



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 Preschool for All slots and will help Multnomah County refine program details for this 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

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 is a mixed-delivery system that includes 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 by approximately 2030.

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 2000 slots for the 2024-25 preschool year. PFA will open an application period for families in Spring 2024, slots will be offered to families in early Summer 2024, and preschool programs will begin September 2024.

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 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.

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.

**For new PFA Providers, these yearly amounts are prorated. In the first year, new Providers receive 11 monthly allotments beginning in August. These are the 2023-2024 funding amounts and could change for the 2024-2025 program 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.

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.

Pilot Site Providers must have a minimum of three years of experience providing preschool services by September 1, 2024.

Any new classroom or facility must be ready **no later than February 15, 2024**.

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. 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 must include that information as part of the application. Additional information may be requested 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 10 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	\$20.91*
2024	#TBD

* The hourly rate will likely increase for 2024. 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 Salary	Hourly Salary	% of average kindergarten teacher salary
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 RFPQ release and will likely increase for 2024. 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. 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 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. 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 Preschool Programs

Pilot Site 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.
- Provide free meals and snacks to meet children's needs and support their learning and development.

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 Instructional 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 Instructional Coaches at Mt. Hood Community College Child Care Resource & Referral (CCR&R) or MESD 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 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.

Contracting Information

Pilot Site contracts will be for five years.

Programs may not fund the same slot from more than one public preschool funding stream, which include Preschool Promise, Early Childhood Equity Fund, Oregon Pre k, 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 2024.

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

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 Process

1. Application Evaluation

Applications will be evaluated by a team from the Preschool & Early Learning Division, Child Care Resource & Referral, Department of Early Learning and Care (DELIC), 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 including possible site visits from PEL staff
- 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.

Preschool Site Details

Contact Person for Application: _____

Email Address: _____

Phone Number: _____

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: _____ Desired: _____ Maximum: _____

3. Yearly Schedule

How many full weeks (Mon-Fri) is your program **closed** during the 2023-24 preschool year? _____

4. Additional Information

Is this location currently open and offering preschool? ____Yes ____No

If not, please describe your plans for opening this facility and where you are at in the process:

How many total preschool slots do you currently have at this location? _____

How many preschool classrooms do you currently have? _____

What is the licensed capacity of each preschool classroom?

How many children that are currently in your care do you anticipate enrolling in your preschool for the 2024-25 year? ____

How many new Preschool for All families will you have slots for in the 2024-25 year (families who are not currently enrolled)? ____

Are you licensed to serve infants and toddlers? ____Yes ____No

If Yes, how many: ____

How many infant/toddler slots do you currently have at this location? ____

Do you have other publicly funded program slots? ____Yes ____No

If yes, please choose check the program(s) and list how many slots per program:

☐ Preschool Promise (PSP) : ____ slots

☐ Oregon Pre K (OPK) : ____ slots

☐ Head Start : ____ slots

For Preschool Promise (PSP) slots, do you plan on continuing your PSP contract for 2024-2025?

____Yes ____No

Do you 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)

____Yes ____No

If No, please provide additional information:

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

*PFA Sites are required to provide free meals and snacks to enrolled children.

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

Website:

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.

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.

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, 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)

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.

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.

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.

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.

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.

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.

Submission Details

Interested school districts and government organizations should submit a response no later than Friday, September 29, 2023.

Please email your response to Preschoolforall@multco.us and include:

1. A cover page with the following information:
 - Organization Name
 - Contact Person for Application
 - Name
 - Email
 - Phone Number
 - 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.
2. Responses to the questions on pages 10-15.
3. A Preschool Site Questionnaire for each of the locations that you are applying for

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 Shelly Jackson, shelly.jackson@multco.us.

Thank You!