



## Pilot Site Application

### School Districts & Government Organizations

#### Overview

On November 3rd, 2020 voters in Multnomah County overwhelmingly supported the “Preschool for All” ballot measure. The approval of Preschool for All (PFA) will give 3- and 4-year-olds in Multnomah County access to free, high-quality, inclusive, culturally affirming preschool experiences.

A detailed [Preschool for All Plan](#) was published in July 2020 and is the framework for program implementation. The plan reflects more than two years of a unique community-based policy making process with almost 100 people, including parents, educators, policy makers and early childhood specialists, coming together to form a vision for preschool in Multnomah County.

The Preschool & Early Learning Division of Multnomah County’s Department of County Human Services, as the administrator of this new program, will be selecting Pilot Sites through this application process. Pilot Sites will receive contracts for the first Preschool for All slots and will help Multnomah County refine program details for this new initiative.

**This application is intended for school districts and government organizations.**

Community based organizations, in-home providers, public charter schools, private schools, and center-based preschool providers will apply through separate processes. Please visit the [Preschool for All website](#) for more information.

Preschools selected as Pilot Sites will:

- Provide high-quality, inclusive, culturally responsive preschool experiences to 3- and 4-year old children
- Partner with and listen deeply to families, who are their children’s first teacher, to ensure that children and families receive needed supports and have a positive experience
- Be committed to continuous improvement. Remain flexible and open to feedback and change
- Partner with the Preschool & Early Learning Division to offer input and feedback to finalize Preschool for All program guidelines and supports

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#### Goals & Values

Preschool for All will provide access to high-quality, inclusive, culturally responsive preschool for all 3 and 4 year-olds in Multnomah County. PFA will be a mixed-delivery system that will include

in-home providers, schools, centers, and multi-generational preschool programs. PFA will grow over time, increasing the number of providers and families, until the system is universally available in approximately 10 years.

Preschool for All is founded on the values of racial equity and justice. Black, Indigenous, and Children of Color experience systemic inequities starting prenatally through their entire childhood. The impacts of these inequities can be seen in outcomes from birth through the lifespan. Preschool for All is an opportunity to address one of the major gaps in the educational continuum and Pilot Sites must be willing to commit to focusing on racial equity as part of their work. PFA Pilot Sites will be required to participate in professional development, coaching, and data collection to support providers' growth in areas of implicit bias, anti-Blackness, creating culturally affirming spaces, and disparate discipline.

An estimated 500-1000 preschool slots will be available in 2022. PFA will open an application period for families in Spring 2022, slots will be offered to families in early Summer 2022, and preschool programs will begin September 2022.

Family applications will be accepted through an online application system and prioritized families will be matched with slots at Pilot Sites. Providers must accept and enroll the families that are matched with them. Organizations who currently have application processes that prioritize Preschool for All priority populations will work closely with the Preschool & Early Learning Division during the pilot project on family application processes that best meet the needs of families. All Pilot Sites will have the opportunity to provide input on how Preschool for All's long-term application process should be structured to work well for families and providers in Multnomah County.

Pilot Sites will provide high-quality, culturally responsive, inclusive preschool experiences for children in their care. Providers must be committed to ensuring positive relationships with families, with a specific focus on Black, Indigenous, and Families of Color. Pilot Sites and the educators that work there need to be responsive to feedback from families.

Preschool for All is a brand new initiative and Pilot Sites will help Multnomah County to refine program details. Organizations selected as Pilot Sites will be working closely with Preschool for All coaches and PFA administrators to share feedback and further develop program guidelines and supports. This will require flexibility, and organizations should expect ongoing changes as part of the learning and planning process of program implementation.

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## Priority Populations & Service Area

3- and 4- year old children who have a parent or guardian living in Multnomah County are eligible for Preschool for All. As the program builds to full capacity, children who currently have the least access to high-quality early learning experiences will be prioritized. Children whose families experience barriers accessing preschool include:

- Black, Brown, Indigenous, and all Children of Color;
- Migrant and refugee children;
- Children whose families live under the [Self-Sufficiency Standard](#);
- Children who speak languages other than English;
- Children with developmental delays and disabilities;
- Children of teen parents, or in military families;

- Children living in foster care;
- Children from families affected by homelessness, incarceration, substance abuse, mental health issues, and domestic violence.

Preschool for All providers must be located within Multnomah County.

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## Funding

Funding for Pilot Sites will be determined by the number of contracted slots and the services offered to families, including transportation and wrap-around supports. PFA currently estimates the slot rate to be the following:

- School year/school day slots will be funded at \$13,000-15,000 per child/per year. Sites must offer 6 hours per day and a minimum of 900 program hours (this total hourly requirement is designed to align with Preschool Promise).
- Year round/full-day slots will be funded at \$18,000-21,000 per child/per year. Sites should offer 10 hours per day with up to four full weeks off during the calendar year.

Alternate schedules can be proposed as part of the provider's response during the allocation stage of this process. Final contracted amounts may be negotiated with providers depending on program schedules and services offered to families.

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## Pilot Site Requirements

Pilot Sites will provide high-quality, inclusive, culturally responsive preschool experiences for 3- and 4-year-olds in Multnomah County in partnership with their families. Pilot Sites will work closely with the Preschool & Early Learning Division to offer input on program guidelines and processes.

Black, Indigenous, and Providers of Color are highly encouraged to apply as Pilot Sites. Families have consistently communicated the importance of providers who reflect their culture and language. Preschool for All is committed to having a diverse set of providers who look and sound like the children and families enrolled in the program. Providers who do not currently meet all of the requirements listed below will have an opportunity to share their plans for meeting these requirements in the allocation stage of this process.

### Licensing Requirements

Providers must have an active child care license with the [State of Oregon Office of Child Care](#). Unlicensed school districts and public charter schools must demonstrate compliance with health and safety measures

## **Program Calendar**

Preschool for All believes that families should be able to choose the type of early learning experience that meets their needs. Preschool for All will start with five day per week school-day and full-day schedules. PFA expects to add half-day and partial week schedules in the future as the program grows.

Pilot Sites are expected to provide five day per week programming using one of the following schedules:

- Full Day (10 hours)/Year-Round (September- August with up to 4 full weeks off)
- Full Day (10 hours)/School Year (September-June)
- School Day (6 hours)/Year-Round (September- August with up to 4 full weeks off)
- School Day (6 hours)/School Year (900 hours- the hourly requirement is to align with Preschool Promise)

Specific schedules will be approved during the contracting process. A provider whose schedule does not match with what is outlined above because of other funding requirements or their business model will have an opportunity to share those details in the allocation stage of this process.

## **Minimum Slots**

Pilot Sites will receive contracts for Preschool for All Slots. Providers must apply for a minimum number of slots based on their setting type. Providers are encouraged to consider the number of slots that will be right for their business or program model and will allow them to meet Preschool for All requirements, including staff wages.

- Center-based preschool providers must apply for a minimum of 10 slots, with a minimum of 5 slots in a single classroom
- School district providers must apply for a minimum of 18 slots, with a minimum of 9 slots in a single classroom.

Providers will be asked to identify a minimum, desired, and maximum number of Preschool for All slots in their applications.

## **Staff Training and Education Requirements**

Waivers for education requirements will be available for providers who have a detailed plan to reach these levels within two years.

- Current requirements:
  - Lead Provider/Teacher: Step 7 on the Oregon Registry Online or Child Development Associate (CDA)
  - Assistants/Aides: Step 4 on the Oregon Registry Online (ORO)
- After 2 years of participating in Preschool for All:
  - Lead Provider/Teacher: Step 7.5 on the Oregon Registry Online (ORO)
  - Assistants/Aides: Step 5 on the Oregon Registry Online (ORO)
- In 10 years, Preschool for All will require:
  - Lead Provider/Teacher: Step 9 on the Oregon Registry Online (ORO) or an AA Degree in early childhood education or related field
  - Assistants/Aides: Step 7 on the Oregon Registry Online (ORO) or a Preschool Child Development Associate (CDA)

## Staff Wages

Pilot Sites must commit to meeting Preschool for All salary requirements. For Centers and Districts, these requirements must be met in any classroom with Preschool for All slots. Preschool for All defines assistant preschool teachers broadly, as all non-lead teaching staff working with children in the classroom in a center or school model, or working with children in a home based model, including teaching staff with titles like associate teacher, break support staff, or teachers aide.

The method for calculating the wages for Assistant Teachers and Aides is mandated by the ballot measure and is not flexible. The actual wage level for Assistant Teachers and Aides will be calculated each year by the Preschool & Early Learning Division based on the method outlined in the [Preschool for All Plan](#). Below are example wages for Assistants and Aides included in the plan.

Assistant/Aide Minimum Salary	
Year	Hourly Salary
2022	\$19.91
2023	\$20.50
2024	\$20.89

The Lead Teacher salary includes a minimum and a target salary based on training/education level.

Provider/Lead Teacher Target Salary				Provider/Lead Teacher Minimum Salary		
Qualification Level	Annual Salary	Hourly Salary	% of average kindergarten teacher salary	Annual Salary	Hourly Salary	% of corresponding target salary
Step 10/BA	\$77,960	\$37.48	100%	\$58,470	\$28.11	75%
Step 9/AA	\$66,266	\$31.86	85%	\$49,699.50	\$23.89	75%
Step 7	\$58,470	\$28.11	75%	\$43,852.50	\$21.08	75%

## Staff Benefits & Supports

Pilot Sites must provide support and benefits for staff working in PFA settings, including:

- Paid planning time
- Paid time off (vacation, sick time, personal)
- Health Benefits for full-time employees, covering at least 50% of the cost for the individual staff member

## Labor Harmony

The County values agencies that work to prevent labor disputes, which may lead to work stoppages or adversely impact the ability of our programs to achieve intended outcomes. The County seeks to work with providers that are committed to avoiding labor disputes that disrupt services. A labor harmony clause will be included in all Preschool for All contracts above \$150,000.

## Technology Requirements

The Preschool & Early Learning Division will be developing an application and database system that will be utilized by both families and providers participating in Preschool for All. Pilot Sites will have the opportunity to provide input on the new system. Pilot Sites will be required to sign and follow technology system and data use agreements.

## **Continuous Improvement & Professional Development**

Pilot Site providers must commit to continuous quality improvement, including working closely with a Preschool for All coach and participating in professional development opportunities. For Pilot Sites that have internal coaches, the Preschool & Early Learning Division will work closely with program administrators to determine needs and expectations.

## **Participation Requirements for Pilot Sites**

Pilot Site must meet the following standards when participating in Preschool for All:

- Create an environment of safety, trust, and belonging for all children and families, with a specific focus on the experiences of Black, Indigenous and Families of Color
- Adhere to Preschool for All's policy of no suspensions or expulsions of children
- Fully include children with disabilities and/or special health needs
- Implement curriculum aligned with Oregon's Early Learning & Kindergarten Guidelines
- Complete developmentally appropriate screenings and assessments
- Collect and report data as required by Preschool for All. This includes:
  - Utilizing PFA systems to track enrollment and attendance
  - Completing regular reports and surveys to ensure strong feedback loops
  - Other data as needed for PFA evaluation efforts
- Participate in regular PFA Pilot Site meetings

## **COVID Precautions**

Providers need to follow the latest COVID guidance from the Office of Child Care and the Oregon Health Authority. Providers need to have a COVID safety plan in place that meets that guidance. In addition, providers must be in compliance with all federal, state, county, and city mandates.

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## **Contracting Information**

Pilot Site contracts will be for three years with an opportunity to extend contracts for two additional years.

Programs may not fund the same slot from more than one public preschool funding stream, which include Preschool Promise, ELD Equity Fund, and Head Start.

Preschool for All families should not incur any out-of-pocket expenses for services, including enrollment, field trips, meals, supplies, and other costs.

Providers will be paid by the number of PFA slots in their contract. Providers will receive the same monthly amount based on the number of slots they have been awarded for the year.

The Preschool & Early Learning Division will pay providers based on regular monthly invoices. Invoices must be received on or before due dates to ensure on-time payments. At a minimum, invoices shall document the number of slots provided, dates of service, and total amount negotiated per slot. Invoices will be signed and dated by the provider.

Providers will also receive funding for start-up costs to support the purchase of needed materials and to prepare for children starting preschool in September 2022.

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## Insurance Requirements

Providers who receive a contract for Preschool for All slots will be required to provide the insurance described in the table below.

Type of Insurance	Amount	Per Occurrence	Aggregate
Professional Liability	\$1,000,000	\$1,000,000	\$2,000,000
Commercial General Liability	\$1,000,000	\$1,000,000	\$2,000,000
Commercial Auto Liability (only for providers transporting children)	\$1,000,000	\$1,000,000	--
Workers Compensation (only for subject employers as defined by state law)	--	Required	--
Sexual Abuse/Molestation Liability	\$1,000,000	\$1,000,000	\$2,000,000

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## Performance Expectations

Providers will be asked to report on data that will allow the Preschool & Early Learning Division to monitor progress, design system supports, and report back to stakeholders. Below are possible performance indicators. These may change over time as the system grows.

Performance Expectations	Performance Measurements
Child Attendance	Children in PFA funded slots attend preschool consistently, 80% or more of scheduled days.
Family Satisfaction	90% of families report being satisfied or highly satisfied with their family's preschool experience
Coaching Plan Progress	Provider's PFA Coach reports that provider is making significant progress toward reaching coaching plan goals
Developmental Screenings	100% of children receive a ASQ screening within 45 days of enrollment and annually

Child Assessment	100% of children receive developmentally appropriate, intentionally scheduled child-level assessments at least twice per year to inform curriculum and instruction
Early Educator Satisfaction	95% of staff complete the satisfaction survey  80% of staff working in Preschool for All settings report being satisfied or highly satisfied with their work environments

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## Pilot Site Selection Slot

There will be three steps in the Pilot Site selection process:

### 1. Application Evaluation

Applications will be evaluated by a team from the Preschool & Early Learning Division, Child Care Resource & Referral, and community based organizations. Providers whose applications score 70% or above on their application will be qualified to participate in Preschool for All. Qualified applicants are not guaranteed slots.

### 2. Allocation Information Form for Qualified Providers

Qualified applicants will be asked to complete an Allocation Information Form that will gather additional details about their program. This step is likely to take place in early 2022.

### 3. Slot Allocation

Slots will be awarded in an allocation process that will consider all of the qualified applicants. Funding allocation decisions will be made taking the needs of families and the new Preschool for All system into account. Allocation priorities and selection criteria for slots may include:

- County and Department strategic priorities
- Overall preschool system needs and deficiencies
- Information and evaluation input from the application evaluators
- Provider stability
- Provider experience
- Provider participation in a Focused Child Care Network
- Number and type of funded slots
- Experience partnering with parents from PFA priority populations
- Services provided in families' home language
- Geographic service coverage
- Customer feedback (Families, referral sources, etc.)
- Family needs and trends
- Past performance
- Certification and licensing status
- Extent of provision of like services by any one agency
- Other factors as deemed appropriate by the funding allocation team

Providers will be notified in February if they will be awarded slots.

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## Questions & Scoring Criteria

There are a total of eight questions that providers need to please respond to. **Each response should be limited to 2500 characters.** A provider can score up to 100 points total. A score of 70 or above is a qualifying score.

### Question 1: Provider Experience and Strengths (10 points)

Please describe how long your organization has been operating preschool. Please share the strengths of your program and your vision for high-quality preschool.

If your organization will be new to operating early learning programs, please share your implementation plans and vision for high-quality preschool.

Evaluation Criteria – *Provider:*

- *Demonstrates experience providing preschool or has a strong implementation plan in place.*
- *Provides a clear vision of high quality preschool.*
- *Includes values and beliefs related to equity and outcomes for children. Provides specific examples of how vision, values, and beliefs are demonstrated in the program. Examples might include hiring practices, curriculum, daily practices, family engagement, teaching strategies, etc.*

Please limit your response to 2500 characters.

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### Question 2: Priority Populations (20 points)

Please share which Preschool for All priority populations your organization currently has the capacity and skills to partner with and why. Please describe the support and training your program would need to partner with the remaining priority populations on the list.

Preschool for All Priority Populations:

- Black, Indigenous, and all Families of Color;
- Migrant and refugee families;
- Families who live below the [Self-Sufficiency Standard](#);
- Families who speak diverse languages;
- Families whose children have developmental delays and disabilities;
- Teen parents, or military families;
- Foster care families;
- Families affected by homelessness, incarceration, substance abuse, mental health issues, and domestic violence

Evaluation Criteria – *Provider:*

- *Demonstrates experience working with Preschool for All's Priority Populations.*
- *Demonstrates awareness and understanding of organization's unique training and support needs to partner with priority populations.*

Please limit your response to 2500 characters.

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**Question 3: Cultural & Linguistic Diversity (15 points)**

How does your organization support children who speak languages other than English at home or who have a different cultural background from staff and program leadership? Please describe how you currently incorporate children's home language and culture into your preschool setting.

If your organization will be new to operating early learning programs, please share examples from your Kindergarten program that would be utilized in preschool classrooms.

Evaluation Criteria – *Provider:*

- *Demonstrates experience working with children who speak diverse home languages and have different cultural backgrounds from staff.*
- *Provides specific and meaningful examples of how children's home languages and culture are incorporated into the preschool setting.*

Please limit your response to 2500 characters.

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**Question 4: Inclusion & Retention (10 points)**

Please describe your program's inclusion and retention plan or policy for children in your care. When a teacher experiences behaviors as challenging, please describe the explicit steps that are taken.

Evaluation Criteria – *Provider:*

- *Demonstrates experience working with children who have developmental delays and disabilities.*
- *Describes inclusion and retention plan or policy for organization, including potential resources.*

Please limit your response to 2500 characters.

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**Question 5: Daily Program Schedule (10 points)**

Please describe your program's existing or planned preschool daily schedule and include an explanation of each of the activities.

Evaluation Criteria – *Provider:*

- *Demonstrates intentionality and knowledge of child development through daily schedule*

Please limit your response to 2500 characters.

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**Question 6: Family Engagement (15 points)**

How does your organization currently engage with and listen to Black, Indigenous, and Families of Color?

Evaluation Criteria – *Provider:*

- *Demonstrates experience and understanding of culturally affirming family engagement practices*
- *Provides specific examples of opportunities for families to give feedback and input*

Please limit your response to 2500 characters.

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### Question 7: Staffing & Support for Early Educators (10 points)

Please describe your organization's hiring practices, policies, and supports that will recruit and retain diverse early educators. Please include staff benefits and other workforce development supports that you offer.

Evaluation Criteria – *Providers*:

- *Describes how organization will recruit and retain Black, Indigenous, and Educators of Color*
- *Describes specific retention and support strategies for educators well-being and future growth.*

Please limit your response to 2500 characters.

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### Question 8: Organizational Culture (10 points)

How will your organization intentionally incorporate Preschool for All into your broader program or school community? Please describe some of the potential opportunities and challenges that you anticipate.

Evaluation Criteria – *Providers*:

- *Describes how organization will incorporate Preschool for All into their program or school community*
- *Provides concrete and meaningful examples of opportunities and challenges of incorporating Preschool for All*

Please limit your response to 2500 characters.

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## Submission Details

Interested school districts and government organizations should submit a response that addresses the questions above to [Preschoolforall@multco.us](mailto:Preschoolforall@multco.us) no later than Monday, December 6th. Please include a cover page with the following information:

- Organization Name
- Contact Person for Application
  - Name
  - Email
  - Phone Number
- How many Preschool for All Slots is the organization applying for?
  - Minimum
  - Desired
  - Maximum
- What are the schools/sites where these slots would be located?
- If you collect this information from families, please indicate the demographic breakdown of your preschool-third grade student population by percentage. Data can be inclusive and does not need to add up to 100%. Please do not include if this information is not collected from families.
- Please copy and respond to the following question to your cover page:

- The County values agencies that work to prevent labor disputes, which may lead to work stoppages or adversely impact the ability of our programs to achieve intended outcomes. Please indicate if your Agency is committed to avoiding labor disputes that disrupt services by checking the appropriate box:
    - ☐ Yes
    - ☐ No
  - If your organization has standard practices and policies that uphold this principle, such as a labor harmony agreement or a collective bargaining agreement, please attach with your submission as a separate file.
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## Questions

Please visit the Preschool for All website for more details about [Pilot Sites](#).

If you have any questions about this application, please reach out to Sherrena Saint Preux, [sherrena.saint.preux@multco.us](mailto:sherrena.saint.preux@multco.us), or Brooke Chilton Timmons, [brooke.chilton-timmons@multco.us](mailto:brooke.chilton-timmons@multco.us).

**Thank You!**