

Qualifications and Experience

CCSA has a long history of (1) leading, (2) innovating programs and taking them to scale and (3) building collaborations with partners to achieve significant outcomes locally, statewide and nationally. Our work is grounded in science, first understanding the problems through research, either using original or secondary data, and then testing ideas and evaluating their effectiveness. Sometimes CCSA singularly leads on an initiative and sometimes we work in collaboration with partners to develop and implement a strategy. *Below are some examples of our work.*

Innovating Programs and Taking Them to Scale

CCSA conducted the first early childhood workforce study in NC in 1989, in collaboration with the Frank Porter Graham Child Development Institute and Child Care Resources Inc. The study results found that teachers had little more than a high school education, were paid poverty level wages, had no support for professional development from their employers and were leaving their centers at rates exceeding 40% a year. In response to these results, CCSA created a scholarship program for early childhood teachers to attend college to take courses leading to an associate degree. Cobbling together \$23,100 from 5 funding sources, CCSA provided scholarships to teachers working in Wake, Durham or Orange counties to attend either Wake or Durham Technical Community College. The scholarship was immediately successful, was named T.E.A.C.H. Early Childhood®, and now is available in every county in NC and 21 other states and DC.

Another innovative program that CCSA created and has taken to scale is our Meal Service Program. It began when CCSA identified the challenge child care directors faced when providing meals in child care programs. Each program had their own cook and own kitchen, operating inefficient and expensive meal service programs. Often when their cook was out, the directors had to do the shopping and cooking. CCSA worked with directors of 5 child care centers in Orange County to pilot a collaborative kitchen model. This began in 1981 in Orange County and has since grown to serve centers in Wake, Durham and Orange counties, operating out of 3 kitchens and serving over 1 million high quality and cost effective meals a year.

Leading

CCSA, in its work with child care programs locally and across the state began to see a real difference in access to high quality care for infants and toddlers. So in 2005, CCSA conducted a study to profile infant toddler care in NC. The results of this study provided the needed justification for a special, statewide initiative to address the quality of infant toddler care. CCSA was able to propose a statewide project for funding to the Division of Child Development and Early Education and the statewide Infant-Toddler Quality Enhancement Project began. This initiative provides highly trained early childhood specialists in every region in the state. These specialists provide technical assistance and training to teachers in infant-toddler classrooms that measurably increase the quality of their classrooms. The Project has been continuously funded and now has 20 specialists working across NC.

Another area of leadership for CCSA has been in the inception of the T.E.A.C.H. Early Childhood® National Center. Once it became apparent that T.E.A.C.H. was successfully addressing workforce education and compensation needs in NC, other states sought to replicate the initiative. It became clear that CCSA had to create a system to allow replication, but also ensure the integrity and fidelity of this successful model. The Center has been in operation for almost 20 years, with funding coming from fees for services and foundation grants. Through its work, the Center has licensed more than half of the states in the country to operate T.E.A.C.H. programs. This has created a vehicle for states to invest over \$467 million in the education of over 146,000 early childhood teachers, directors and family child care educators. The National Center is seen as a critical and valuable resource to the national effort to improve early childhood teachers, programs and outcomes.

Collaboration

CCSA often uses Advisory Committees to guide and inform our work. The T.E.A.C.H. Early Childhood® National Center has a National Advisory Committee to provide critical thinking and feedback to our work, to develop and approve policies that guide our work with states and to help us solve difficult implementation problems. This Advisory Committee is made up of 5 national leaders and 5 state leaders and meets twice a year. In addition, the Center also has the T.E.A.C.H. Alliance Advisory Committee, which is made up of current and former T.E.A.C.H. recipients or sponsors. This Advisory Committee, which meets quarterly, provides on-the-ground assessments of workforce needs as we try to create solutions to the challenges of educating and compensating our teachers of young children. Similarly CCSA has a NC Education and Compensation Advisory Committee that helps guide policy development and inform effective solutions as we implement both the Child Care WAGE\$ and T.E.A.C.H. Early Childhood® programs in NC. CCSA has found advisory committees to be crucial to good program implementation.

CCSA, in collaboration with Child Care Resources Inc. and Southwestern Child Development Commission, co-manages the entire Child Care Resource and Referral (CCR&R) system for the state of North Carolina. Deemed the NC CCR&R Council, the 3 organizations have been funded for over 12 years to create a robust, regional system that provides consumer education and referral, professional development and technical assistance across all 100 counties to ensure equity of access to high quality services. The work of the Council is challenging, as NC's counties are very diverse in terms of both needs and resources. The three Council agencies have divided the state into 14 regions, with each supervising about one-third of the state in term of the delivery of CCR&R services. It is a true collaboration, as proposals, policies, implementation, technical assistance and evaluation are done in partnership, with each agency holding the whole system to a set of high standards for quality of services and performance outcomes.

References

United Way of the Greater Triangle – CCSA has been a funded United Way agency since 1974 and has been designated an agency of excellence. We have created and managed a scholarship program for children from families with low incomes and supported child care providers through technical assistance and professional development to improve their programmatic quality in Durham and Orange counties for the last 44 years. Contact: Stan Holt, Vice President, Changing Generations; sholt@unitedwaytriangle.org; 919-463-5023 Current funding: \$ 149,898

NC Division of Child Development and Early Education (DCDEE) – CCSA has had one or more contracts with DCDEE, or its predecessor organizations, since 1993. DCDEE has funded us to 1) implement programs we have created, such as the T.E.A.C.H. Early Childhood® scholarship program, the Child Care WAGE\$ salary supplement program or the statewide Infant-Toddler Quality Enhancement Initiative, 2) collaborate with other organizations to manage the child care resource and referral system for the state and to 3) conduct research on the early childhood workforce. Contact: Anna Carter, Director:anna.carter@dhhs.nc.gov; 919-527-6531 Current funding: \$14,747,168

Orange County Partnership for Young Children – CCSA was one of the first agencies funded by a local Smart Start partnership in the state, having helped the Orange County Partnership achieve the highest score on their application to be funded as a first round Smart Start county. They have funded one or more activities each year since 1994 to improve the quality of early childhood programs, provide supplements to the workforce and/or manage child care scholarships for families. Contact: Robin Pulver, Executive Director: rpulver@orangesmartstart.org; 919-967-9091 Current funding: \$95,000