



Legislative Fiscal Bureau

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May 31, 2011

Joint Committee on Finance

Paper #217

Child Care Quality Rating and Information System (DCF -- Economic Support and Child Care)

[LFB 2011-13 Budget Summary: Page 104, #8]

CURRENT LAW

On December 14, 2010, the Joint Committee on Finance approved a five-year plan for the child care quality rating and information system (QRIS), known as YoungStar, administered by the Department of Children and Families (DCF).

Design of the QRIS

All regulated child care centers, family child care providers, and Head Start programs may participate in YoungStar by completing a participation request form and a Wisconsin Shares contract. Participation is required for all programs serving children in the Wisconsin Shares program and optional for other programs. However, if participating in YoungStar, a child care provider must be willing to serve children who receive Wisconsin Shares child care subsidies. YoungStar uses a 40-point system to rate the quality of child care providers in a five-star system. A child care provider must earn a minimum number of points in each category before moving up to the next star level.

There are five categories of quality indicators for child care centers and four categories for family child care programs. The quality indicators for child care centers include: (a) teacher qualifications (maximum of nine points); (b) director qualifications (maximum of six points); (c) learning environment and curriculum (maximum of 13 points); (d) professional practices (maximum of seven points); and (e) health and wellness (maximum of five points). The quality indicators for family child care programs include: (a) provider qualifications (maximum of 14 points); (b) learning environment and curriculum (maximum of 14 points); (c) professional practices (maximum of seven points); and (d) health and wellness (maximum of five points). Attachment 1 provides more information on the allocation of points for child care centers and family child care providers. This information was compiled by DCF as part of the YoungStar

plan.

Both child care centers and family child care programs are assigned a rating on a five-star scale as follows: (a) one star if out of regulatory compliance; (b) two stars if the center or program is licensed or certified, is in regulatory compliance, and scores between zero and 10 points; (c) three stars if the center or program is licensed or certified, is in regulatory compliance, and scores between 11 and 22 points; (d) four stars if the center or program is licensed or certified, is in regulatory compliance, and scores between 23 and 32 points; and (e) five stars if the center or program is licensed or certified, is in regulatory compliance, and scores between 33 and 40 points.

In addition to the overall point requirements for the five-star scale, a provider has to earn a minimum number of points in each category. Attachment 2 shows the minimum points required in each category to move from a two-star to a three-star provider, from a three-star to a four-star provider, and from a four-star to a five-star provider for child care centers and for family child care providers.

Child care providers automatically earn four or five stars if they are accredited from one of the following: (a) National Association for the Education of Young Children (NAEYC); (b) National Association Commission for Early Care and Education Programs; (c) City of Madison Accreditation for group centers; (d) Head Start performance standards with no non-compliance findings; (e) National Association for Family Child Care; and (f) City of Madison Accreditation for family child care providers. All accredited child care group centers receive five stars. Accredited family providers may receive either four or five stars depending on whether they have adequate credit-based training.

Finally, a child care provider may appeal the assigned rating to the regional office supervisor, the regional office director, and DCF's Director of the Bureau of Child Care Quality. YoungStar is administered in six geographic regions of the state through a vendor called the Consortium. The Consortium consists of three organizations: (a) Supporting Families Together Association (SFTA); (b) Celebrate Children Foundation (CCF); and (c) Wisconsin Early Childhood Association (WECA).

Tiered Reimbursement

The approved five-year YoungStar plan anticipated the implementation of a tiered reimbursement system that links reimbursement to providers to the quality of the provider, beginning July 1, 2011. Providers that have one star would not be allowed to participate in the Wisconsin Shares program. Providers with two stars would be paid at their current base rate. The remaining providers participating in Wisconsin Shares would receive the following rate increases: (a) three-star providers would receive a 5% increase to the base rate; (b) four-star providers would receive a 10% increase; and (c) five-star providers would receive a 25% increase. Accredited child care providers currently receive a 5% or 10% increase from the base reimbursement rates for providing quality child care. As a result, four-star child care providers would receive another 5% increase, rather than the 10% increase, and five-star child care providers would receive a 15% increase, rather than the 25% increase, once these tiered

reimbursements are in effect.

Changes to DCF's Five-Year Plan

The Committee made several modifications to the YoungStar five-year plan. First, DCF was prohibited from implementing a severity index tool to determine one-star child care providers. Instead DCF was required to use revocation, suspension, or denial of a child care license or revocation or denial of child care certification as the basis for one-star providers. DCF's five-year plan had included an intent to develop and implement a severity index tool on July 1, 2011, to determine whether a child care provider was out of regulatory compliance for the purpose of assessing child care providers as one-star providers. The severity index tool was not further defined.

Second, DCF was prohibited from including in the YoungStar contracts a requirement that child care providers must collect copayments from Wisconsin Shares recipients.

Finally, DCF or the regional entities DCF contracted with to administer YoungStar at the local level were required to make available all documents, statutes, and rules, and all amendments or changes to these documents, statutes, and rules, that child care providers must indicate they are aware of, including an operations memorandum governing child care, in order to participate in YoungStar. DCF or the contracted entities were required to link to these documents in the YoungStar online application process, or attach the documents to the paper application for providers not using the online process, and to notify child care providers when changes were made to these documents through email or, if email is unavailable for a child care provider, through the postal mail service.

Funding for the QRIS

Base funding for the QRIS is \$9,118,400. Funding of \$892,400 supports DCF's state administration of YoungStar for the following: (a) communication (\$120,000); (b) information technology (\$300,000); (c) state staff (\$316,900); and (d) ongoing evaluation (\$155,500).

Funding of \$8,226,000 for contracted activities supports the following: (a) quality assurance monitoring (\$2,436,800); (b) technical assistance (\$2,874,500); (c) child care provider improvement grants (\$1,731,400); and (d) local administration for start-up funding and grant administration (\$1,183,300).

Under the five-year plan, it was anticipated that the tiered reimbursement system would cost \$3.4 million in 2011-12 and \$4.7 million in 2012-13.

GOVERNOR

Funding for Administration of QRIS

Reduce funding by \$791,200 in 2011-12 and \$1,114,200 in 2012-13 to reflect ongoing costs of YoungStar. Reduce funding for DCF's state administration of YoungStar by \$167,300

in 2011-12 and \$173,000 in 2012-13 for the following: (a) information technology (-\$150,000 annually); and (b) ongoing evaluation (-\$17,300 in 2011-12 and -\$23,000 in 2012-13).

Reduce funding for contracted activities by \$1,436,100 in 2011-12 and \$1,753,400 in 2012-13 for the following: (a) technical assistance (-\$655,300 annually); (b) child care provider improvement grants (-\$288,600 in 2011-12 and -\$577,100 in 2012-13); and (c) start-up funding and grant administration (-\$492,200 in 2011-12 and -\$521,000 in 2012-13). In addition, provide \$812,200 annually for quality assurance monitoring.

Funding to administer YoungStar would total \$8,327,200 in 2011-12 and \$8,004,200 in 2012-13.

Tiered Reimbursement

Reduce funding for direct child care subsidies under Wisconsin Shares by \$14,468,600 in 2011-12 and \$14,613,300 in 2012-13 to reflect savings from modifying the tiered reimbursement system as described below.

Authorize DCF to modify child care provider reimbursement rates based on the provider's assessed rating as follows: (a) deny reimbursement for a child care provider who receives a one-star rating; (b) reduce the maximum reimbursement rate by up to 5% for a child care provider who receives a two-star rating; (c) pay the maximum reimbursement rate for a child care provider who receives a three-star rating; (d) increase the maximum reimbursement rate by up to 5% for a child care provider who receives a four-star rating; and (e) increase the maximum reimbursement rate by up to 10% for a child care provider who receives a five-star rating. However, it should be noted that another provision in the bill would allow DCF to adjust child care provider reimbursement rates for any child care provider notwithstanding this tiered reimbursement structure for YoungStar.

Change to Five-Year Plan

Authorize DCF to use a severity index tool to disqualify child care providers who receive a low quality rating.

DISCUSSION POINTS

1. The funding for administration of YoungStar is consistent with the five-year plan previously approved by the Joint Committee on Finance in December of 2010. The reduction in funding anticipates that fewer training, technical assistance, and start-up funds will be necessary once the system is fully operational. Because this funding level has been reviewed previously by the Committee, approved by the Committee, and again submitted as part of the Governor's proposal, this paper will address only the changes to YoungStar's five-year plan under the Governor's proposal, namely the tiered reimbursement structure for child care providers participating in YoungStar and the use of the severity tool index.

Requested Modifications to the Bill

2. The administration has requested several changes to the statutory language involving YoungStar's tiered reimbursement structure. First, the administration requests that the language denying payment under Wisconsin Shares be mandatory, rather than permissive. The bill currently authorizes DCF to deny Wisconsin Shares subsidy payments for one-star child care providers. Rather than grant DCF that authority and, thus, require DCF to establish standards for when a one-star provider may be denied payment under Wisconsin Shares, the administration would like this to be a mandatory requirement of the YoungStar program and eliminate discretion in payment of subsidies to one-star providers. This modification could be adopted under any proposed tiered reimbursement plan (Alternative A).

3. Second, the maximum reimbursement rates established in 2006 that are still in use today represent the maximum rate that a child care provider may be paid in a specific zone and/or county. The reimbursement rates for many child care providers are actually less than the maximum rate established. Therefore, the administration has requested that the statutory language for three-star providers be modified so that these providers may be paid "up to" the maximum rate, instead of paid the actual maximum rate (Alternative B1).

4. Finally, the administration has requested that the statutory language be modified to clarify that child care providers who receive a low quality rating on the severity index tool be disqualified from receiving payments under Wisconsin Shares, rather than being disqualified from providing child care services to individuals in Wisconsin Shares. The administration indicates that the state cannot prohibit a child care provider from providing services to a child. However, the administration can prohibit payment to that child care provider under Wisconsin Shares and would like the statutory language to reflect that distinction. If the Committee adopts the Governor's proposal for the tiered reimbursement structure for YoungStar and the Governor's proposal to include a severity tool index, then these modifications could be incorporated (Alternative E1).

Tiered Reimbursement

5. A child care quality rating and information system and tiered reimbursement system were first suggested by a task force created in 2004, the Quality Counts for Kids Task Force. Since these recommendations were made, Governor Doyle attempted to establish a QRIS in the 2005-07 biennial budget, the 2007-09 biennial budget, and the 2009-11 biennial budget. Provisions of 2009 Act 28 required DCF to return to the Committee with a five-year plan and funding request. After considerable input from many stakeholders, DCF presented its five-year plan to the Committee in November of 2010. The five-year plan was approved in December of 2010 and is described above.

6. Funding estimates of the cost of the tiered reimbursements in the five-year plan were based on assumptions that 40% to 60% of Wisconsin Shares children who received child care from one-star providers would not reenter Wisconsin Shares with a different child care provider. These assumptions were based on what had been happening with child care providers who were suspended due to the increased activities with fraud detection and prevention. These assumptions were also part of the Governor's original estimates of savings generated from his tiered reimbursement proposal (-\$14.5 million in 2011-12 and -\$14.6 million in 2012-13).

7. However, since these original estimates were made, DCF has concluded that most of Wisconsin Shares children will now reenter the program with a different child care provider. In other words, the children who were mistakenly or fraudulently receiving child care subsidies have, for the most part, been removed from the program. As a result, DCF has provided a new model to estimate the costs or savings with tiered reimbursements.

8. As all of the child care providers have not yet been assessed a rating, several assumptions have been made in the new tiered reimbursement model. First, the model incorporates known information. There is a total number of 7,136 child care providers as follows: (a) 2,418 licensed group providers; (b) 2,510 licensed family providers; and (c) 2,208 certified family providers.

9. Second, Table 1 shows the number of child care providers that are accredited by certain accreditation agencies, have a child development associate credential, or are head start programs as of April, 2011.

TABLE 1

**Number of Providers who Have Accepted Accreditations,
a Child Development Associate (CDS) Credential, or are
Head Start Programs With no Deficiencies
April, 2011**

<u>Accrediting Agency</u>	<u>Number of Providers</u>
City of Madison	46
National Association for the Education of Young Children	101
National Accreditation Commission	16
National Association for Family Child Care	<u>5</u>
Subtotal	168
CDA Credential	49
Head Start Programs	70
Total	287

10. Third, as of April 25, 2011, there have been 642 child care providers that have been assessed a rating. Table 2 shows the distribution of these child care providers among the star ratings.

TABLE 2

**Rated Child Care Providers
April, 2011**

<u>Star Level</u>	<u>Group Centers</u>	<u>Family Providers</u>	<u>Total</u>	<u>Percent of Total</u>
One Star	5	4	9	1.4%
Two Stars	51	387	438	68.2
Three Stars	0	0	0	0.0
Four Stars	0	23	23	3.6
Five Stars	<u>162</u>	<u>10</u>	<u>172</u>	<u>26.8</u>
Total	218	424	642	100.0%
Percent of Total	34.0%	66.0%	100.0%	

11. The model then distributes all of the existing child care providers among the star levels based on this known information, as well as the current distribution of child care providers at each education level on the Registry's career levels chart (as shown in Attachment 1). Estimates for the change in distribution among the star levels in the 2011-13 biennium are based on the potential to move up to a higher star level through education, as well as migration information from other states that have implemented a QRIS.

12. It should also be noted that DCF indicates that the rating of child care providers is scheduled to take place throughout calendar year 2011. Therefore, a tiered reimbursement system could not be in effect until January 1, 2012, at the earliest.

Governor's Proposal

13. The Governor's proposal, as modified, would require DCF to deny reimbursement under Wisconsin Shares for a child care provider who receives a one-star rating. DCF would be authorized to modify child care provider reimbursement rates based on the provider's assessed rating as follows: (a) reduce the maximum reimbursement rate by up to 5% for a child care provider who receives a two-star rating; (b) pay up to the maximum reimbursement rate for a child care provider who receives a three-star rating; (c) increase the maximum reimbursement rate by up to 5% for a child care provider who receives a four-star rating; and (d) increase the maximum reimbursement rate by up to 10% for a child care provider who receives a five-star rating.

14. As noted above, four-star child care providers already receive a 5% increase, and the five-star child care providers already receive a 10% increase. Therefore, these child care providers would receive no additional increase under the Governor's proposed tiered reimbursement system. Using the new model to estimate savings under the Governor's proposal, with an effective date of January 1, 2012, savings to the Wisconsin Shares program would total \$3.5 million in 2011-12 and \$5.9 million in 2012-13. These amounts are reflected in the TANF reestimate paper [LFB Paper #210] and are lower than the savings estimates used in the bill by \$11.0 million in 2011-12 and \$8.7

million in 2012-13.

15. This reestimate of tiered reimbursement savings assumes that all child care providers will be assessed by December 31, 2011. The Committee could wait to implement the tiered reimbursement system until July 1, 2012, to ensure that all child care providers who want to participate in YoungStar receive a star rating. A delayed date would also give child care providers time to adjust to a decrease in reimbursements if they are two-star providers. Under the model, 60% of the child care providers are initially estimated to be two-star providers. If the tiered reimbursement system is implemented as of July 1, 2012, then savings to the program under the Governor's proposal would be \$7.2 million in 2012-13. Compared to the reestimates of the Governor's proposal, the Committee could increase funding by \$3,500,000 in 2011-12 and reduce funding by \$1,300,000 in 2012-13 (Alternative B2).

Five-Year Plan

16. Under the Governor's proposal, there would be no overall change to current reimbursements to child care providers, except for the two-star child care providers, who would receive a 5% reduction. As noted above, the original plan was developed with many stakeholders involved. The final tiered reimbursement distribution plan encouraged child care providers to participate in YoungStar and improve quality based on the premises that no one would lose funding, child care providers would receive assistance to improve quality, and the higher quality child care providers would receive an increase in reimbursements to be rewarded for their quality.

17. To address these concerns, under the five-year plan, providers with one star would not be allowed to participate in the Wisconsin Shares program, and providers with two stars would be paid at their current base rate. The remaining providers participating in Wisconsin Shares would receive the following rate increases: (a) three-star providers would receive a 5% increase to the base rate; (b) four-star providers would receive a 10% increase; and (c) five-star providers would receive a 25% increase.

18. It could be argued that for some of the child care providers, receiving less in subsidies could result in no longer providing child care. This could be a problem where availability of child care is scarce, such as in some rural areas. With fewer providers available, some W-2 participants would not be able to engage in work or training activities because there would not be child care available. However, DCF believes that other two-star child care providers who continue to provide child care, as well as the three- to five- star child care providers, will be available to absorb the children participating in Wisconsin Shares that have been dropped by the child care providers who no longer provide child care.

19. Also, some argue that reducing reimbursements to providers would actually lower quality further. However, YoungStar anticipates the need to provide additional funding for child care providers to improve their quality. Funding has been set aside for training, technical assistance, and quality improvement.

20. Finally, some argue that not increasing reimbursements to the high-quality child care providers, since they would receive the same reimbursements under the Governor's proposal as

under current law, would not sufficiently reward child care providers that have maintained a high quality standard.

21. The Committee could choose to require DCF to implement the tiered reimbursement system from the five-year plan. Beginning on January 1, 2012, costs for these tiered reimbursement rates would be \$6,400,000 in 2011-12 and \$14,600,000 in 2012-13. Compared to the reestimate of the Governor's proposal, the Committee could increase funding by \$9,900,000 in 2011-12 and \$20,500,000 in 2012-13 (Alternative C1). With an implementation date of July 1, 2012, compared to the reestimate of the Governor's proposal, the Committee could increase funding by \$3,500,000 in 2011-12 and \$19,000,000 in 2012-13 (Alternative C2).

Wisconsin Early Learning Coalition Plan

22. However, the tiered reimbursements under the five-year plan may be cost-prohibitive. The Wisconsin Early Learning Coalition has proposed an alternative plan to address potential concerns described above. Under this plan, one-star providers would be denied payment under Wisconsin Shares. Reimbursements for the other providers participating in Wisconsin Shares would be as follows: (a) no change in reimbursement rates for two-star providers; (b) a 2.5% increase in reimbursement rates for three-star providers; (c) a 5% increase for four-star providers; and (d) a 15% increase for five-star providers. Compared to current reimbursement practices, three-star providers would receive a 2.5% increase, and five-star providers would receive a 5% increase. Reimbursements for all other providers would remain the same.

23. Estimated costs for this tiered reimbursement plan, beginning January 1, 2012, would be \$2,300,000 in 2011-12 and \$5,500,000 in 2012-13. Compared to the reestimate of the Governor's proposal, the Committee could increase funding by \$5,800,000 in 2011-12 and \$11,400,000 in 2012-13 (Alternative D1). Implementing this tiered reimbursement plan on July 1, 2012, would cost \$4,700,000 in 2012-13. Compared to the bill, the Committee could increase funding by \$3,500,000 in 2011-12 and \$10,600,000 in 2012-13 (Alternative D2).

Severity Index Tool

24. The YoungStar five-year plan contained a provision that would allow DCF to use a severity index tool to determine the status of regulatory compliance. Child care providers determined out of regulatory compliance would receive one star. Until this severity tool index was implemented, DCF would determine regulatory compliance based on whether the child care provider's license or certification was revoked, denied, or suspended. The severity tool index was not otherwise detailed in the five-year plan.

25. The Committee prohibited DCF from using a severity tool index in determining one-star providers. Instead, regulatory compliance would be based solely on whether a child care provider's license or certification was revoked, denied, or suspended.

26. Under the bill, and as modified, DCF is authorized to implement a severity index tool in determining the low-quality child care providers, such that these low-quality (one-star) child care providers could not receive payment under Wisconsin Shares. The Committee could adopt the Governor's proposal, as modified (Alternative E1). It could be argued that poor quality in providing

child care services is not solely due to whether a child care license or certification has been revoked, denied, or suspended. This proposal would give DCF the flexibility to determine other factors that result in poor quality child care, and include these factors in determining whether a child care provider is out of regulatory compliance.

27. On the other hand, what is contained in the severity tool index has not yet been determined, and DCF would have authority to implement the tool without oversight. The Committee could require DCF to promulgate rules that detail what is contained in the severity tool index and how it will be implemented (Alternative E2).

28. The Committee could also delete the Governor's proposal and require regulatory compliance to be based on whether a child care provider's license or certification has been revoked, denied, or suspended (Alternative E3). Revocations, denials, and suspensions are regulated by DCF and local child care administrative agencies. These agencies are in a position to determine whether child care providers are complying with the required regulations. If the child care providers are complying, it could be argued that these child care providers have sufficient minimum qualifications to participate in Wisconsin Shares.

ALTERNATIVES

The following table reflects the different percentage adjustments to reimbursement rates under YoungStar's tiered reimbursement rates for Alternative B (the Governor's proposal), Alternative C (the five-year plan), and Alternative C (the Wisconsin Early Learning Coalition plan).

TABLE 3

Change to Reimbursement Rates Under Alternatives B, C, and D

Star Level	<u>Percent Change to Reimbursement Rates</u>		
	<u>Governor's Proposal (Alternative B)</u>	<u>Five-Year Plan (Alternative C)</u>	<u>WELC Plan (Alternative C)</u>
One-Star	No Payments	No Payments	No Payments
Two-Star	-5%	No Change	No Change
Three-Star	No Change	5%	2.50%
Four-Star	5%	10%	5%
Five-Star	10%	25%	15%

A. Deny Reimbursement to One-Star Providers

1. Modify the tiered reimbursement plan to prohibit DCF from providing reimbursements under Wisconsin Shares to one-star providers.

B. Governor's Proposal

1. Modify the Governor's proposal as reestimated under the TANF reestimate paper to

specify that three-star child care providers may be paid "up to" the maximum reimbursement rate, rather than at the maximum reimbursement rate.

2. In addition to Alternative B1, modify the Governor's proposal to reflect that the tiered reimbursement plan takes effect on July 1, 2012. Compared to the reestimate of the Governor's proposal, increase funding by \$3,500,000 FED in 2011-12 and reduce funding by \$1,300,000 FED in 2012-13.

ALT B2	Change to Bill Funding
FED	\$2,200,000

C. Five-Year Plan

1. Adopt the tiered reimbursement plan under the YoungStar five-year plan effective January 1, 2012. Compared to the reestimate of the Governor's proposal, increase funding by \$9,900,000 FED in 2011-12 and \$20,500,000 FED in 2012-13.

ALT C1	Change to Bill Funding
FED	\$30,400,000

2. Adopt the tiered reimbursement plan under the YoungStar five-year plan effective July 1, 2012. Compared to the bill, increase funding by \$3,500,000 FED in 2011-12 and \$19,000,000 in 2012-13.

ALT C2	Change to Bill Funding
FED	\$22,500,000

D. Wisconsin Early Learning Coalition Plan

1. Adopt the tiered reimbursement plan proposed by the Wisconsin Early Learning Coalition effective January 1, 2012. Compared to the reestimate of the Governor's proposal, provide funding of \$5,800,000 FED in 2011-12 and \$11,400,000 FED in 2012-13.

ALT D1	Change to Bill Funding
FED	\$17,200,000

2. Adopt the tiered reimbursement plan proposed by the Wisconsin Early Learning Coalition effective July 1, 2012. Compared to the reestimate of the Governor's proposal, provide funding of \$3,500,000 FED in 2011-12 and \$10,600,000 FED in 2012-13.

ALT D2	Change to Bill
	Funding
FED	\$14,100,000

E. Severity Index Tool

1. Adopt the Governor's proposal to authorize DCF to adopt a severity index tool with the modification that prohibits child care providers from receiving payment if they receive a low quality rating, rather than prohibiting them from providing services to individuals in Wisconsin Shares.

2. Modify Alternative E1 to require DCF to promulgate rules that detail what is contained in the severity tool index and how it will be implemented.

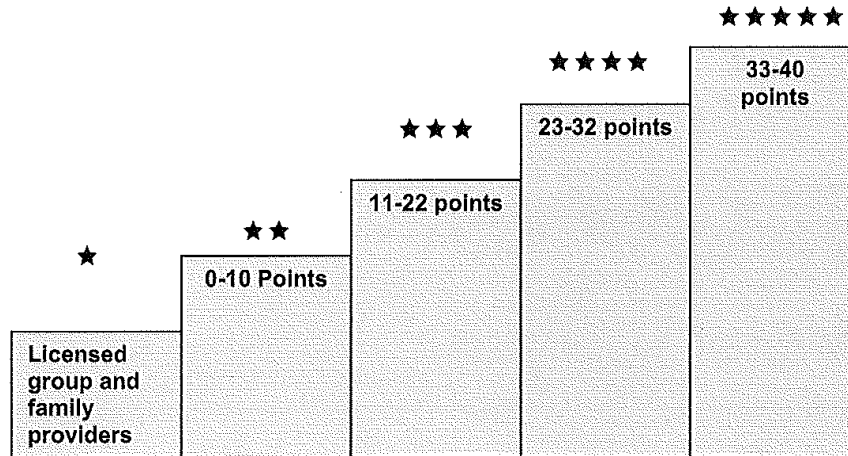
3. Delete provision.

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Attachments

ATTACHMENT 1

YoungStar QRIS Quality Indicator Point Detail as of April 30, 2010

Quality Rating and Improvement System Overall Model



Programs not in regulatory compliance would not be able to earn points in the system until coming into compliance with licensing and certification.

It is imperative that Wisconsin improve the quality of child care. Establishing a quality rating system will assist Wisconsin child care providers to improve their quality leading to a critically important outcome of improving outcomes for children. YoungStar is based on research and other state experiences to establish criteria that are: research based, objective, and verifiable on a regular basis.

This document describes the different categories for earning points. Each child care provider or program can earn up to forty points across four categories – education, director education (for group programs), learning environment and curriculum; professional and business practices; and health and wellness.

The following chart shows the overall categories and the points possible in each.

Category for Earning Points	Possible Points	
	Family	Group
Family Provider Qualifications	0-14	N/A
Group Teacher Qualifications	N/A	0-9
Group Director Qualifications	N/A	0-6
Learning Environment and Curriculum	0-14	0-13
Professional Practices (business practices, staff benefits, parent/family involvement)	0-7	0-7
Health and Wellness	0-5	0-5
Total	0-40 points	0-40 points

Group Child Care Model

The following are ways in which group center child care programs can earn points in the YoungStar Quality Rating Improvement System. The Observation Rater identified will be part of the staff team in regional centers selected to operate the YoungStar program. All Observation Raters will need to both reliable and valid using the Early Childhood Environmental Rating Scale tool. For group child care programs, there are required points in each category, as well as additional optional points programs may accumulate.

Accreditation in the following areas would be an alternative path to five star status. Accreditation standards accepted will include: National Association for the Education of Young Children (NAEYC), National Accreditation Commission (NAC), City of Madison, and Head Start Performance Standards with no non-compliances or findings.

The rationale for counting accreditation as a five star status is that these standards are nationally recognized as linking to quality and require on-site observations and verification of similar characteristics laid out in the Wisconsin model. Because NAEYC accreditation has now moved to being renewed every five years, DCF will verify annual reports of accredited centers and will consider other possible site visits to verify continued meeting of accreditation standards. DCF will consider additional accreditations in the future. As staff time permits, review and comparison of demonstrated competencies measured in different accreditation platforms will be analyzed.

I. Teacher/Director Qualifications

Rationale: Teacher education is considered one of the most consistent predictors of quality in an early childhood setting. Staff and provider early childhood education qualifications will be verified by the Wisconsin Registry. The Registry is Wisconsin's The Registry is Wisconsin's Recognition System for the Childhood Care and Education Profession. The Registry verifies educational qualifications using credit-based instruction transcripts. All training is quantified by core knowledge areas as defined by the National Association for the Education of Young Children (NAEYC) or CDA content areas as defined by the Council for Professional Recognition. The Registry awards a certificate verifying that entry level and continuing education requirements defined by the Department of Children and Families have been met.

Information related to what early care and education credit based course offerings are available in regions can be accessed by contacting the individual institution of higher education directly, or by contacting a T.E.A.C.H. Scholarship Counselor at the Wisconsin Early Childhood Association. Credit for prior learning experience may be offered through individual institutions of higher education. Further information related to The Registry Career Levels, professional development opportunities and credit for prior experience is available in the appendix of this document.

In the following two charts for center staff and center directors, points are not cumulative. For each staff qualification chart, a program receives credit for the highest level achieved looking at the composition of the staff education and the center director's education

Staff Qualifications

Quality Indicators – Staff Qualifications	Verification	Points Awarded
Lead teachers with CDA's for 50% of classrooms	Registry Level 6	1
Lead Teachers with 6 credits beyond high school for 25% of all classrooms	Registry Level 7	1
Lead Teachers with 6 credits for 50% of all classrooms – <i>Required for 3 star</i>	Registry Level 7	2
Lead Teachers with infant/toddler or inclusion credential for 50% of classrooms or 18 related credits; all other	Registry Level 9	3

classrooms have a lead teacher with at least 6 credits – <i>Required for 4 star</i>		
Lead Teachers with Administrators or Preschool Credential or 24 related credits for 50% of classrooms; all other classrooms have a lead teacher with at least 6 credits	Registry Level 10	4
Lead Teachers with Associate Degree (AA) for 50% of classrooms and all other classrooms have a lead teacher with at least 6 credits	Registry Level 12	5
Lead Teachers with AA for 50% of classrooms and lead teachers with Registry credentials for the rest of the classrooms	Registry Level 12	6
Lead Teachers with AA for 100% of classrooms – <i>Required for 5 Star</i>	Registry Level 12	7
Lead Teachers with AA for 50% of classrooms and Bachelor Degrees/ or Bachelor's Degree with DPI License for 50% of classrooms	Registry Levels 12-Associate 13 – non-related Bachelors 14 – related Bachelors	8
Lead Teachers with related Bachelor's Degrees for 100% of classrooms or Bachelor's Degree with DPI License or Master's Degree or Doctorate	Registry Level 14, 15, 16 or 17	9

I-A. Center Director Qualifications

Rationale: Research has demonstrated the critical role of the child care director in all centers; they are responsible for the recruitment, hiring, and guidance of teaching staff, and – when necessary – for firing or dismissal of staff. Research shows that accredited centers with well-qualified directors demonstrate higher quality. Directors with degrees operate nearly half of the centers in Wisconsin. This category recognizes a variety of ways to earn points by meeting higher levels of director qualifications.

Required Director Education for 3, 4 and 5 Stars

Quality Indicators – Director Qualifications	Verification	Points Awarded
Administrator Credential – <i>Required for 3 Stars</i>	Registry Level 10	1
Associate Degree (related) or Bachelor's Degree (unrelated) – <i>Required for 4 Stars</i>	Registry Level 12	3
Administrator Credential and either Associate Degree (related) or Bachelor's Degree (unrelated) – <i>Required for 5 Stars</i>	Registry Level 13	4
Bachelor's Degree (related)	Registry Level 14	5
Bachelor's Degree (related) and Administrator's Credential or Master's Degree or higher	Registry Level 15, 16 or 17	6

II. Learning Environment and Curriculum – Required Minimums for 3, 4 and 5 Stars

- Program chosen Self Assessment tool leading to Quality Improvement Plan –3 Stars
- Programs will have Early Childhood Environmental Rating (ECERS) or Infant /Toddler Environment Rating (ITERS) for infant/toddler programs/classrooms Rating Observation in order to achieve 3, 4 or 5 Stars
- ECERS average score of 5 (Good) as observed and in accordance with state standards for ECERS assessments (reliable and valid observers) – 4 and 5 Stars

Criteria	Rationale	Verification	Points Awarded
Programs can use a variety of different <u>Self Assessment</u> tools that leads to written Quality Improvement Plan; <u>Grow in Quality</u> is a tool developed by DCF that is free of charge – <i>Required for 3 Stars</i>	Program has demonstrated effort to assess key elements of program <u>that are linked to higher quality care</u> and has developed a plan to improve in areas identified	Review of quality improvement plan by Observation Rater	1
<u>Early Childhood Environmental Rating Scale (ECERS)</u> average score of 5, no subscore less than 3 – <i>Required for 4 Stars</i>	Research based tool linked to demonstrating high quality in key areas of early childhood environments.	Conducted and recorded by Observation Rater	3
<u>Early Childhood Environmental Rating Scale (ECERS)</u> average score of 5, no subscale less than 4 - <i>Required for 5 Stars</i>			4

Learning Environment and Curriculum – Optional Points:

- Verified tool used for and independent verification of Quality Improvement Plan
- Wisconsin Model Early Learning Standards
- Targeted Lesson Plans and Tracking of Individual Child Outcomes.

II-A. Quality Improvement Plan

Criteria	Rationale	Verification	Points Awarded
Quality Improvement Plan developed in accordance with authentic quality improvement tool	<u>Research based instrument</u> has been utilized to ensure that quality improvement plan covers key areas tied to quality.	Review of quality improvement plan by Observation Rater	1
Quality Improvement plan verified by outside independent entity	Independent verification of efforts to improve quality provides greater assurance of tool efficacy.	Review of quality improvement plan by Observation Rater and verification of independent third party	1

II-B. Wisconsin Model Early Learning Standards

Criteria	Rationale	Verification	Points Awarded
Curriculum aligned with Wisconsin Model Early Learning Standards (WMELS)	WMELS have been <u>nationally recognized</u> as a useful tool to improve practices in early childhood settings. They establish a connection between developmentally appropriate practice and early care settings in key areas. <u>Research ties appropriate implementation of developmentally appropriate practice (DAP) to higher</u>	<u>Program Administration Scale</u>	1

	quality child care.		
At least 50% of teachers have received training in WMELS	Teachers can demonstrate they have been trained in DAP techniques	Registry verified	1
All teachers have received training in WMELS			1

II-C. Child Outcomes

Criteria	Rationale	Verification	Points Awarded
Program uses <u>individual child portfolios</u>	Information on individual children is documented and updated to provide <u>appropriate planning for activities.</u>	Review by Observation Rater	1
Teacher uses intentional planning to improve child outcomes	Teacher uses information about individual children to develop appropriate lesson plans to build individual strengths.		1
Individual outcomes tracked	It is important to demonstrate that teacher training and child interactions improve children's individual outcomes.		1

III. Business and Professional Practices

These criteria include: business practices, professional practices and staff benefits in group centers.

Business Practices - Required Minimums

- For 2 Stars and above - **all programs** must sign a contract with DCF to participate in the Wisconsin Shares Program or be willing to enroll children in Wisconsin Shares Program., The contract specifies that a program will meet reporting requirements.

Criteria	Rationale	Verification	Points Awarded
Ongoing yearly budget planning and assessment of program financial status, including accurate completion and review of tax record – <i>Required for 3 Stars</i>	<u>Research links effective professional and business practices</u> to high quality learning environments that support nurturing interaction between caregivers and children.	Review of business planning efforts by Observation Rater using the <u>Program Administration Scale</u>	1
Written copy of employment policies and procedures including job descriptions and hiring practices, personnel policies, salary/benefit schedules, evaluation procedures, staff disciplinary policies, grievance procedures, program policies and staff expectations is provided. <i>Required for 4 Stars</i>			1
Business offers evidence of using <u>model work standards</u> for administration of business including hiring, staffing and business planning. <i>Required for 5 Stars</i>			1

III – A. Professional Development Optional Points

- Staff evaluation
- Professional development opportunities

Criteria	Rationale	Verification	Points Awarded
Annual staff evaluation plan	Professional development on an ongoing basis is linked to higher quality care including staff assessment, access to professional development are <u>linked to higher quality care</u> . Staff access to professional development materials will increase their capacity to provide high quality child care.	Review of records using the PAS	If 2 of the following practices are evident, center receives one point
Access to professional development funding to cover the costs associated with the completion of selected training opportunities that meet the goals of the individual staff person's professional development plan, including <u>access to T.E.A.C.H. Scholarships</u> for credit based instruction.		Review of records using the PAS. Benefits are verified as either currently available or that they have been available in the last year as verified by the Observation Rater.	
Access to professional resource materials available on-site (ex. Books, magazines, or other materials on child development).		Reviewed by Observation Rater	
Director or Administrator Membership in a professional association focused on early care and education.		Professional connections with colleagues in the field can be an important source of information and support for child care providers	
75 Percent or higher retention rate of well educated (associate degree or higher) lead teachers and program administration over three-year period.		Consistent staffing in early care settings is linked to higher quality.	

III-B. Staff Benefits – Optional Points:

- Salary Scale
- Health Insurance
- Paid Vacation and Sick Days

Staff Benefits

Criteria	Rationale	Verification	Points
Access to health insurance provided to staff, with employer contribution of 25 percent or higher for full time staff.	Staff benefits are also linked to higher quality care including staff assessment, access to professional development are <u>linked to higher quality care</u> . Benefits are also linked to longevity and less turnover in early care settings.	PAS administered by Observation Rater	If up to 2 practices are met, program receives one point
Access to a pension/retirement plan with employer contribution.			
Lead teaching staff has paid time off equivalent to 18 or more days annually to be used in a combination of holiday pay and/or person days or sick days. Time off is prorated for part-time staff.			

All-staff meeting once per month, 2 hours paid planning time per week for lead teachers			
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III-D. Parent/ Family Involvement - Optional Points

Parent Involvement

Criteria	Rationale	Verification	Points
<ul style="list-style-type: none"> A written description of the program's philosophy is available to all families; materials and resources are available in a process or communication style that meets the needs of families; orientation opportunities are available to all families prior to enrollment; parents are encouraged to observe program 	<p>Strong parental involvement in child care is linked to higher quality.</p>	<p>Program Administration Scale. by Observation Rater</p>	<p>If up to 2 practices are met, program receives one point;</p> <p>Or,</p> <p>Programs that can demonstrate they are meeting 3 or more of the practices, receive 2 points.</p>
Families have an opportunity to provide input on program policies and procedures; advisory committee/parent board membership opportunities are available.			
Parent conferences are held at least annually and more often if needed to discuss children's progress.			
Frequent, regular, on-going communication between staff and families conveys trust and respect, and helps ensure smooth transitions from home to program or one program to another; communications occurs through multiple means such as face-to-face, written notes, phone calls, e-mails and newsletter updates.			
Parent and family outreach, educational and social opportunities are available at least twice annually.			
Information is shared with family about children's experiences during the day, day to day schedule of program and any injuries or special events as well as changes in a child's health, or eating habits.			

IV. Health and Wellness – Required Minimum Points

Required Minimum Points for star 3, 4 and 5 programs are serving nutritional meals and snacks

Criteria	Rationale	Verification	Points
Nutritious meals are served daily in child care program	Sound nutritional practices in early childhood lead to establishment of healthy eating patterns and prevention of obesity in the future.	Program can verify that their program participates in the <u>Child and Adult Food Program</u> (confirmed by DPI) or programs that demonstrate that <u>daily</u> nutritional meals and snacks are served to children can receive this point if they can demonstrate environmental rating subscale for Meals/Snacks at a level 5 (Good) or higher on an Early Childhood Environmental Rating Scale (ECERS) assessment. Health and safety standards must also be observed related to meals and snacks, and menus must be provided	1

		for families. Children's allergies and dietary restrictions must be addressed, and documentation must support this.	
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IV-A. Health and Wellness Optional Points:

- Physical activity
- Social and Emotional development training
- Family protective factors/ Strengthening Families training

Health and Wellness - Optional Points

Criteria	Rationale	Verification	Points
Program provides at least sixty minutes of physical activity a day.	<u>Research</u> shows that physical activity is a daily routine for children to promote wellness prevent obesity in the future.	Basic daily schedule exists that is available for review and verification by Quality Observation Rater and promotes a familiar pattern of regular physical activity to promote physical well-being.	1
Lead teacher or director with credit-based inclusion training, completion of the Center for the Social and Emotional Foundations for Early Learning Pyramid Training Model or verified equivalency to either of these credentials	<u>Research</u> consistently demonstrates that a strong social and emotional foundation in early childhood is a key determinant in a child's future success and readiness for school	A linkage with the Registry is established for the inclusion credential, one will be developed for the CSEFEL training	2
At least 50% of staff are trained in the Strengthening Families, Family Services Credential or Registry approved equivalent that demonstrates knowledge of protective factors; Or Center uses department approved training curriculum for mandatory reporter training.	Preventing child abuse and neglect has been linked to the <u>Strengthening Families</u> approach to building protective families in children and parents. Child care providers have a critical role in ensuring that children are safe in child care settings and can be important resources for families in detecting early signs of stress and are required by law to report suspected abuse and neglect. Consistent training is needed to ensure consistent standards.	Verified by the Registry	1

Family Child Care Model

Four (4) quality indicator areas are identified for family child care providers to earn points. As with the group child care model, there are required points in each of the following components as well as additional optional points programs may accumulate.

- Family Provider Education Qualifications – 14 points
- Learning Environment and Curriculum – 14 points
- Business Practices – 7
- Health and Wellness – 5

As with the group center model, we are proposing an alternate path to a four stars for accreditation, specifically for the National Association for Family Child Care, the City of Madison. The rationale for counting NAFCC and City of Madison accreditation as a four star status is that these standards are nationally recognized as linking to quality and require on-site observations and verification of similar characteristics laid out in the Wisconsin model, however they do not require any credit-based education beyond high school. With credit based education, family child care providers could qualify for a five star status.

Category I: Provider Qualifications (Maximum points = 14)

In family child care, one individual often combines both the administrative/business and the teaching role. For this reason, the model combines the teacher and administrator qualifications. High school completion or its equivalency is required to receive 3-5 stars. Research from the Wisconsin Child Care Research Partnership in 2002 noted that at least one-fifth of a random sample of Wisconsin family child care providers had a 2- or 4-year degree.

Information related to what early care and education credit based course offerings are available in regions can be accessed by contacting the individual institution of higher education directly, or by contacting a T.E.A.C.H. Scholarship Counselor at the Wisconsin Early Childhood Association. Credit for prior learning experience may be offered through individual institutions of higher education. Further information related to The Registry Career Levels, professional development opportunities and credit for prior experience is available in the appendix of this document.

In the following chart for family child care providers the points are not cumulative. A provider receives credit for the highest level of education achieved.

I. Education – Required Minimums

Quality Indicators – Director Qualifications	Verification	Points Awarded
Provider has CDA	Registry Level 6	2
6 Early Childhood Education Credits	Registry Level 7	3
Infant/Toddler or Inclusion Credential or 18 related early childhood credits – <i>Required for 3 Stars</i>	Registry Level 9	4
Provider has CDA and Infant/Toddler or Inclusion Credential or 18 related early childhood credits	Registry Levels 6 and 9	6
Administrator Credential or Preschool Credential or 24 early childhood credits – <i>Required for 4 Stars</i>	Registry Level 10	10
Related Associates Degree (or unrelated Bachelors Degree) – <i>Required for 5 Stars</i>	Registry Level 12	12
Related Bachelor's Degree or Higher or related bachelor's degree with DPI License.	Registry Level 14	13
Related Bachelor's Degree or Higher with Credential or Related Bachelor's Degree or Higher with Credential and DPI License or Master's Degree or Doctorate	Registry Level 15, 16 or 17	14

II. Learning Environment and Curriculum – Required Minimums for 3, 4 and 5 Stars

- Provider chosen Self Assessment tool leading to Quality Improvement Plan –3 Stars
- Program will have Family Child Care Environmental Rating (FCCERS) Rating Observation in order to achieve 3, 4 or 5 Stars
- FCCERS average score of 5 (Good) as observed by valid and reliable Rating Observer – 4 and 5 Stars

Criteria	Desired outcome/Rationale	Verification	Points Awarded
Self Assessment that leads to written Quality Improvement Plan – <i>Required for 3 Stars</i>	Program has demonstrated effort to assess key elements of program <u>that are linked to higher quality care</u> and has developed a plan to identify areas of foci	Review of Quality Improvement Plan by Observation Rater	1
Family Child Care Environmental Rating Scale (FCCERS) average score of 5, no subscale less than 3 - <i>Required for 4 Stars</i>	Demonstration of high quality environment in key areas	Conducted and recorded by a valid/reliable observer	3
FCCERS average score of 5, no subscale less than 4 – <i>Required for 5 Stars</i>	Demonstration of a higher threshold of quality		4

II. Learning Environment and Curriculum – Optional Points:

- Verified tool used for and independent verification of Quality Improvement Plan
- Wisconsin Model Early Learning Standards
- Targeted Lesson Plans and Tracking of Individual Child Outcomes.

II-A. Quality Improvement Plan – Optional Points

Criteria	Rationale	Verification	Points Awarded
Quality Improvement Plan developed in accordance with authentic quality improvement tool	Research based instrument has been utilized to ensure that quality improvement plan covers key areas tied to quality.	Review of Quality Improvement Plan by Observation Rater	1
Quality Improvement plan verified by outside independent Entity	Independent verification of efforts to improve quality.	Review of Quality Improvement Plan by Observation Rater and verification of independent third party	1

II-B. Wisconsin Model Early Learning Standards – Optional Points

Criteria	Rationale	Verification	Points Awarded
Curriculum aligned with Wisconsin Model Early Learning Standards (WMELS)	Wisconsin’s Model Early Learning Standards have been <u>nationally recognized</u> as a useful tool to improve practices in early childhood settings. It is critical to establish a connecting between child are programs developmentally appropriate practices in key WMELS domains	<u>Business Administration Scale Assessment in Support and Learning Scale</u>	1
Provider has received WMELS training		Registry verified	1

II-C. Child Outcomes – Optional Points

Criteria	Rationale	Verification	Points Awarded
Program uses individual child portfolios	Information on individual children is documented and updated to provide appropriate planning for activities.	Review by Observation Rater	1
Teacher uses intentional planning to improve child outcomes	Teacher uses information about individual children to develop appropriate lesson plans to build individual strengths.		1
Provider is trained to provide annual developmental screening and appropriate referrals are made as well as linkages to resources. Provider demonstrates that they have received training on authentic assessment tools used in their program.	Early childhood provides opportunity for early detection of challenges; providers can be key resources to assist in receiving screening and referral for early intervention.		1
Individual outcomes tracked	It is important to demonstrate that teacher training and child interactions improve children's individual outcomes.		2

III. Business and Professional Practices - Required Minimums

Business Practices

- For 2 Stars and above - **all programs** must sign a contract with DCF to participate in the Wisconsin Shares Program or be willing to enroll children in Wisconsin Shares Program., The contract specifies that a program will meet reporting requirements.

Criteria	Rationale	Verification	Points Awarded
Ongoing yearly budget planning and assessment of program financial status, including accurate completion and review of tax record; Demonstrates record keeping practices that track income received, meals and snacks served to children, caregiving and other business hours worked in the home– <i>Required for 3 Stars</i>	<u>Research shows</u> that providers who use effective professional and business practices are more likely to provide a high quality learning environment and interact more sensitively with children.	Review of business practices by Observation Rater using the <u>Business Administration Scale (BAS)</u>	1
Parent handbook identifies program policies for vacation, holidays, staff time off, procedures for sick provider days, parent procedures for sick days and related family questions including contracts with parents for days of paid time off – <i>Required for 4 Stars</i>	Clear policies will avoid confusion and minimize disruptions for provider and parent as it relates to vacations and sick time		1
Program has written policies that reduce risk including posted information about emergency drills			1

and emergency contact numbers and insurance coverage for various risks of doing business in a home. Priorities, budget and program planning is intentional and in-line with program budget; procedures are in place for timely review of budget, and long term fiscal records are maintained and demonstrate sound financial planning. <i>Required for 5 Stars</i>			
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III-A. Professional Practices – Optional Points

- Provider Professional Development opportunities
- Employment policies
- Professional associations

Professional Practices – Optional Points

Quality Indicator	Rationale	Verification	Points
Provider has a professional development plan created that identifies annual goals.	Support and connection to colleagues can assist program directors improve their program through information and resource sharing and ongoing networking.	Business Administration Scale Tool	If provider has at least two of the following indicators verified, they would receive 1 point.
Written copy of employment policies and procedures including job descriptions	Sound <u>business and employment practices are linked to higher quality child care</u>		
Family provider and staff, program Board and Advisory Committee (if applicable), parents and provider are able to access to accurate and timely information on program finances.			
Membership in a professional association focused on early care and education.	Support and connection to colleagues can assist program directors improve their program through information and resource sharing and ongoing networking.	Observation Rater can verify memberships	

III-B. Staff or Provider Benefits – Optional Points

- **Holiday**
- **Sick leave**
- **Vacation**

Provider Benefits

Quality Indicator	Rationale	Verification	Points
Provider has health insurance for self and dependent children.	Professional benefits in child care programs are <u>linked to higher quality programs.</u>	<u>Business Administration Scale Tool</u>	If provider has at least two of the following indicators verified, they would receive 1 point.
The provider contracts with parents to have a minimum of 10 days off per year.			
The provider has contributed to a retirement plan during the past year.			

III-C. Parent/Family Involvement

Quality Indicator	Rationale	Verification	Points
<ul style="list-style-type: none"> ▪ Written description of programs philosophy is available to all families; ▪ materials and resources are available in a process or communication style that meets the needs of families; ▪ orientation opportunities are available to families. 	Strong parental involvement in child care is linked to higher quality.	BAS Scale	Programs that can demonstrate they are meeting at least two of these indicators would receive one point. If more than 3 practices are evident, program can earn 2 points.
Families have an opportunity to provide input on program policies and procedures			
Parent conferences are held at least annually and more often if needed to discuss children's progress.			
Frequent, regular, on-going communication between staff and families conveys trust and respect, and helps ensure smooth transitions from home to program or one program to another; communications occurs through multiple means such as face-to-face, written notes, phone calls, e-mails and newsletter updates.			

IV. Health and Wellness – Required Minimum Points

Required Minimum Points for star 3, 4 and 5 programs are serving nutritional meals and snacks

Criteria	Rationale	Verification	Points
Nutritious meals are served daily in child care program	Sound nutritional practices in early childhood lead to establishment of healthy eating patterns and	Program can verify that their program participates in the Child and Adult Food Program (<u>confirmed by DPI</u>) or programs that demonstrate that <u>daily</u> nutritional	1

	prevention of obesity in the future.	meals and snacks are served to children can receive this point if they can demonstrate environmental rating subscale for Meals/Snacks at a level 5 (Good) or higher as found through a Family Child Care Environmental Rating Scale (FCCRS) assessment. Health and safety standards must also be observed related to meals and snacks, and menus must be provided for families. Children's allergies and dietary restrictions must be addressed, and documentation must support this.	
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Health and Wellness Optional Points:

- Physical activity
- Social and Emotional development training
- Family protective factors/ Strengthening Families training

IV-A. Health and Wellness – Optional Points

Criteria	Rationale	Verification	Points
Program provides at least sixty minutes of physical activity a day.	<u>Research</u> shows that physical activity is a daily routine for children to promote wellness prevent obesity in the future.	Basic daily schedule exists that is available for review and verification by Observation Rater and promotes a familiar pattern of regular physical activity to promote physical well-being.	1
Provider has Inclusion Credential or completion of the Center for the Social and Emotional Foundations for Early Learning Pyramid Training Model or verified equivalency to either of these credentials	<u>Research</u> consistently demonstrates that a strong social and emotional foundation in early childhood is a key determinant in a child's future success and readiness for school	A linkage with the Registry is established for the inclusion credential, one will be developed for the CSEFEL training	2
Provider is trained Strengthening Families, Family Services Credential or Registry approved equivalent that demonstrates knowledge of protective factors; Or, Center uses department approved curriculum for mandatory reporter training	Preventing child abuse and neglect has been linked to the <u>Strengthening Families</u> approach to building protective families in children and parents. Child care providers have a critical role in ensuring that children are safe in child care settings and can be important resources for families in detecting early signs of stress and are required by law to report suspected abuse and neglect.	Verified by the Registry	1 point if one of the following two criteria are met

	Consistent training is needed to ensure consistent standards.		
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Appendix

Professional Development Opportunities for Credit Based Instruction:

For those interested in taking credit based college coursework in early childhood education, the most up-to-date information on options available – including both traditional and non-traditional routes (including online, weekend and evening courses, and accelerated programs) – is by contacting the institution of higher education directly. Another option is to contact a T.E.A.C.H. scholarship counselor at Wisconsin Early Childhood Association: phone 1-800-783-9322, ext. 7240 or email teach@wisconsinearlychildhood.org . You may want to inquire about scholarship eligibility as well.

To assist you, the WECA website, <http://www.wisconsinearlychildhood.org/teach/index.php> offers T.E.A.C.H. program information. A link at this site (Wisconsin Colleges and Universities) will take you to a map of all Wisconsin institutions of higher education; simply click on a college or university to access their website and contact information. The WECA website also houses a T.E.A.C.H. online directory of course offerings within the Wisconsin Technical College System.

Credit for Prior Learning and Experience:

Institutions of Higher Education may offer credit for prior learning and award degree credit(s) to individuals who can demonstrate relevant skills and knowledge that they have previously acquired through non-traditional schooling, work or other life experiences. Credit for prior learning (CFPL) can help child care teachers and child care providers ease into the higher education system. In Wisconsin, each college has its own process of evaluation established. The process requires the teacher/provider to document relevant experiences. Examples include: Training completion certificates, portfolio development that reflects work experiences and transcripts if available. T.E.A.C.H. scholarship counselors are available to help connect individuals to the early childhood program area that supports this work at each Institution of Higher Education.



Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	
Entry Level training requirements for any Wisconsin regulated position	Level 1 requirements + Verified High School diploma or GED	Approved Training ⁵			Non-Credit Credentials	Credit Based Credentials ¹				
		80 hours tiered training (any tier)	120 hours tiered training (any tier)	160 hours tiered training (40 of which are tier 2 or 3 training)	CDA OR School-Age Credential OR Non-credit Family Services Credential	Mentor and Mentor-Protogo ³ (5 credits)	Family Services Credential (6-9 credits)	Registry Credentials Infant/Toddler (12 credits) OR Inclusion (12 credits)	Administrator Registry Credential (18 credits) OR Apprenticeship (18 Credits) OR Preschool (18 Credits)	
		This includes entry level course hours	This includes entry level course hours	This includes entry level course hours						
						6 related credits	12 related credits	18 related credits	24 related credits	
Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17				
Early Childhood and Youth Development Degrees										
1 Year Diploma	Associate Degree	Associate Degree + Registry Credential	Bachelor's Degree OR Bachelor's + DPI License ²	Bachelor's Degree + Registry Credential OR Bachelor's + DPI License ²	Master's Degree OR Master's + DPI License ²	Doctorate OR Doctorate + DPI License ²				
Credit Based Increments	Degree in Another Field ⁴									
30 related credits	Bachelor's Degree OR Associate Degree + 30 related credits	Bachelor's Degree + Registry Credential OR Bachelor's Degree + 30 related credits	Master's Degree OR Bachelor's Degree + 36 related credits	Doctorate	Master's Degree + 36 related credits	Doctorate + 36 related credits				

¹ Montessori and other Credentials submitted from other states will be evaluated on an individual basis and placed on a Wisconsin Career Level.

² DPI Licenses recognized are numbers 080, 083, 086, 088, 090, 100, 103, 106, 108, 109, 808, and 809.

³ Must be taken as role of Mentor.

⁴ Those with a degree in another field must also meet entry level requirements for the position field.

⁵ Approved Training is training awarded a specific tier as approved by the Registry and taught by a Registry approved instructor.

<http://www.the-registry.org/LinkClick.aspx?fileticket=%2bcTolagqX2k%3d&tabid=55>

April 6, 2010

ATTACHMENT 2

Minimum Required Points in each Category to Move Up to Next Level Child Care Centers

<u>Category</u>	<u>Two-Star to Three-Star</u>	<u>Three-Star to Four-Star</u>	<u>Four-Star to Five-Star</u>
Teacher Qualifications	2	3	7
Director Qualifications	1	3	4
Learning Environment and Curriculum	1	4	5
Business and Professional Practices	1	2	3
Health and Child Wellness	<u>1</u>	<u>1</u>	<u>1</u>
Total	6	13	20

Minimum Required Points in each Category to Move Up to Next Level Family Child Care Providers

<u>Category</u>	<u>Two-Star to Three-Star</u>	<u>Three-Star to Four-Star</u>	<u>Four-Star to Five-Star</u>
Provider Qualifications	4	10	12
Learning Environment and Curriculum	1	4	5
Business and Professional Practices	1	2	3
Health and Child Wellness	<u>1</u>	<u>1</u>	<u>1</u>
Total	7	17	21