experience elsewhere. This is CRITICAL to truly assessing whether this should move forward.
- 4. Does a shortage exist?** My prior day care provider went out of business for lack of children. (Layhill area). In my current situation I had 3 infant slots to choose from. Montgomery County

is very diverse with many different areas and the supply/demand situation may not be homogeneous.

5. **Stay out of schools.** Let schools be schools. They have enough problems. Keep day care out of the public schools unless it is specifically for teen Moms attending that school and need care.
6. **What do they day care providers think?** Has anyone asked them how to get cost (and fees) lower? What about a tax credit program? How can Montgomery County support small businesses?

I STRONGLY RECOMMEND THE BILL BE ALTERED!

- Rather than create an "office" – develop a research plan which includes data development and policy recommendations (including fiscal and economic impact). Put out a request for proposals. Dedicate the funds to pay for this one-time effort. Undertake the assessment/study which should be made publically available.

THEN it would be possible to fully engage on the issue. Determine if an "office" is needed and what it should focus on, the staff, the tasks, etc. Determine if additional bills or reforms would assist.

But this "hey let's throw money at making an office and figure it all out later" doesn't fly with me. You take too many taxes from me for me to be ok with that.

Thank you!

Claire Mezoughem

Henry Lee, D.D.S., P.A.
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Clney, Maryland 20830-0569

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Montgomery County Council
Council President George Leventhal
100 Maryland Avenue, 5th Floor
Rockville, MD 20850

March 31, 2015

Dear George,

I am writing to comment on Councilman Reimer's bill to create a primary office for Child Care, Early Care and Education in the County Government. I have the perspective as a parent, resident user of public facilities, former member of the Montgomery County Board of Education and former Chair of the ICB.

Many of the items under 10A-1 (b) are already handled by MCPS. The results are open to discussion, but none the less, they do provide services under 10A-1 (b) (1,2,3,4,6,7,8(B,E,F)). Under item 10A-1(b)(6), MCPS passed those duties to ICB. Most of Councilman's Reimer's bill is reinventing the wheel instead of calling on existing agencies to perform their duties to his expectations.

Many of the stakeholders mentioned fall under the Early Head Start and Head Start initiatives.

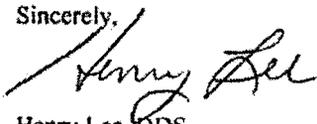
Many of the items in Councilman Reimer's bill are administered by the school systems or Education Departments in other States (i.e., Georgia, California, Tennessee, Iowa, Colorado, New Jersey, Michigan are States of which I am aware). The major roadblock in those States mentioned as well as Maryland, is funding. The agencies and their duties are already in place. To add this office to the County is both redundant and a marginal use of County tax dollars.

The last item in the bill is the removal of the selection of providers in public spaces in MCPS facilities. This has been discussed and legislated over the course of decades. When the ICB was first started it was because users outside of the school system or who did not have access to MCPS staff did not and were not allowed access to MCPS facilities. The CUPF/ICB was put in place to address those needs. In the early years, there was much animosity between MCPS administrators and users outside the school system. The CUPF/ICB addressed those conflicting parties and today we have one of the most efficient and nationally recognized systems for the use of public facilities.

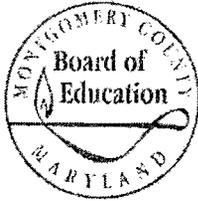
The ICB does not select the childcare providers for access to MCPS facilities, MCPS staff and parents do. The ICB helps facilitates and ensures a fair and equal process for all childcare providers to bid on MCPS facilities. The use of County facilities for child care providers is a space subsidy by the tax payers; the rates are not market rates. These child care contracts are "worth up to one million dollars or more in revenues..." according to a provider that testified during one of the IBC meetings last year. These are businesses that fall outside the education oversight of MCPS and do nothing for the vertical integration of education for the children stakeholders. If Councilman Reimer would like for this integration to take place, he should work with MCPS; if he wants the most affordable child care he should allow yearly bidding to the lowest qualified contractor via a open, accessible, objective procurement process. This part of the bill plain and simple is recreating a second CUPF entity just for child care under DHHS.

Thank you George for all your efforts on behalf the children and residents of Montgomery County.

Sincerely,



Henry Lee, DDS



MONTGOMERY COUNTY BOARD OF EDUCATION

850 Hungerford Drive ♦ Rockville, Maryland 20850

April 2, 2015

The Honorable George Leventhal, President
Montgomery County Council
Stella B. Werner Council Office Building
100 Maryland Avenue
Rockville, Maryland 20850

Dear Mr. Leventhal:

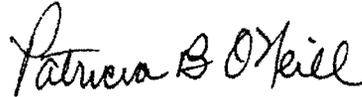
I am writing to share thoughts on pending bills before the County Council to address child care resources and management. Specifically, Councilmember Hans Riemer has offered a bill that would create an office of child care in county government, and Councilmembers Nancy Navarro and Nancy Floreen are offering a bill that would create a child care expansion and quality enhancement initiative within the Department of Health and Human Services.

The Montgomery County Board of Education appreciates the work of Councilmembers on this important issue. Appropriate and comprehensive early childhood education is crucial to closing the achievement gap, and is impacted by the quality of available childcare. The Board's Strategic Planning Framework and legislative priorities are influenced by a deep belief in high-quality early childhood initiatives, and the need to shore up gaps in instructional preparedness before youngsters show up at the school door.

The proposed bills demonstrate that Councilmembers have been thinking hard about this important issue; and, in meetings and conversations, I have been impressed by their commitment and passion for meaningful positive change in how this county approaches the availability and need for quality childcare, especially in the face of a vastly changed population. We would like to be part of the conversation and welcome the opportunity to create a shared vision. Therefore, it is important that all key stakeholders be in the same room to ensure that we are all talking to each other and getting buy-in. Key agencies like the Department of Health and Human Services and the Department of Community Use of Public Facilities, the county executive's office, as well as the school system, partnering with the County Council, need to come up with a structure and resources both to realize this goal and to meet the needs of our children.

Once more, I want to thank Councilmembers Hans Riemer, Nancy Navarro, and Nancy Floreen for all their work on attempting to level the playing field for all children in terms of the provision of childcare. The Board stands ready to help in any way that is needed to achieve this laudable goal.

Sincerely,



Patricia B. O'Neill
President

Copy to:

Mr. Leggett
Members of the County Council
Members of the Board of Education
Mr. Bowers
Dr. Statham
Dr. Zuckerman
Dr. Navarro
Mr. Ikheloa
Mr. Song
Ms. Ahluwalia
Ms. Gong



COMMISSION ON CHILD CARE

March 23, 2015

The Honorable George Leventhal
President, Montgomery County Council
100 Maryland Avenue, 6th Floor
Rockville, Maryland 20850

Dear County Council President Leventhal:

The Montgomery County Commission on Child Care has identified a critical need for quality, affordable child care to support early learning, school success, working parents and our local economy. As parents, child care professionals and concerned citizens we urge you to consider the benefits that our entire community will gain by increasing the County's commitment to and investment in child care and early care and education.

The Commission's 2013 and 2014 Annual Reports and previous correspondence advise County leaders to make child care and early childhood education key County priorities. Specifically, in the Child Care in Public Space (CCIPS) context, we have recommended that the processes used to govern child care in public space be overhauled. We have also recommended structural changes to the Working Parents Assistance Program (WPA) and suggested that the County significantly boost funding to the WPA so that working families can afford quality child care.

Councilmember Navarro and Councilmember Riemer have recently introduced three bills aimed at advancing the County's priorities related to child care and early care and education:

- Bill 13-15 Office of Child Care, Early Care and Education
- Bill 11-15 Child Care Expansion and Quality Enhancement Initiative
- Bill 12-15 Administration – Office of Community Use of Public Facilities – Vulnerable Youth and Low-Income Families

Councilmembers Navarro and Riemer have been strong supporters of young children and their families and the Commission commends them for their leadership. On March 4, 2015, the Commission had the opportunity to meet with Councilmembers Navarro and Riemer to discuss drafts of their proposed legislation.

After much discussion and a subsequent meeting of the Commission on March 18, 2015 on each of the three bills, **the Commission enthusiastically recommends passage of Bill 13-15 establishing a new Office of Child Care, Early Care and Education.** This bill will serve to elevate child care as a County priority, consolidate and streamline the County's efforts on child care and early learning, and establish a strategic plan to address the demand, availability and affordability of quality child care and early care and education services for Montgomery County families.



Department of Health and Human Services

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Bill 11-15 Child Care Expansion and Quality Enhancement Initiative proposes to increase the availability of training and technical assistance for family child care providers. This type of support to providers is critical to building a coordinated and accountable system of quality care. Unfortunately, the building housing the Montgomery County Child Care Resource and Referral Center (MCCCR&RC) is currently slated to be demolished and it has not yet moved to a new home. In addition, the MCCCR&RC faces the prospect of significant state funding cuts, estimated to be 8%, which will impact the MCCCR&RC's ability to meet its goals at a time when more requirements are expected of providers and more training supports are needed. From the Commission's perspective, the concepts put forth in Bill 11-15 cannot be achieved with existing funding levels and the current 2016 State budget cuts looming. In order to consider the objectives outlined in Bill 11-15, the County must first **ensure that the MCCCR&RC is properly resourced and fully funded to meet its mission. As a result, the Commission supports the concepts framed in Bill 11-15 and advises that the MCCCR&RC must be given sufficient resources to meet its child care priorities.**

Bill 12-15, Administration – Office of Community Use of Public Facilities (CUPF) – Vulnerable Youth and Low-Income Families, seems inconsistent with the Commission's previous guidance related to CUPF's engagement in the selection process for child care in public space. The Commission has strongly advised that CUPF needs to administer a transparent and consistent selection process related to allocating the use of public space for child care. Having a policy objective for CUPF to actively seek, guide and provide preferential rates for select organizations seems out of step with the need for transparency in the County's procurement of providers in public space. **As currently drafted, the Commission does not recommend moving this legislation forward. However, if the Council passes Bill 13-15 and consolidates all child care in public space selection processes into an Office of Child Care, Early Care and Education, this would alleviate our current concerns with Bill 12-15.**

While none of the three proposed pieces of legislation address WPA, as discussed in our February 11, 2015 letter to you, **the Commission recommends implementing structural changes to the income eligibility tables and subsidy award amounts as recommended by the original April 2014 WPA Workgroup report.** If the 2016 budget does not allow for increases to WPA funding, it is our hope that the structural changes recommended by the Workgroup be implemented so that the program can begin to better serve the income eligibility challenges facing County families.

The County Council has the opportunity to put Montgomery County on a path to significantly enhance its support for child care and early care and education that will benefit its families and children and make an important investment in Montgomery County's future. We hope that you will act swiftly to pass Bill 13-15, make the much needed structural changes to WPA and increase its funding, and ensure the MCCCR&RC has a home and proper funding to deliver quality services to all its constituents, particularly family care providers as highlighted in Bill 11-15.

Sincerely,



Michelle Martineau Green
Chair, Commission on Child Care

cc: County Executive Isiah Leggett



COMMISSION ON CHILD CARE

April 16, 2015

The Honorable George Leventhal
President, Montgomery County Council
100 Maryland Avenue, 6th Floor
Rockville, Maryland 20850

Dear County Council President Leventhal:

At our meeting last night, the Commission on Child Care reviewed the briefing packet that was published today for this Friday's joint HHS/ED Committee meeting. There are significant amendments proposed to child care bills 11-15 and 13-15 and the briefing packet raises a series of questions for consideration related to the proposed approaches to legislation outlined in each of the bills.

The Commission would like to offer Committee members the following guidance for consideration on key elements that we believe are essential to ensuring consolidated, coordinated and effective administration of high quality child care and early education services in Montgomery County:

- A high-level Child Care and Early Education Officer with the autonomy, authority and visibility necessary to recommend and affect policy change and align systems across departments and agencies.
- A strong statement that the responsibility for coordination and administration of all aspects of managing child care providers in public space, including MCPS, should be consolidated into the Department of Health and Human Services (HHS) under direction of the Child Care Officer; to the extent authorized by State Law. We understand that there would be an additional step required with the Board of Education to delegate some aspects of this responsibility.
- A Strategic Plan that defines the comprehensive actions and funding needed to support child care, early education initiatives and school readiness. This plan would be developed by the Child Care and Early Education Officer with support from the Commission on Child Care and the proposed Early Childhood Coordinating Council (ECCC). The plan would specifically outline opportunities to align and streamline policies and systems that support child care in the County and should also evaluate the feasibility of a "hub consortium model" and other best practices in service delivery.



Department of Health and Human Services

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Page 2

- The ECCC be constituted with a permanent position for a Commission on Child Care member as designated by the Commission.

We appreciate the Council's commitment to thoughtful consideration of these very important issues related to the delivery of high quality child care and early education. The issues are complex and will require a commitment of time and resources to affect meaningful change. We look forward to collaborating with HHS and other key stakeholders to provide support and expertise as the Council approaches a final bill.

Sincerely,

The Commission on Child Care

Cc County Executive Isiah Leggett



COMMUNITY ACTION BOARD

April 16, 2015

Montgomery County Council
Council Office Building
100 Maryland Avenue, 5th Floor
Rockville, Maryland 20850

Dear Councilmembers:

As the Council continues its discussion of early care and education in the County, I am writing on behalf of the Community Action Board (CAB) to express our support for strengthening early childhood services through Council legislation. Furthermore, we agree with DHHS Director, Uma Ahluwalia that creating an early childhood policy position within DHHS, rather than a new office, will allow for additional oversight of child care, while maintaining consistency within the existing offices that handle licensing, outreach, vouchers, training, and other important quality initiatives. The Board also supports a strategic plan for child care and early childhood services, to clarify the County's early childhood care and educational goals, and help focus attention on programs and practices that are working, along with those needing improvement. The formalizing of the Early Childhood Advisory Council is also an important step to making sure that the holistic needs of young children are reflected in policy and planning.

As the voice of the County's low-income community and the governing body for Head Start, our Board has been a consistent advocate for critical early childhood issues, and includes Head Start representatives among its membership. Our Board believes that assuring access to Head Start and high-quality early childhood services are key strategies in ending poverty, especially for families with barriers such as generational poverty, limited English proficiency, and lack of knowledge of essential community resources. Historically, CAB's advocacy has encompassed:

- Expanding hours for children served by Head Start and PreK, and providing the same comprehensive services for PreK children as for Head Start, including nutrition, health screenings, family support and parent education

Department of Health and Human Services • Office of Community Affairs • Community Action Agency

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- Increasing funding for Working Parents Assistance, to serve more children
- Increasing access to early childhood programs for three year olds
- Supporting the County's Early Head Start and Judy Center programs (including the program which meets at Community Action's TESS Center), and increasing funding for the Infants and Toddlers Program

Both the Self-Sufficiency Standard and Faces of Poverty reports document that for low-income families, child care costs consume more than a third of income. At our poverty forum, low-income residents were vocal about the immense burden of paying for child care. Residents have asked for the Board's help to convey their message-- access to affordable, high-quality child care is an essential element in improving the economic well-being of their families, and in helping to ensure that all children will be ready to learn.

Thank you for focusing the Council's attention on improving child care services. We look forward to working with you to address the pressing issues impacting low-income children.

Sincerely,



Matthew J. Green, Jr.

Chairman

Community Action Board

From: John Surr

Sent: Monday, March 30, 2015 2:26:31 PM

To: County Council

CC: Yao, Vivian; Andrews, Barbara

Subject: Early Childhood in FY 2016 Operating Budget, and Bills 11-15, 12-15, and 13-15

Dear President Leventhal and other members of the Montgomery County Council,

I have been appearing before the Council for about 25 years, urging you to do more to help Montgomery County's young children to thrive. Thank you very much for following my advice, persistently raising the County Executive's low budget allocations for early childhood and giving that age group the high priority it deserves in the County's budgets and policies. I will be coming before you on April 16 to urge a similar approach this year, for you to consider in your ED/HHS Committee meeting on April 17, which I hope to attend.

Also before you right now are Mr. Riemer's Bill 13-15 and Mss. Navarro's and Floreen's Bill 11-15, the former of which is to have a hearing on March 31. You are scheduled to vote on Bill 12-15 on March 31 also. Unfortunately I will be unable to attend those sessions in person, so my views are communicated below. As you are to consider Bill 11-15 also on April 17, and as the April 16 Budget hearings will happen too late to be included in the packet for your April 17 ED/HHS Committee work session, the comments that follow address all four of these items.

Budget:

As all four of these items will have some fiscal impact as well as an effect of services available using existing resources, they should be considered in relation the resources available to meet other needs of young children and their families as provided in the County Executive's draft FY 2016 Operating Budget. This draft Budget, coming in a year in which the County faces numerous fiscal challenges, is essentially flat for the wide array of services through DHHS and MCPS for young children and their families. The County Executive again has failed to show any leadership in meeting the outstanding needs of young children and their families, and I hope that you will step in and do so.

Some of these needs, particularly for WPA, may be beyond the capacity of the County Budget to meet fully, but progress would be much appreciated.

Following are some important budget items that, I feel, need substantial reinforcement so that the County can give adequate help so that our young children will thrive.

a. County Child Care Resource and Referral Agency. The 2015 Budget's reduction in business counseling and support services for child care providers came on top of a significant staff shortage to meet the local child care provider community's need for professional development mandated by State and Federal laws and regulations, as well as new State initiatives begun through its Federal Race to the Top grant. As things stand now, low-income providers in the County can't easily get through our Resource and Referral (R&R) agency the technical assistance they need and the mandatory training they are required to maintain their licensed status, or to improve the quality of their programs. We need more staff in the R&R agency now, as well as better management to reduce wait times and retain employees.

In addition to the County's R&R parsimony, the State is facing a 2016 Budget cut that, unless amended before mid-April, will mean major cutbacks in State funding for our R&R, resulting in necessary staff layoffs and further services inadequacies. Finally, the State's Race to the Top Grant will end on September 30, meaning that the substantial professional development assistance available through that Grant, including a half-time quality assurance specialist assigned to Montgomery County, will end. So the quality and quantity of our professional development will suffer substantially in FY 2016 unless you step in with at least another staff member for the R&R.

b. Child Care Subsidies through the Working Parents' Assistance Program (WPA):
When the County's WPA subsidies were making a real difference before the 2008 recession the system

met each family's calculated financial need to be able to afford high quality child care in the County. This showed very positive results, both in children's school readiness and parents' work performance and retention. Now the subsidies are sufficient only for informal, mostly unregulated child care, with untrained relatives or friends of the parent providing mostly unsatisfactory care that helps neither the child nor the parent. The surplus in the WPA account's surplus that comes from parents' nonuse of WPA vouchers shows their inadequacy to meet the parents' needs. We need a return to the old standard, even if it means that WPA serves a much smaller number of needy families and a waiting list grows. The proposals of the WPA Work Group simply won't do the job, because they were not allowed to recommend fixes to make the system work. So please fix the WPA system to meet the full need of families for high quality child care. The State's EXCELS quality rating system now makes it easier to identify high quality programs and their associated costs.

c. *Early Child Mental Health Assistance:* The County's early childhood mental health assistance program makes a huge difference in solving social and emotional problems before they become obstacles to a child's success in school and in life, but the professional advisors have a substantial waitlist, exacerbated by high turnover and slowly improving management. Funding is needed to retain additional professional hours to ensure the continuing success of this vital program.

d. *Support the Early Childhood Advisory Council (ECAC):* The FY 2015 Budget eliminated funding for the expenses of the ECAC that you founded a couple of years ago. The Race To the Top Grant's expiration means that ECAC is now without any financial resources to carry on its work. Please give them the wherewithal to continue their meetings and their work to bring a coordinated, strategic approach to early childhood services in Montgomery County. Perhaps you could ask DHHS how much is needed for this purpose.

Bill 13-15: Office of Child Care – Established

I support the thrust of Councilmember Riemer's effort to raise the priority and integration of child care and early education services in the County Government, but I wonder if other approaches might be more cost-effective than setting up a separate County Government Department or Division. The early childhood community agrees wholeheartedly that those in the County Government who are tasked with administrating the County's early childhood system should be in charge of selecting the child care and possibly other early childhood services programs in County Government-owned space, so that the quality of the programs in public space can be maintained and enhanced. I hope that this part of the Bill remains intact, whatever happens to the rest of it.

The establishment of an Office of Child Care as a principal office in the County Government, apart from DHHS, probably would have a substantial fiscal cost, and would not necessarily improve the priority of child care in the Government's budgets or policies. What is needed in this area is leadership on the part of the Director of DHHS and the County Executive, which is lacking and which the County Council can encourage more effectively in other ways than in setting up an independent office. The DHHS Offices of Early Childhood Services and Child Care Subsidies already perform most of the functions attributed in Bill 13-15 to the Office of Child Care. The ECAC is charged with updating the County's strategic plan for early childhood.

Early Childhood Services would do its work even more effectively if the staffing cuts suffered in 2008 were reversed, so that Early Childhood Services would have sufficient staff to use the new Maryland EXCELS quality rating system to choose among applicants for public spaces and perform its many other tasks. Quality matters in these spaces, more than the amount of rent offered, the amount of financial and corporate resources behind the applicant, and the outcomes promised but not delivered. Staff retention and tenant retention matter very much to the children, families and staff of the high quality programs that are chosen.

Bill 11-15: Child Care Expansion and Quality Enhancement Initiative

Again, I support the thrust of Councilmembers Navarro and Floreen's Bill to enhance the

availability and improve the quality of child care in Montgomery County. The Bill would set specific performance standards for DHHS in its work in this area, although child care centers and nursery schools should be mentioned along with family child care providers as beneficiaries of these efforts. I'm not sure that the County Code needs to be amended to produce the results indicated in this Bill, but at least it would keep the Director of DHHS and the County Executive on their toes. I agree with DHHS' testimony on March 17 and the Child Care Commission's letter of March 23, that additional FY 16 Budget resources for the R&R are needed to implement the aims of this Bill (See my comments on the Budget, above).

Bill 12-15: Administration – Office of Community Use of Public Facilities — Vulnerable Youth and Low-Income Families

I hope that this Bill will be amended to incorporate the substance of Bill 13-15 as it relates to the selection of child care programs in public spaces. It is odd that the Bill does not mention specifically the priority of meeting an unmet need for high quality child care in low-income areas as a priority for space allocation. Abundant research shows that low-income children are much more substantially helped by high quality child care than richer children, making it even more cost-effective while reducing the school achievement gap substantially.

As before, if I may help you or your staff with additional information, please call on me.

John Surr

John Surr
8217 Lilly Stone Dr., Bethesda, MD 20817
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Please reply to jsurr@verizon.net

HHS Options to Bill 13-15

The creation of a new office of Child Care diminishes efforts to integrate related human services related to child care and early education resources by eliminating the following intersections:

- Child Care Subsidies with the Office of Eligibility and Support Services achieving efficiencies as well as a one-stop approach.
- Early Childhood Mental Health Consultation with Behavioral Health and Crises Services providing support to Providers working with children with social and emotional behavioral problems.
- Early Childhood Nurse Consultation with Public Health Services' Community Health and School Nurses providing training resources for providers and referral opportunities for families.
- Resources and Referral Training Services connecting Providers with Resources from the Infant and Toddlers Program.
- Parent Cafes, ChildLink connect parents and providers with a variety of CYF Services including Linkages to Learning, Kennedy Cluster/Watkins Mill Cluster (recently confirmed by the PYDI budget), Eligibility and Support Services.
- Infants and Toddlers Program and Disability Services.

Most of the responsibilities in Bill 13-15 are included in the work that Early Childhood Services performs in HHS and should not be separated from the programs mentioned above.

As options to the bill, HHS recommends consideration of the following:

Elevate the Early Childhood Advisory Council to an Early Childhood Coordinating Council. By adding local responsibilities to the ECAC, the Council can authorize the ECAC to serve as the entity to lead research; promote collaboration between HHS, MCPS and other county agencies and stakeholders; seek innovative programs and policy. This group would create both a strategic plan for the program and an annual report. Cost to implement is nominal.

And/Or

Create a Child Care and Early Education Officer with staff to provide leadership to the research, review and implementation of Child Care and Early Education programming; promote coordination and collaboration among county agencies, departments and stakeholders to expand opportunities

throughout the County; and lead the work of the Coordinating Council. The cost to implement this is approximately \$385,000 for three positions, including the Policy Officer, and administrative support staff person and a data and planning specialist. This option could begin by just hiring the policy officer until a strategic plan is drafted.



MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

NANCY NAVARRO
COUNCILMEMBER, DISTRICT 4

MEMORANDUM

April 6, 2015

TO: Councilmembers

FROM: Nancy Navarro, Councilmember 

SUBJECT: Amendments to Bill 11-15, Child Care Expansion and Quality Enhancement Initiative

On February 20, 2015, I sent you the attached memo and legislation that would create the Child Care Expansion and Quality Enhancement Initiative within the Department of Health and Human Services (HHS). On March 3, 2015, Bill 11-15 was introduced. Since then, Councilmember Riemer introduced Bill 13-15 to create an Office of Child Care within Montgomery County Government. I am pleased the Council is taking up the issue of improving access to quality, affordable child care options for our residents. I firmly believe that solving this difficult issue is the only way we will be able to eliminate the academic achievement gap and prepare our workforce of the future.

While I support the stated policy goals of Bill 13-15, I share the concerns that HHS Director Uma Ahluwalia raised at the public hearing. Creating a silo within County Government to implement child care policy could have the unintended consequence of adversely impacting other HHS services on which our most vulnerable residents rely. Having an individual or team focusing exclusively on child care is a good thing, but not when it means potential harm to other essential County responsibilities.

On May 28, 2014, I met with SEIU 500 and Councilmember Riemer to discuss my ideas for child care. I have attached a 2-pager I brought to that meeting laying out ideas and potential legislative proposals to accomplish these goals. Many of the ideas in this document are incorporated into Bill 11-15 and Bill 13-15. However, it was always my intent to include these proposals in the context of HHS. I believe HHS does a phenomenal job and I have the utmost confidence in Director Ahluwalia. I believe that these policy goals can be accomplished under her leadership and the leadership of our County Executive.

Below, you will find amendments to Bill 11-15 that seek to accomplish the policy objectives delineated in my 2-pager and many of the same goals found in Bill 13-15. The amendments ensure existing HHS priorities are not at risk because they build on the

HHS-focused framework of the Child Care Expansion and Quality Enhancement Initiative. The amendments would accomplish the following:

- Establish the position of a Child Care and Early Education Officer (Officer) within HHS;
- Assign responsibilities to the Officer;
- Require that the Officer be responsible for preparing an annual child care needs assessment;
- Establish an Early Childhood Coordinating Council and set its duties, responsibilities, and membership; and
- Require the Early Childhood Coordinating Council to explore the “Hub Model” that connects Family Child Care programs to accredited child care centers and schools.

Thank you for reviewing these amendments to Bill 11-15. I look forward to discussing them in more detail at the April 17 work session.

CC: Uma Ahluwalia, HHS Director
Bonnie Kirkland, Assistant Chief Administrative Officer

1 **10A-1. Child Care and Early Education Officer.**

2 (a) Definitions. In this Section, Officer means the Child Care and Early
3 Education Officer.

4 (b) The County Executive must designate an employee in the Department
5 of Health and Human Services to serve as an Child Care and Early
6 Education Officer. Among other duties, the Officer must:

7 (1) promote coordination and collaboration among county agencies
8 and departments to expand child care opportunities throughout
9 the County;

10 (2) monitor and support the coordination between the Department of
11 Health and Human Services and the Office of Community Use
12 of Public Facilities to administer the selection of providers in
13 public space, including in Montgomery County Public School
14 facilities, to the extent authorized by State law;

15 (3) monitor and support the implementation of the Child Care
16 Expansion and Quality Enhancement Initiative described in
17 Section 10A-2;

18 (4) provide staff support for the Early Childhood Coordinating
19 Council established in Section 10A-3;

20 (5) monitor and support the implementation of the Early Childhood
21 Initiative as developed by the Coordinating Council; and

22 (6) serve as a liaison between County government and the public on
23 child care-related issues.

24 (c) Annual report. By February 1 each year, the Officer must submit to the
25 County Council and County Executive an annual report on:

26 (1) its activities, accomplishments, plans, and objectives; and

- 27 (2) the implementation of the Child Care Expansion and Quality
28 Enhancement Initiative, including the number of family child
29 care providers serviced and types of services provided; and
30 (3) the activities, accomplishments, plans, and objectives of the Early
31 Childhood Coordinating Council, including implementation of
32 the Early Childhood Initiative.

33 **10A-2. Child Care Expansion and Quality Enhancement Initiative.**

34 (a) Definitions. In this Article, the following words have the meanings
35 indicated:

36 Department means the Department of Health and Human Services.

37 Director means the Director of the Department or the Director's
38 designee.

39 Family child care provider has the same meaning as in Section 5-550 of
40 the Family Law Article of the Maryland Code or any successor
41 provision.

42 (b) Initiative. The Department must:

43 (1) at least quarterly, hold an information session:

44 (A) for prospective family child care providers, on the steps
45 necessary to become registered or licensed by the State;
46 and

47 (B) for licensed family child care providers, on the steps
48 necessary to achieve State, regional, or national
49 accreditation;

50 (2) provide technical assistance and coordinate business training to
51 family child care providers;

52 (3) [[if requested, conduct a site-visit for potential family child care
53 providers to provide feedback and assistance to obtain state

- 54 licensing]] if a potential family child care provider is pursuing
55 registration or licensing and has submitted an application to the
56 State Office of Child Care, provide technical assistance and
57 general program support to the provider; and
58 (4) provide services in Spanish, and other languages as requested, in
59 a culturally competent manner[;
60 (5) conduct an annual assessment of child care needs in the County;
61 and
62 (6) prepare an annual report, as required in subsection (c)]]].
63 (c) Regulations. The Executive may adopt regulations under Method (2) to
64 administer the Initiative.
65 [(d) Annual report. By February 1 each year, the Department must submit to
66 the County Council an annual report on:
67 (1) its activities, accomplishments, plans, and objectives;
68 (2) the results of the annual child care needs assessment; and
69 (3) the number of family child care providers serviced and types of
70 services provided.]]

71 **10A-3. Early Childhood Coordinating Council.**

- 72 (a) Definition. In this Section, the following words have the meanings
73 indicated:
74 Coordinating Council means the Early Childhood Coordinating
75 Council.
76 Department means the County Department of Health and Human
77 Services.
78 Director means the Director of the Department or the Director's
79 designee.

- 107 (A) the Director of the Department;
- 108 (B) one representative of the Department's Division of Early
- 109 Childhood Services;
- 110 (C) one representative of the Department's Community Health
- 111 Services;
- 112 (D) one representative of the Department's School Health
- 113 Services;
- 114 (E) one representative of the Department's Infants and
- 115 Toddlers Program;
- 116 (F) one representative of the Montgomery County
- 117 Collaboration Council for Children, Youth and Families;
- 118 (G) one representative of the Montgomery County Child Care
- 119 Resource and Referral Center;
- 120 (H) one representative of the Montgomery County Community
- 121 Action Agency, the administrator of public Head Start
- 122 programs in Montgomery County;
- 123 (I) one representative of Montgomery County Department of
- 124 Public Libraries; and
- 125 (J) one representative of the Montgomery County Council;
- 126 (4) The Executive must invite the following to serve as an ex officio
- 127 member:
- 128 (A) the Montgomery County Public Schools Superintendent or
- 129 the Superintendent's designee;
- 130 (B) one representative of the Montgomery County Public
- 131 School's Division of Early Childhood Programs and
- 132 Services;

- 133 (C) one representative of the School's Division of
134 Prekindergarten, Special Programs and Related Services
135 (D) one representative of the Office of Child Care Region 5,
136 Maryland State Department of Education;
137 (E) up to 2 representatives of public institutions of higher
138 education in the County;
139 (F) one elementary school principal in Montgomery County
140 Public Schools; and
141 (G) one prekindergarten teacher in Montgomery County Public
142 Schools.

143 (5) The term of each member is 4 years. If a member is appointed to
144 fill a vacancy before a term expires, the successor serves the rest
145 of the unexpired term.

146 (d) *Voting, officers, chairs, meetings, and compensation.*

147 (1) Each member of the Coordinating Council is a voting member.

148 (2) The Executive must designate the Chair and Vice-Chair.

149 (3) The Coordinating Council meets at the call of the Chair. The
150 Coordinating Council must meet as often as necessary to perform
151 its duties, but not less than 9 times each year.

152 (4) A member serves without compensation. However, a member
153 may request reimbursement for mileage and dependent care costs
154 at rates established by the County.

155 (e) *Duties.* The Coordinating Council must:

156 (1) conduct a periodic county-wide needs assessment concerning the
157 quality and availability of early childhood education and
158 development programs and services for children from birth to
159 school entry, including an assessment of the availability of child

- 160 care, pre-kindergarten, and other supportive services for low-
161 income children and their families in the County;
- 162 (2) identify opportunities for, and barriers to, collaboration and
163 coordination among child development, child care and early
164 childhood education programs, services, and advocacy groups
165 including collaboration and coordination among State and local
166 agencies and organizations responsible for administering or
167 providing oversight for such efforts;
- 168 (3) develop recommendations for increasing the overall participation
169 of children and their families in existing programs, including
170 outreach to underrepresented and special populations;
- 171 (4) develop recommendations regarding the implementation and use
172 of the State-established unified data collection system for public
173 early childhood education and development programs and
174 services throughout the County;
- 175 (5) develop recommendations regarding professional development,
176 career advancement plans, compensation scales and incentives
177 for early childhood educators in the County; and
- 178 (6) assess the capacity and effectiveness of 2- and 4-year public and
179 private institutions of higher education toward supporting the
180 development of early childhood educators, including the extent to
181 which such institutions have in place articulation agreements,
182 professional development and career advancement plans, and
183 practice or internships for students to spend time in Early Head
184 Start, Head Start, Pre-kindergarten, or child care programs;
- 185 (7) recommend uniform regulations for the availability of quality
186 child care in public spaces;

214 **44-4A. Child Care in Public Spaces.**

215 The Child Care and Early Education Officer must monitor and support the
216 coordination between the Department of Health and Human Services and the Office
217 of Community Use of Public Facilities to administer the selection of providers in
218 public space, including in Montgomery County Public School facilities to the extent
219 authorized by State law.

Mihill, Amanda

From: Ahluwalia, Uma
Sent: Thursday, April 09, 2015 3:34 PM
To: Fogel, Adam; Mihill, Amanda
Cc: Kirkland, Bonnie; Barnes, JoAnn; Brennan, Patricia
Subject: Feedback on amendments to bill 11-15

Dear Adam and Amanda;

There are a few issues that JoAnn and I wanted to raise regarding amendments to Bill 11-15. Adam and I spoke over the telephone about many of these so they should not come as a surprise. I am not clear what of these components need to be legislation and what can be addressed in rulemaking – such as the role of the policy officer, the timing of the strategic plan and the annual report. Another key question to answer is what in the legislation would be seen as an imperative for MCPS to have to play nicely in the sand box other than requiring strong relationship building and collaborative work between MCDHHS and MCPS, which is how things operate today.

1. Recommend the policy position be hired as an MII instead of a Question A. The MII is a merit position and will provide greater continuity. In the past when we had a Social Services Policy officer without any supervisory authority but as a Question A, it created significant dissonance. The last incumbent who had that position felt that it was disempowering. This would create a similar environment. I do however have Special Assistants who are MII's who are high level enough to be policy officers and also be able to take direction from our Chief of Children, Youth and Families who will have the operations all ECE programming within her service area.
2. Under 10A-1 (3) Implementing the Child Care Expansion and Quality Enhancement Initiative – what does implementing mean? Since the programming components will stay within CYF, I wanted to be sure that we were in agreement on the role of the Policy Officer. We were thinking that the role would be as follows:
 - a. Staff the Coordinating Council
 - b. Develop the Strategic Plan
 - c. Provide leadership in coordinating all players in the ECE space to develop policies and drive prioritization and collaboration
 - d. Monitor and support the implementation of the Quality Enhancement Initiative
 - e. Develop a comprehensive Annual Report that includes updates on the Activities of the Coordinating Council, the Quality Initiative and the work of early care and education in the County including HHS and MCPS
 - f. Provide Technical Assistance as needed to the operations of the ECE offices within HHS
3. Limit the Annual Report expectation to one Report and not three as currently stated.
4. There are budgetary impacts to the activities identified under Section 10A-2. We will cost this out and route it through our OMB and County Executive's Office.
5. Under the quality Enhancement Initiative section 10A-2(b)(1)(A) – to run quarterly meetings will require staffing resources.
6. 10A-2(b)(3) Must be redrafted will not currently work under state regulations (Adam said yesterday that Amanda was redrafting)
7. Sequencing of the work – The first big issue is the expectation that there will be a needs assessment and a strategic plan at some regular interval (the amendment says annual under 10A-2(b) 5) – we would recommend a longer interval as it is unlikely that the gap shift would be that dramatic in one year. We have scanned the field and determined that no template for determining need exists. We have identified a vendor who is willing to undertake this work but the outcome is a bit uncertain. The cost of this study to build a formula could be upwards of \$75K-100K. The questions before us are:
 - i. Do we want to invest in building the formula?
 - ii. Do we build the formula first and then develop the strategic plan?
 - iii. Or is the building of the formula the first step in the strategic plan?
 - iv. Is the strategic plan on a three year cycle? If so we would recommend that the formula be applied on a three year cycle as well once built.

- v. Currently there is not a strategic planning requirement in the bill. Can this be addressed in developing the roles of the Policy Officer as opposed to putting into statute.
8. Given all the budgetary constraints, we are not going to be able to move on all fronts outlined in the Amended Bill 11-15. Will the strategic plan determine the funding and implementation priorities? This too then will be contingent upon funding availability through the County budget process.
9. Lastly – Bonnie asked me to bring up the work effort on the County Executive’s Appointment’s office who will have to pick up the task of completing the appointments to the Coordinating Council. This too will need a fiscal impact statement.

We hope you find these comments useful. Please do not hesitate to contact me or JoAnn with any questions that you might have.

With Warm Regards,
Uma

Uma Ahluwalia
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1 **Sec. 1. Section 1A-201 is amended as follows:**

2 **[[1A-201. Establishing departments and principal offices.**

3 (a) Executive Branch.

4 (1) These are the departments and principal offices of the Executive
5 Branch.

6 * * *

7 Child Care (Section 10A-1)

8 * * *]]

9 **2-42A. Functions, powers, and duties.**

10 * * *

11 (b) *Non-merit positions.* The Department has [[5]] 6 senior level
12 management positions that are non-merit positions. These positions
13 consist of a chief operating officer; a chief of special needs housing; and
14 [[3]] 4 direct service division chiefs. In addition, the Health Officer
15 referred to in Section 2-42 serves as the chief of the direct service division
16 for public health services.

17 **Sec. 2. Chapter 10A is renamed and Article 1 (Sections 10A-1 and 10A-2)**
18 **of Chapter 10A is added as follows:**

19 **Chapter 10A. [Child Day Care Facilities Loan Program] Child Care.**

20 **Article 1. [[Office of Child Care, Early Care and Education]] Child Care and**
21 **Early Education Officer.**

22 **10A-1. Office of Child Care - Duties.**

23 (a) [[Established. The Office of Child Care, Early Care and Education is a
24 principal office in County government]] Definitions. In this Section,
25 Officer means the Child Care and Early Education Officer.

- 26 (b) Duties. The [[Office]] County Executive must designate an employee in
27 the Department of Health and Human Services to serve as an Child Care
28 and Early Education Officer. Among other duties, the Officer must:
- 29 (1) provide leadership and policy direction for an innovative approach
30 to the research, review and implementation of child care
31 programming;
- 32 (2) provide leadership and serve as a focal point for early childhood
33 education and care services;
- 34 (3) promote coordination and collaboration among county agencies
35 and departments to expand child care opportunities throughout the
36 County;
- 37 (4) seek innovative public-private partnerships between private
38 businesses, Montgomery County Public Schools, and the County;
- 39 (5) [[provide technical assistance, consultation, and training for
40 providers of early care and education programs in the County;
- 41 (6)]] administer the selection of providers in public space, including in
42 Montgomery County Public School facilities, to the extent
43 authorized by State law;
- 44 [[[(7)]] (6) develop ways to expand the amount of public and private space
45 available for child care services; [[and]]
- 46 (7) provide staff support for the Early Childhood Coordinating
47 Council; and
- 48 (8) prepare a Strategic Plan for Child Care, in consultation with the
49 Commission on Child Care, by [1 year from date of enactment]
50 that includes:

- 51 (A) specific goals and implementation strategies for improving
52 early childhood services and child care provider assistance
53 and counseling;
- 54 (B) planning for new child care services in public space,
55 including in public school projects;
- 56 (C) planning for expansion of child care space through public-
57 private partnerships;
- 58 (D) research on the supply, demand, and affordability of child
59 care throughout the County;
- 60 (E) a plan for a countywide universal child care and preschool
61 program that provides every child an opportunity to
62 participate in a high-quality preschool, early care, and
63 education program; and
- 64 (F) a plan to improve readiness for children entering
65 kindergarten through enhanced early care and education
66 services.

67 **10A-2. Annual report.**

68 By February 1 each year, the [[Office]] Officer must submit to the County
69 Council an annual report on its activities, accomplishments, plans, and objectives,
70 including:

- 71 (1) steps taken to implement the Strategic Plan for Child Care, Early Care
72 and Education the preceding year; and
- 73 (2) the activities, accomplishments, plans, and objectives of the Early
74 Childhood Coordinating Council.

75 **10A-3. Early Childhood Coordinating Council.**

76 (a) Definition. In this Section, the following words have the meanings
77 indicated:

78 Coordinating Council means the Early Childhood Coordinating Council.

79 Department means the County Department of Health and Human
80 Services.

81 Director means the Director of the Department or the Director's
82 designee.

83 (b) Established. The Executive must appoint, subject to confirmation by the
84 Council, an Early Childhood Coordinating Council.

85 (c) Composition and terms of members.

86 (1) The Coordinating Council has up to 34 members.

87 (2) The Executive must appoint up to 15 public members. The public
88 members should include:

89 (A) up to 4 representatives of local providers of early childhood
90 education and development services;

91 (B) one representative of the Montgomery County Council
92 Parent Teach Associations;

93 (C) one representative of the Montgomery County Commission
94 on Child Care;

95 (D) one representative of the Organization of Child Care
96 Directors;

97 (E) one representative of the Family Child Care Association of
98 Montgomery County;

99 (F) one representative of the Maryland Association for the
100 Education of Young Children;

101 (G) one representative of the business community with
102 demonstrated leadership in early childhood care and
103 education;

104 (H) one representative of the local pediatrician community;

- 105 (I) one representative of the local philanthropic community;
106 (J) one representative of the local interfaith community; and
107 (K) up to 2 parent representatives.
- 108 (3) The Executive must appoint the following to serve as an ex officio
109 member:
- 110 (A) the Director of the Department;
111 (B) one representative of the Department’s Division of Early
112 Childhood Services;
113 (C) one representative of the Department’s Community Health
114 Services;
115 (D) one representative of the Department’s School Health
116 Services;
117 (E) one representative of the Department’s Infants and Toddlers
118 Program;
119 (F) one representative of the Montgomery County
120 Collaboration Council for Children, Youth and Families;
121 (G) one representative of the Montgomery County Child Care
122 Resource and Referral Center;
123 (H) one representative of the Montgomery County Community
124 Action Agency, the administrator of public Head Start
125 programs in Montgomery County;
126 (I) one representative of Montgomery County Department of
127 Public Libraries;
128 (J) the Chair of the County’s Commission on Child Care; and
129 (K) one representative of the Montgomery County Council;
- 130 (4) The Executive must invite the following to serve as an ex officio
131 member:

- 132 (A) the Montgomery County Public Schools Superintendent or
133 the Superintendent's designee;
- 134 (B) one representative of the Montgomery County Public
135 School's Division of Early Childhood Programs and
136 Services;
- 137 (C) one representative of the School's Division of
138 Prekindergarten, Special Programs and Related Services
- 139 (D) one representative of the Office of Child Care Region 5,
140 Maryland State Department of Education;
- 141 (E) up to 2 representatives of public institutions of higher
142 education in the County;
- 143 (F) one elementary school principal in Montgomery County
144 Public Schools; and
- 145 (G) one prekindergarten teacher in Montgomery County Public
146 Schools.
- 147 (5) The term of each member is 4 years. If a member is appointed to
148 fill a vacancy before a term expires, the successor serves the rest
149 of the unexpired term.
- 150 (d) *Voting, officers, chairs, meetings, and compensation.*
- 151 (1) Each member of the Coordinating Council is a voting member.
- 152 (2) The Executive must designate the Chair and Vice-Chair.
- 153 (3) The Coordinating Council meets at the call of the Chair. The
154 Coordinating Council must meet as often as necessary to perform
155 its duties, but not less than 9 times each year.
- 156 (4) A member serves without compensation. However, a member may
157 request reimbursement for mileage and dependent care costs at
158 rates established by the County.

- 159 (e) Duties. The Coordinating Council must:
- 160 (1) conduct a periodic county-wide needs assessment concerning the
- 161 quality and availability of early childhood education and
- 162 development programs and services for children from birth to
- 163 school entry, including an assessment of the availability of child
- 164 care, pre-kindergarten, and other supportive services for low-
- 165 income children and their families in the County;
- 166 (2) identify opportunities for, and barriers to, collaboration and
- 167 coordination among child development, child care and early
- 168 childhood education programs, services, and advocacy groups
- 169 including collaboration and coordination among State and local
- 170 agencies and organizations responsible for administering or
- 171 providing oversight for such efforts;
- 172 (3) develop recommendations for increasing the overall participation
- 173 of children and their families in existing programs, including
- 174 outreach to underrepresented and special populations;
- 175 (4) develop recommendations regarding the implementation and use
- 176 of the State-established unified data collection system for public
- 177 early childhood education and development programs and services
- 178 throughout the County;
- 179 (5) develop recommendations regarding professional development,
- 180 career advancement plans, compensation scales and incentives for
- 181 early childhood educators in the County; and
- 182 (6) assess the capacity and effectiveness of 2- and 4-year public and
- 183 private institutions of higher education toward supporting the
- 184 development of early childhood educators, including the extent to
- 185 which such institutions have in place articulation agreements,

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Sec. 4. Article VIII of Chapter 27 (Sections 27-62 and 27-62A) is renumbered as follows:

Article VIII. [Commission on Child Care.] Reserved.

27-62. Reserved.

Article 3. Commission on Child Care.

[27-62] 10A-9. Commission on child care.

* * *

Article 4. Child Care Facilities Impact Statements.

[27-62A] 10A-10. Child Care facilities impact statements.

* * *

Sec. 5. Sections 44-3 and 44-4 are amended and Section 44-4A is added as follows:

44-3. Interagency Coordinating Board.

(a) *Establishment and responsibilities.* [The] Except as provided in Section 44-4A, the Interagency Coordinating Board for Community Use of Public Facilities must review and coordinate the activities conducted under this Article. The Board must:

* * *

44-4. Director of Community Use of Public Facilities.

[The] Except as provided in Section 44-4A, the Director must:

* * *

44-4A. Child Care in Montgomery County Public School facilities.

The Office of Child Care, Early Care and Education must administer the selection of providers in public space, including in Montgomery County Public School facilities to the extent authorized by State law.

Montgomery County Early Care Education Congress Action Agenda



help me grow

Montgomery County has a strong tradition of supporting high quality early care and education to promote school readiness. Building on this history and on the County's *2000 Early Childhood Comprehensive Plan*, Montgomery County was identified as a site for the Annie E. Casey Foundation's Leadership in Action Program (LAP) in 2007. Montgomery County LAP (MCLAP) participants engaged more than 20 community partners from the public and private sector of the early care and education community to focus on a single outcome "all Montgomery County children will enter school fully ready to learn."

As a result, MCLAP developed a *Draft Action Agenda* and launched the *Early Care and Education Congress* to engage as many stakeholders as possible to refine the Action Agenda and mobilize the entire early childhood community to focus on all children entering school fully ready to learn. Ultimately the Congress will serve as an organizing body -- aligning the work of the early care and education community.

The first *Montgomery County Early Care and Education Congress (MCECEC)* was held on April 18, 2008 with more than 100 attendees for the first public announcement on the *Action Agenda's* preliminary goals and action steps. In addition, 239 early childhood stakeholders completed the online survey noting their comments, impressions and general feedback to the *draft*. As a result of this community input, new action steps, ideas and perspectives were incorporated into the draft. With the understanding that this is a living document of the early childhood community, we now present the *Early Care and Education Congress's Action Agenda* to guide our work from this point forward. We welcome further input on the agenda and involvement in the work groups that will continue to refine and shape the agenda.

The *Montgomery County Early Care and Education Congress (MCECEC)* will continue to engage new partners and leaders to implement the *Action Agenda* and meet periodically to coordinate efforts in the early childhood community. It is our hope that the MCECEC Action Agenda will serve as a broad framework to allow the early childhood community and its partners to identify, individually and collectively, where they may contribute most effectively to the result of ensuring all young children are ready for school.

You hold an integral role in this process and work. As a champion of Montgomery County's youngest residents and a supporter of a family-focused early childhood service delivery system, it is our hope that you will sign on and make every effort to do your part. Help us to continue on this path toward success and our commitment to the children and families of Montgomery County.

You can sign on to the Montgomery County Early Care and Education Congress and demonstrate your support and commitment to implementing the Action Agenda by completing and returning the "Statement of Support" form on the last page.



The Action Plan

Goal 1: *Everyone in Montgomery County will understand the need to support school readiness and their role in preparing children for school.*

Rationale: When people understand the value of early care and education to learning and life, they will support activities and programs that promote school readiness. The actions below are designed to increase public awareness, enhance parents' role as their child's first and best teacher, and engage public support for these initiatives.

Recommended Action Steps

1. Engage and Empower Parents and Caregivers

- ☑ Expand “help me grow” public engagement efforts to reach new audiences by ensuring information is shared in multiple languages, supporting presentation of information and materials, and participating in activities/events.
- ☑ Under the “help me grow” umbrella, create and distribute materials to educate parents and the general public using a variety of media outlets and in languages other than English.
- ☑ Make information about parenting, child development and community resources easily available to all parents and caregivers.
- ☑ Create opportunities for all parents and caregivers to engage in school readiness activities, wherever children are.
- ☑ Include parents in decision making and development of outreach and activity planning.
- ☑ Make special and priority efforts to engage new partners and leaders to participate in the Montgomery County Early Care & Education Congress, especially parents and members of minority communities.
- ☑ Conduct targeted outreach to actively engage minority populations, and to communicate the value of high quality early care and education settings.

2. Educate and Obtain the Commitment of Policy Makers and Business Leaders

- ☑ Educate elected officials, policy makers and business leaders about the value of early care and education and its link to school readiness using the “help me grow” public engagement materials.
- ☑ Ensure that specific advocacy and education efforts aimed at elected officials will include garnering their support for increased training opportunities for providers.
- ☑ Pursue cost-benefit analyses of prevention and early intervention strategies.
- ☑ Ensure that materials for elected officials and business leaders clearly articulate the positive returns on investing early in high quality programs for all children, particularly those who are most vulnerable.
- ☑ Develop a Legislative Agenda that is developed and adopted at the local level and promoted at the state level based on the recommendations of the Montgomery County Early Care & Education Congress.
- ☑ Identify leaders who will talk with elected officials about the importance of investing in early care and education. Make special effort to identify parents and “corporate champions” willing to talk with elected officials about early care and education.
- ☑ Advocate for the expansion of effective early childhood and family support services to targeted populations by participating in writing grants, lobbying /advocating, etc.
- ☑ Keep policy makers informed on the status of Universal Preschool and Community-based Pre-Kindergarten.



Goal 2: *All children, birth through age 5, will have access to high quality and culturally competent early care and education programs and health services that meet the needs of families, especially low-income families, families with children with disabilities and English language learners.*

Rationale: The data show that children who participate in high quality early care and education programs and services are more ready for kindergarten than those children who do not participate in high quality programs.

Recommended Action Steps

1. Improve Early Childhood Program Effectiveness

- Promote evidenced based practices.
- Identify and fund programs that achieve the best outcomes for young children.
- Increase the availability of onsite early childhood mental health consultations for all family child care, center child care, pre-kindergarten classrooms and other group settings.

2. Promote Access to High Quality Programs by Eliminating Barriers

- Solicit parent input and possible solutions/strategies.
- Analyze barriers and develop strategies to address them.
- Promote improvements to the child care subsidy system that will support families' ability to access high quality early care and education programs and services such as reducing parent co-pays.
- Encourage outreach to low-income families, families with children with disabilities and English language learners to increase their involvement in high quality early care and education programs and services.
- Enhance family involvement and support in early childhood programs.
- Ensure that schools are ready for ALL children.
- Promote the provision of service and program information, both verbal and written, in languages beyond English and Spanish.
- Advocate for equitable salaries and benefits for all members of the early care and education workforce based on education and experience.
- Promote communication and coordination among parents, child care, early intervention and school staff to foster smooth transitions and collaboration as children grow.

3. Promote Access to Health Care for Pregnant Women and Young Children

- ☑ Promote comprehensive health and wellness screenings and services as a part of all quality early childhood programs.
- ☑ Work in concert with existing public and private health services and providers.
- ☑ Encourage each pediatrician to have a staff member who is involved with the early care and education community-wide efforts.
- ☑ Promote good health and nutrition among families with young children as part of overall well-being.



Goal 3: *All professionals, who work with children birth to age five and their families, will be appropriately educated in promoting and understanding a comprehensive approach to the development of the whole child, including physical, social-emotional and cognitive well-being as a basis for school readiness.*

Rationale: Early experiences, environment and healthy development determine whether a child's brain will provide a strong or weak foundation for all future learning. Programs and policies that ensure a well trained and highly skilled early care and education workforce are imperative. The need for ongoing, relevant training and professional development for early care and education staff, health practitioners and families is constant, and the demand for high-quality professional development and training far outweighs the supply.

Recommended Action Steps

Strengthen the Professional Development System for Those Working with Young Children

- ☑ Implement a quality professional development system through continuing coordination and expanding education, credentialing, technical assistance, and training in collaboration with training institutions, academic institutions, and other organizations.
- ☑ Create greater partnership opportunities among training organizations to expand professional development and to align practices, especially in school readiness.
- ☑ Promote program accreditation and best practices in school readiness, including the role of play in the curriculum and the importance of parent involvement.
- ☑ Ensure training for cultural competency so staff may work effectively with diverse populations, including ethnic groups, low-income families and English language learners.
- ☑ Expand pool of well-trained early childhood professionals, including opportunities for those who are English language learners or not currently working in regulated settings.
- ☑ Provide incentives such as free and low-cost trainings for formal and informal caregivers to participate in opportunities for skill building.
- ☑ Expand opportunities for health professionals to learn about developmental "red flags" that warrant referral to early intervention services.
- ☑ Use technology to increase access to information about early care and education.
- ☑ Expand the capacity of early care and education professionals to meet the needs of families with children with special needs.