

Pilot Site Application

In-Home Providers & Small Centers

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, inclusive, culturally affirming preschool experiences.

A detailed <u>Preschool for All Plan</u> 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 Preschool for All slots and will help Multnomah County refine program details for this new initiative.

This application is intended for all home-based providers and single-site centers who are licensed for under 100 children.

Community based organizations, school districts, public charter schools, private schools, and center-based preschool providers who have multiple locations OR who are licensed for 100 or more children will apply through separate processes. Please visit the Preschool for All website for more information.

Preschools selected as Pilot Sites will:

- Provide 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

Goals & Values

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

Preschool for All plans to grow to a total of 1100 slots for the 2023-24 preschool year. PFA will open an application period for families in Spring 2023, slots will be offered to families in early Summer 2023, and preschool programs will begin September 2023.

Family applications will be accepted through a centralized online application system and process that is managed by Preschool for All. Prioritized families will be matched with slots at Pilot Sites. **Providers must accept and enroll the families that are matched with them.** Home-based and center based providers who are currently serving families from PFA's priority populations will work with the Preschool & Early Learning Division on continuity of care for enrolled children.

Pilot Sites will provide 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 new initiative and Pilot Sites will help Multnomah County to refine program details. Organizations and businesses 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.

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, Native American Indigenous, and all Children of Color;
- Children who speak languages other than English;
- Children with developmental delays and disabilities;

- Children living in or at risk of placement in foster care
- Children from families experiencing low incomes
- Children experiencing homelessness

Preschool for All providers must be located within Multnomah County.

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 \$15,600 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 \$21,840 per child/per year. Sites should offer 10 hours per day with up to four full weeks off during the calendar year.

Final contracted amounts may be negotiated with providers depending on program schedules and services offered to families.

Pilot Site Requirements

Pilot Sites will provide 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

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. These slots are intended for children to regularly attend five days per week.

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)
- 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.

- In-home providers must apply for a minimum of 4 slots
- Center-based preschool providers must apply for a minimum of 10 slots, with a minimum of 10 slots in a single classroom. Providers should carefully consider Preschool for All salary requirements when determining how many slots to request and how many classrooms will include PFA slots.

Providers will be asked to identify a minimum, desired, and maximum number of Preschool for All slots they are applying for in the application.

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, 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 in the Preschool for All Plan.

Assistant/Aide Minimum Salary		
Year	Hourly Salary	
2022	\$19.91	
2023	\$20.91- \$21.48*	

^{*} This is an estimate based on the best information available at the time of the application release. This will be finalized before slots are allocated.

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

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

^{*} This is an estimate based on the best information available at the time of the application release. This will be finalized before slots are allocated.

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.

Technology Requirements

The Preschool & Early Learning Division will be using a family application and enrollment tracking online software to centrally fill and track PFA slots. This system will be utilized by both families and providers participating in Preschool for All. Preschool programs will be required to participate in system training, enter information and data as required, and adhere to 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

Participation Requirements for Pilot Sites

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

Program Structure & Expectations

- Provide high-quality, inclusive, culturally responsive preschool experiences for 3- and 4-year-olds in partnership with their families.
- 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
- Participate in the PFA application and enrollment systems. Providers must accept and enroll the families that are matched with them.
- Adhere to PFA's policy of no suspensions or expulsions
- Implement curriculum aligned with the State of Oregon's Early Learning & Kindergarten Guidelines and complete developmentally appropriate assessments.
- Provide a minimum of six hours per day of high-quality, tuition-free, developmentally appropriate, early learning experiences that reflect best practices.

Family Engagement & Support

- Support families with the application and enrollment process, including verifying each child's date of birth and a parent/legal guardian Multnomah County address.
- Provide a welcoming environment for all families.
- Engage parents and gather information from them as the experts about their children.
- Provide opportunities for meaningful family engagement in the program.
- Provide regular chances for families to give feedback about their preschool experience.
- Review and talk to families about completed developmentally appropriate screenings.
- Protect child and family personal identifiable information.

Inclusion

- Create an inclusive environment and fully include all children.
- Partner with PFA coaches, Multnomah Early Childhood Program (MECP) and early childhood mental health consultants to create inclusive and positive environments for all children.
- Integrate Individualized Family Support Plan (IFSP) goals, accommodations, and supports into all planned activities.

Pilot Site Participation

- Work closely with PFA coaches at Mt. Hood Community College Child Care Resource & Referral (CCR&R) to strengthen your program.
- Respond to communication from PEL, CCR&R, MECP, and Micro Enterprise Service of Oregon (MESO) in a timely manner.
- Work closely with PEL staff or MESO Navigator for contracting, business development, invoicing, and system navigation.
- Collect and report data as required.
- Participate in PFA Pilot Site meetings and professional development opportunities.
- Work closely with PEL staff to offer input and feedback on program guidelines and processes.

COVID Precautions

Providers need to follow the latest COVID guidance from the Office of Child Care. 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.

Intermediary Organizations & PFA Contracts

An Intermediary Organization will hold Preschool for All contracts with in-home providers and small centers. Intermediary organizations will work closely with the Preschool & Early Learning Division to ensure that providers' needs are met and that the system works smoothly to support their participation.

Intermediary Organizations will guide providers through the contracting process and ongoing implementation by sharing information, answering questions, and ensuring that contractual requirements are met. In addition, Intermediary Organizations will also:

- Offer business development opportunities in areas such as:
 - Budget planning,
 - Purchasing and maintaining appropriate insurance,
 - o Record-keeping, and
 - Staffing and supervision.
- Support provider invoicing and pay providers in a timely manner.
- Help providers address challenges through resource connections and system navigation.

Additional Contracting Information

Pilot Site contracts will be for three years with an opportunity to extend contracts in the future.

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.

Intermediary Organization 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 2023.

Additional Requirements:

 Providers must be legal entities, currently registered to do business in the State of Oregon (per ORS 60.701)

- Providers must submit verification that all insurance requirements are met during the contracting process
- Providers must have an active child care license with the <u>State of Oregon Office of Child</u> <u>Care</u>

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
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

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

Pilot Site Selection Slot

There will be two 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. 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
- Facility readiness
- 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 November if they will be awarded slots.

Applicant Information

This section is not scored.

Legal Business Name:					
Doing Business As (DBA) if Different than Legal Business Name:					
Contact Person for Application: _					
Email Address:					
Phone Number:					
Please provide your Office of Ch	ild Care License No	umber:			
What is your preferred language We may not be able to accommodate e communicate with you in the language	every language in every	• • •			
☐ Amharic	☐ Japanese		☐ Somali		
☐ Arabic	☐ Karen		☐ Spanish		
☐ Burmese	☐ Korean		☐ Swahili		
☐ Cambodian	☐ Laotian (Lao)		☐ Tagalog		
☐ Cantonese	☐ Mandarin		☐ Thai		
☐ Chuukese	☐ Marshallese		☐ Tigrinya		
☐ English	☐ Nepali		☐ Ukrainian		
☐ Farsi	☐ Romanian		☐ Vietnamese		
☐ French	☐ Russian				
Race/Ethnicity of Business Owner. This section is intended to collect inform	•		rts.		
☐ African Immigrant		☐ Native Americ	an or Alaska Native		
☐ Asian ☐ Native Hawaiian or Paci			an or Pacific Islander		
☐ Black or African American	☐ Slavic				
☐ Latino or Hispanic	☐ Latino or Hispanic				
☐ Middle Eastern		☐ White☐ Decline to Ans	swer		

Preschool Site Details

1. Preschool Site Information	
Preschool Name:	
Address:	
City:	Zip Code:
2. Preschool for All Slots	
Please indicate the number of Preschool for All slots	your program is applying to receive:
Minimum: Desire	d: Maximum:
3. Yearly Schedule	
How many full weeks (Mon-Fri) is your program clos	ed during the 2022-23 preschool year?
4. Additional Information	
Is this location currently open and offering preschool? If not, please describe your plans for opening this fac	ility and where you are at in the process:
How many preschool slots do you currently have?	_
How many children that are currently in your care do 2023-24 year?	you anticipate enrolling in your preschool for the
How many new Preschool for All families will you have currently enrolled)?	e slots for in the 2023-24 year (families who are not
Are you licensed to serve infants and toddlers? If Yes, how many: How many infant/toddler slots do you currently have a	

5. Site Contact and Description for Families If you are allocated PFA slots, the information below will be used to communicate to interested families about your program as part of the online family application process. Please complete this questionnaire with responses that you would like families to read about your program. Contact Phone Number: Contact Email: Contact Name (Optional): Meal Options Offered (check all that apply): ☐ Breakfast ☐ Lunch ☐ Dinner ■ Morning Snack ☐ Afternoon Snack Evening Snack ☐ Gluten-Free Diet Available ■ Dairy-Free Diet Available ■ Nut-free Facility Immersion Language, if applicable: Spoken Languages: Transportation Provided: ____Yes ____No Hours: ____to____ Monday ____to____ Tuesday to Wednesday ____to____ Thursday ____to____ Friday ____to____ Saturday to Sunday Setting Type (check one): ☐ Certified Home-Based Provider ☐ Registered Home-Based Provider ☐ Child Care Center ☐ Head Start ☐ School

Calendar: School Year Full Year
Description of the preschool program at this location. Please keep in mind this is the description you would want to share with families about this program.

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.

Please submit your application at (this link will be added later)

Question 1: Provider Experience and Strengths (10 points)

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

Evaluation Criteria - Provider:

- Demonstrates at least three (3) years experience providing preschool.
- 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 25	500 characters.	

Question 2: Priority Populations (20 points)

Please share which Preschool for All priority populations your program 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, Brown, Native American Indigenous, and all Children of Color;
- Children who speak languages other than English;
- Children with developmental delays and disabilities;
- Children living in or at risk of placement in foster care;
- Children from families experiencing low incomes;
- Children experiencing homelessness

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.	

Question 3: Cultural & Linguistic Diversity (15 points)

Are you currently or have you recently (in the last two years) cared for children who speak languages other than English at home or who have a different cultural background from staff and program leadership? If you are a program that serves a specific cultural community, please share how you tailor services to meet that community's needs. All programs should please describe how you incorporate children's home language and culture into the preschool setting.

Evaluation Criteria – *Provider:*

- Demonstrates experience working with children who speak diverse home languages and have different cultural backgrounds from staff and program leadership or are a culturally specific program.
- 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.	

Question 4: Inclusion & Retention (10 points)

Are you currently or have you recently (in the last two years) cared for children who have developmental delays and disabilities? Are you currently or have you recently (in the last two years) cared for children who exhibit challenging behavior? Please describe your program's inclusion and retention plan or policy for children in your care.

Evaluation Criteria – Provider:

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

Please I	limit your r	esponse to	2500 cha	aracters.		

Question 5: Daily Program Schedule (10 points)

Please limit your response to 2500 characters.

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

Evaluation Criteria – *Provider:*

• Demonstrates intentionality and knowledge of child development through daily schedule

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Question 6: Employment Related Day Care/Financial Assistance for Families (10 points) Are you currently accepting Employment Related Day Care payments from the state? How long have you been accepting ERDC? How many families utilizing ERDC do you estimate that you served in each of the following school years: 2017-18 and 2018-19?

Or, if you have not historically accepted ERDC payments, please describe in detail why your organization has not utilized ERDC in the past. Also, if you have not historically accepted ERDC, please describe your financial assistance policies and support for families.

Evaluation Criteria – *Proposer:*

- Demonstrates experience and openness to serving families with lower incomes.
- If the organization has not historically accepted ERDC, it has clear financial assistance policies and support for families.

Please lim	nit your respon	se to 2500 ch	aracters.		

Question 7: Staff Lived Experience & Family Engagement (15 points)

Please describe how the lived experience of program leadership and staff informs your program's ability to partner with diverse families. How does your program meaningfully 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.

Please describe your business' policies, supports and practices that provide a positive work environment for early educators. Please include staff benefits and other workforce development supports that you offer or would offer if you do not currently have staff members.

Evaluation Criteria – Providers:

• Describes specific retention and support strategies for early educators well-being and future growth.

Please limit your response to 2500 characters.

Please Submit Application Here

Frequently Asked Questions

Please submit your application at (this link will be added later)

If you have any questions about this application, please review the Preschool for All Provider Frequently Asked Questions page: https://www.multco.us/dchs/provider-frequently-asked-questions.

If your question is not answered there, please email preschoolforall@multco.us and we will get back to you as soon as possible!