



Quality Rated and CAPS: Countdown to 2020





Overview

- 2020 Goal
- Background: QR, CAPS
- Current: Goal Progress, Efforts
- Discussion Buckets

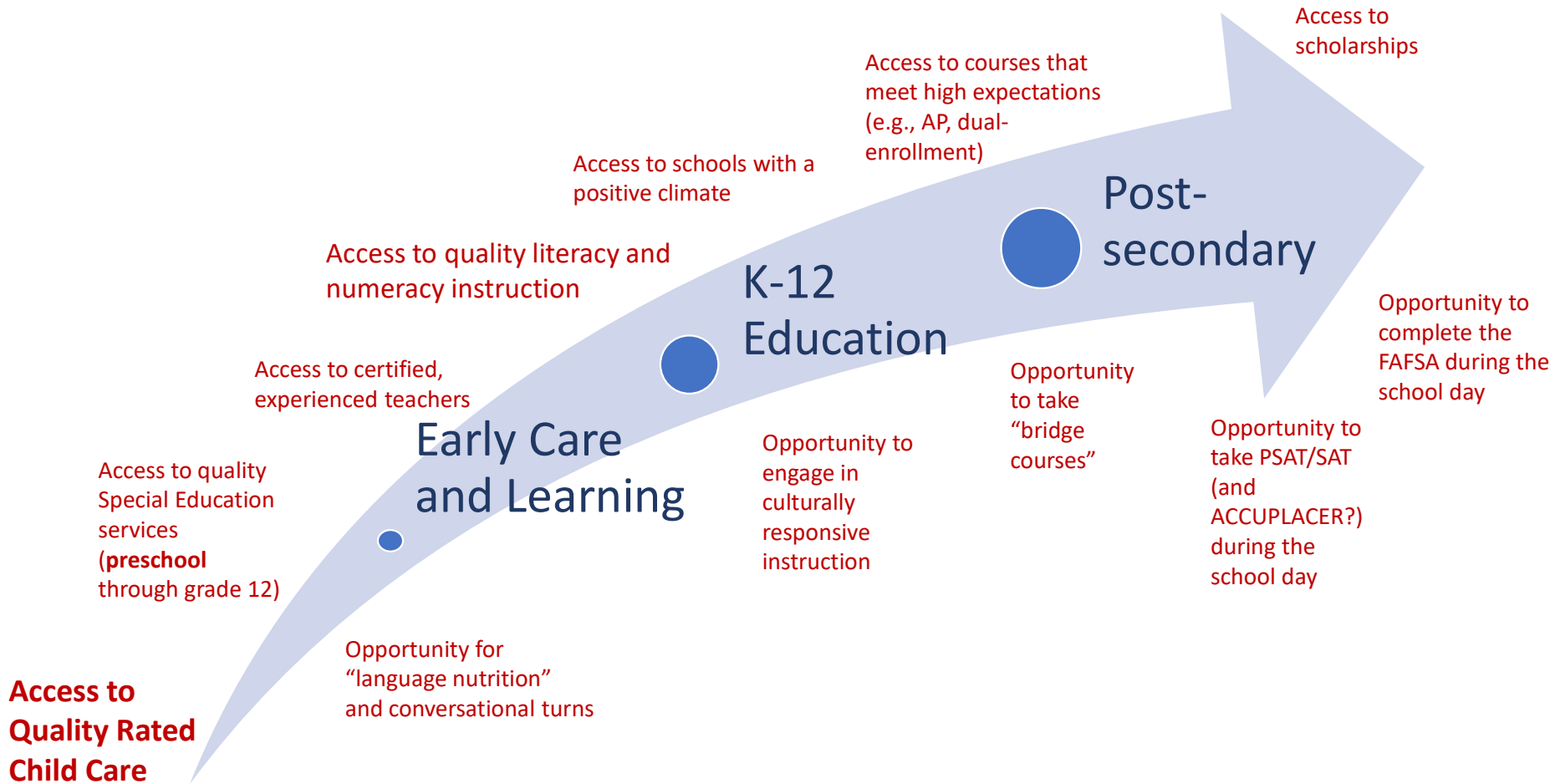




ALL CAPS providers must be star rated (either 1, 2, or 3 stars) by December 31st, 2020 to continue to receive CAPS funding.

- Provide more high-quality programs serving our most vulnerable children
- Ensure supply of high-quality care to promote parent/family choice
- Commit responsible stewardship for early education supports and resources
- Support Georgia's efforts to encompass high quality ECE in Georgia's educational pipeline

Looking at the System: Access and Opportunity Gaps

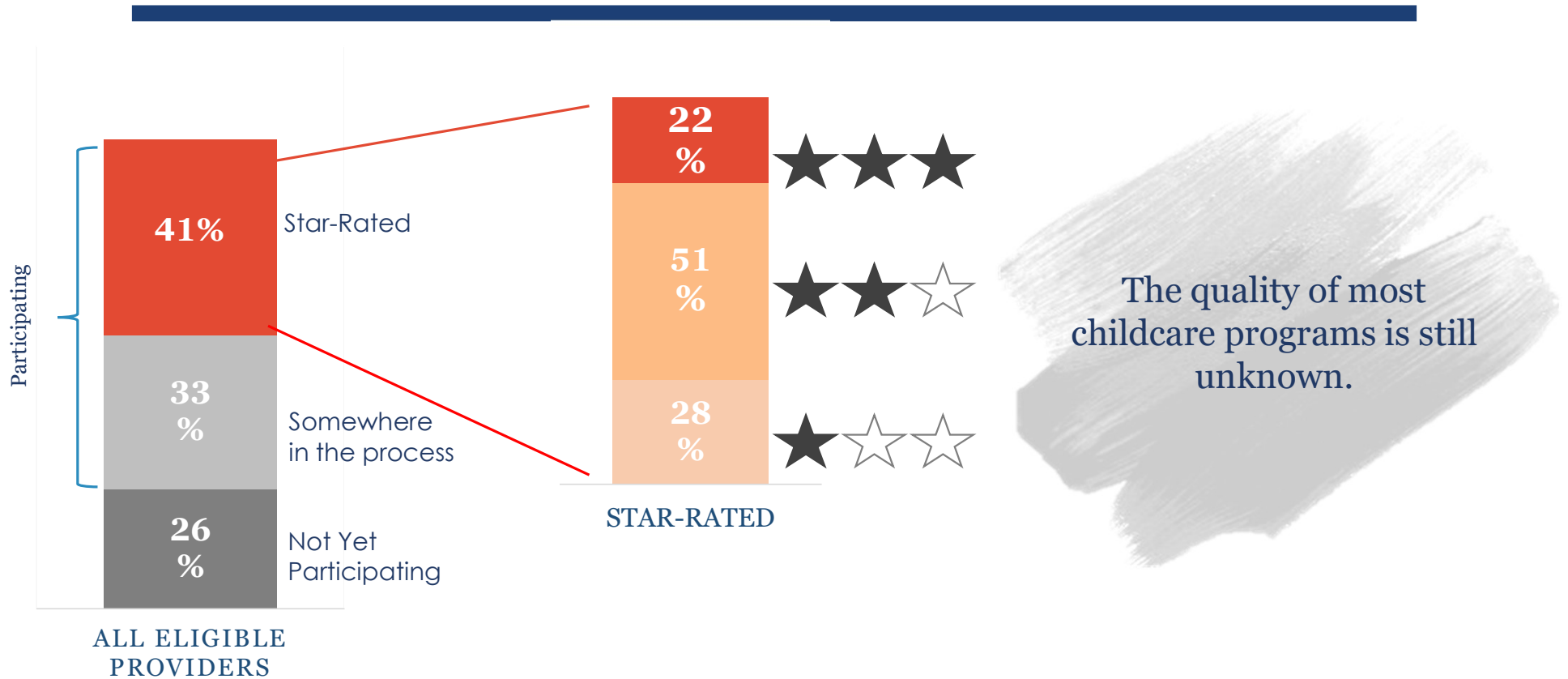




Background:

Quality Rated
Validation Study
CAPS Data

Of Georgia's 4,661 Eligible Programs, 1,929 Are Star Rated



Source: DECAL Administrative Data

Quality Rated Validation Study: Four Reports



Fall 2017:

What Makes Up a
Quality Rated Star
Rating?



Winter 2018:

A Further Look at
the Programs in
Quality Rated



Fall 2018:

Provider
Perceptions of
Quality Rated



Spring 2019:

Ratings, Quality,
Child Outcomes,
and Work
Climate



**Georgia Dept
of Early Care
and Learning**
BRIGHT FROM THE START

Quality Rated Validation Study 4th Report - Summary Findings



Center-based programs and FCCLHs with the highest Quality Rated star rating were generally of higher quality than lower-rated programs.

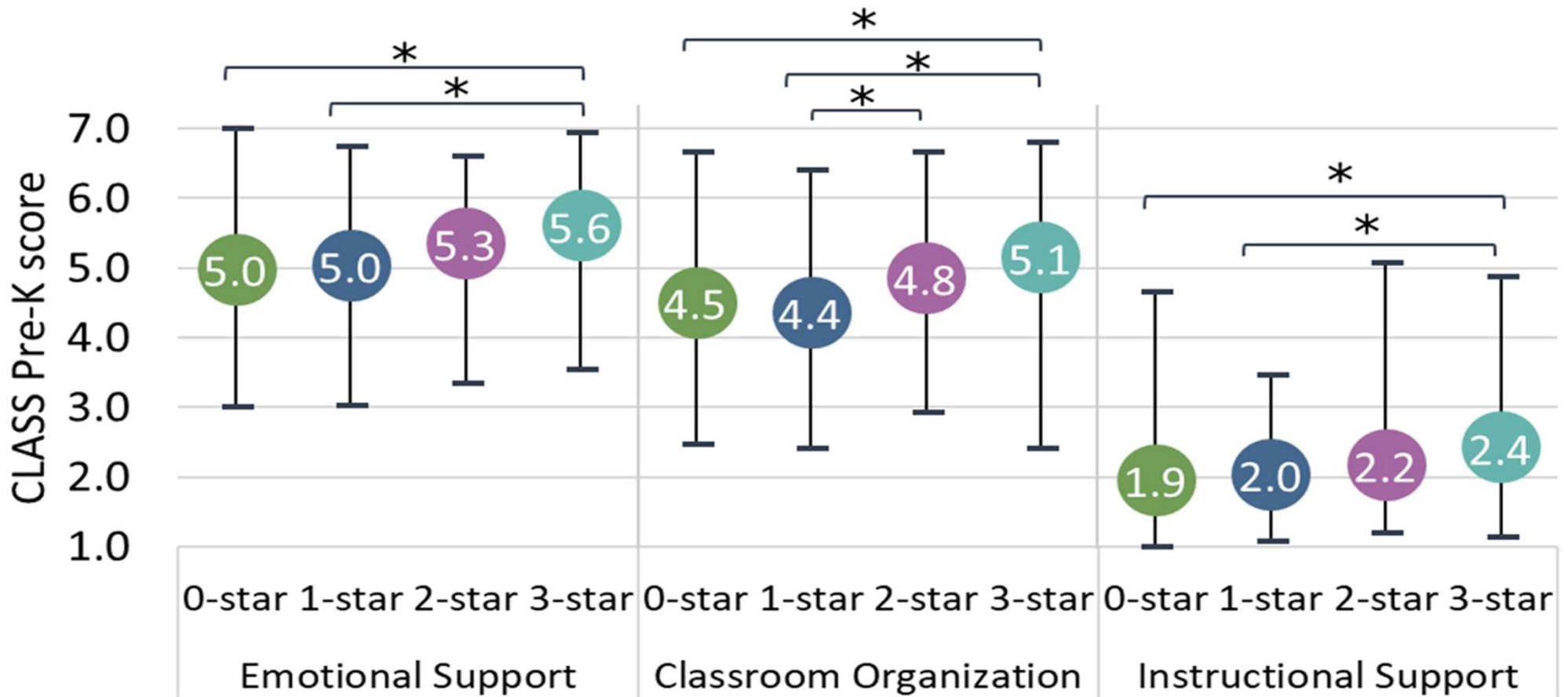


Preschool children in higher-rated programs learned more than children in lower-rated programs in some, but not all, domains.



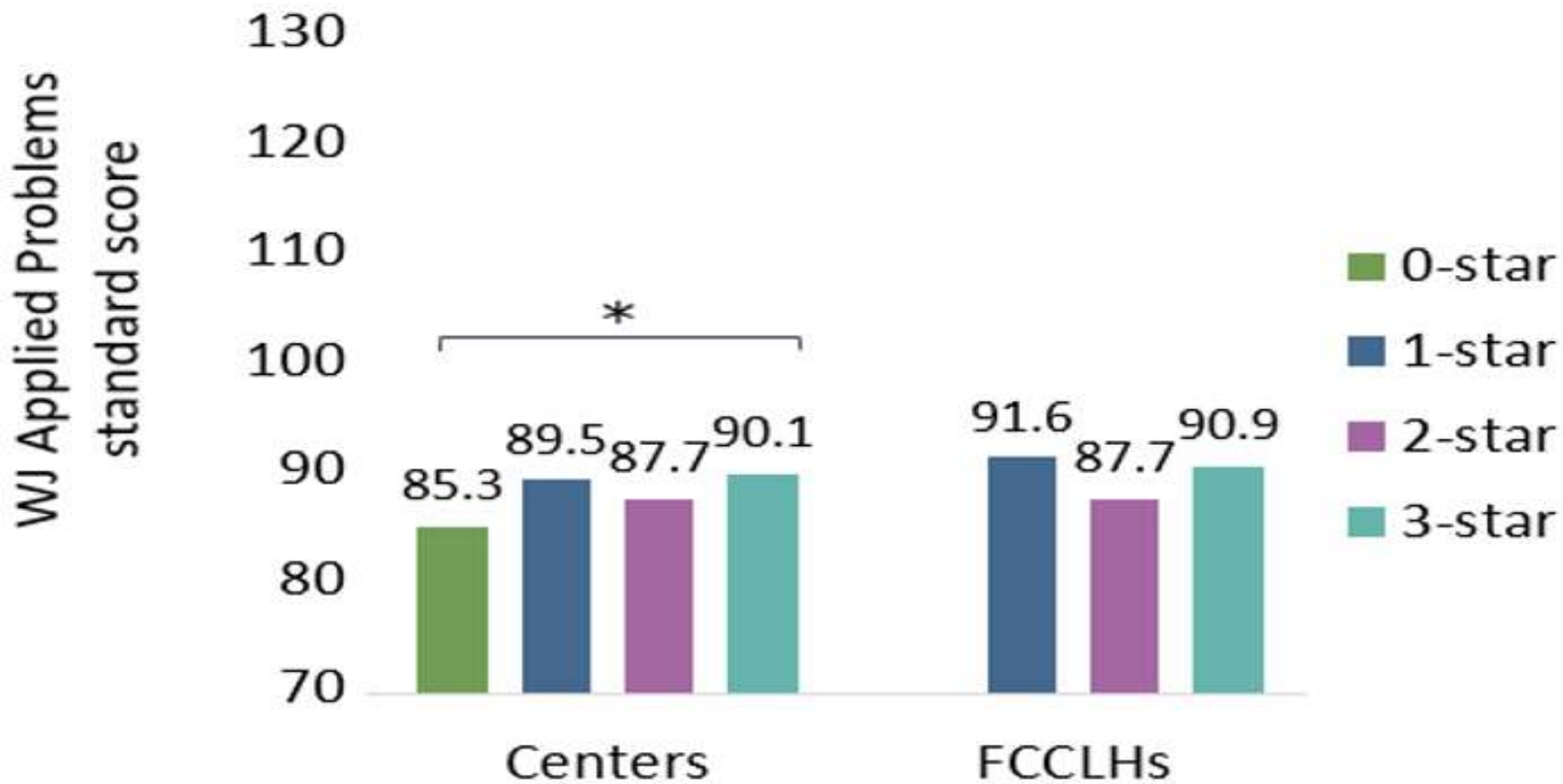
In center-based programs with higher star ratings, the work climate was better in terms of turnover, wages, and employee benefits.

In each domain, classrooms in 3 Star programs scored higher than classrooms in 0- and 1-Star programs.



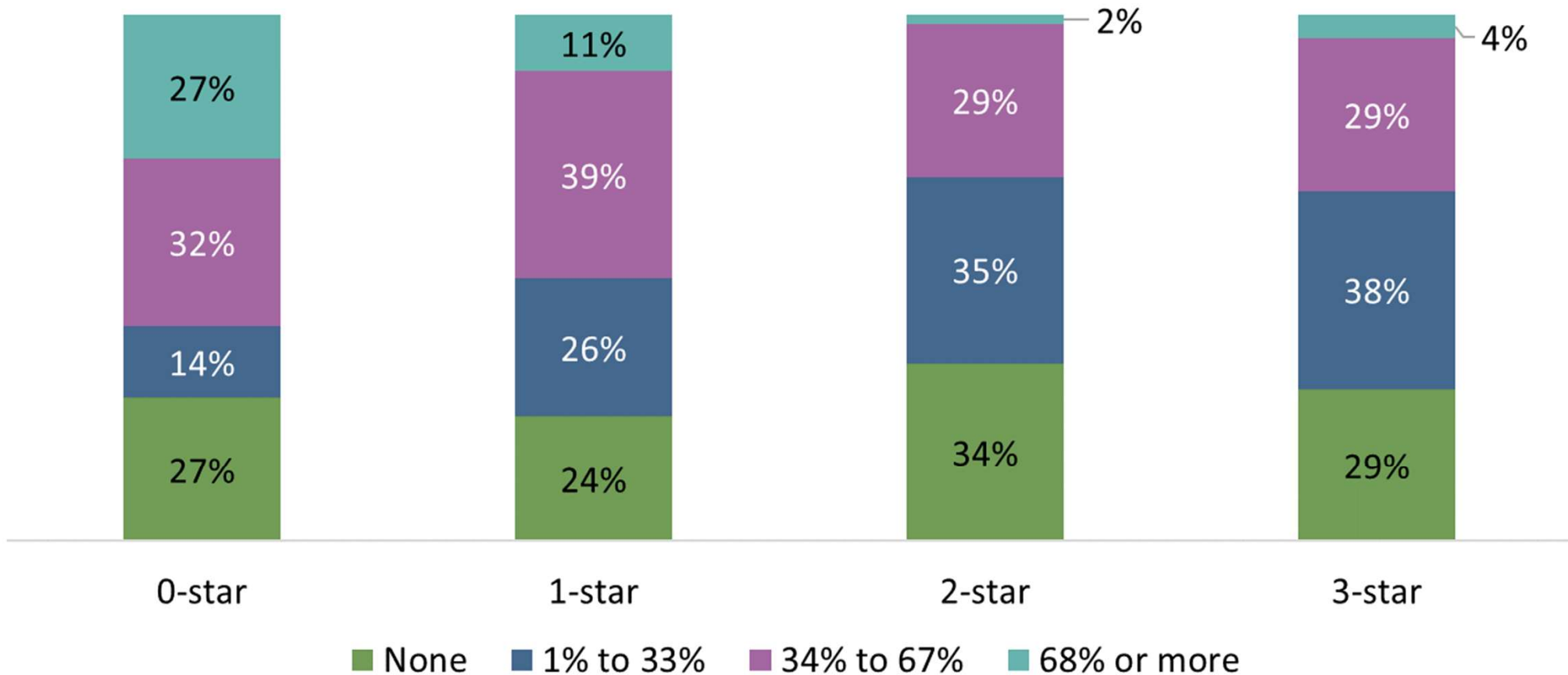
Source: Validation study team data collection in center-based programs, 2017-18 school year

Preschoolers attending 3 Star programs had higher early math skills compared to those attending 2- and 0-Star programs.



Source: Validation study team data collection in center-based programs, 2017-18 school year; Validation study team data collection in FCCLHs, 2016-17 and 2017-18 school year

Lead teacher turnover: Significantly more 0 Star center-based programs fell into the highest category of lead teacher turnover than 2- or 3-Star programs



Source: Child Trends' director questionnaire, winter 2017–2018

Quality Rated Validation Study 4th Report - Recommendations



Continue current revisions to the rating system



Moving to ITERS-3 and FCCERS-3



Focus quality improvement efforts for infants and toddlers



Programs continue to need support once they are rated



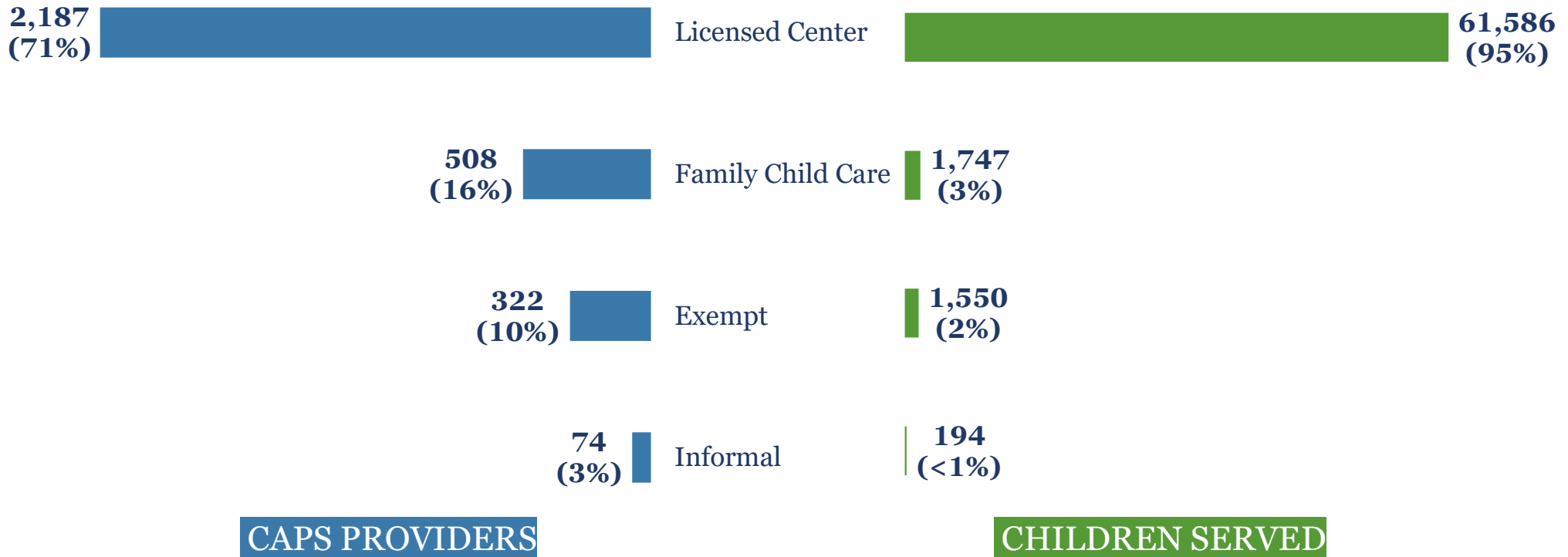
Continue efforts to improve compensation of the early care and education workforce



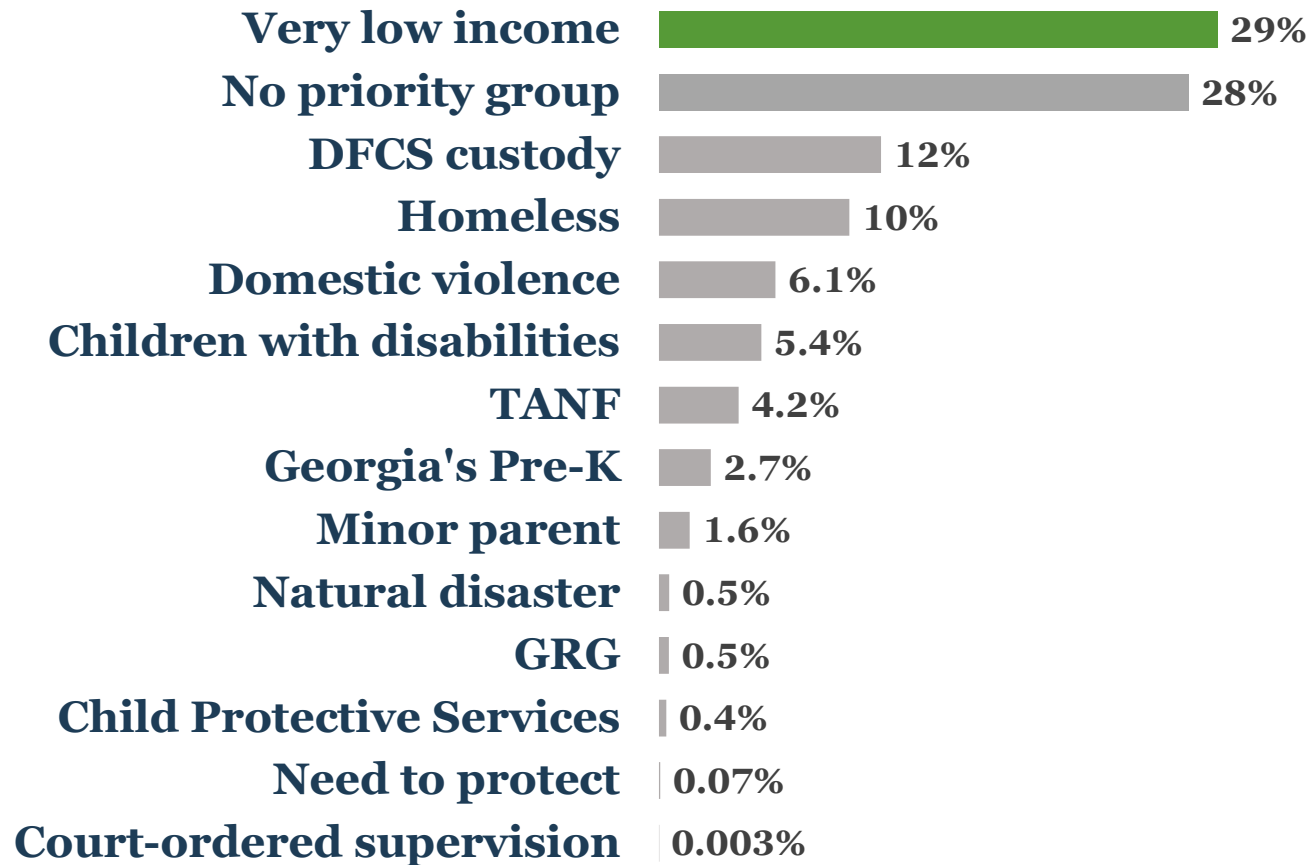
Continue to focus on all areas of children's development

Provider Types & Children Served

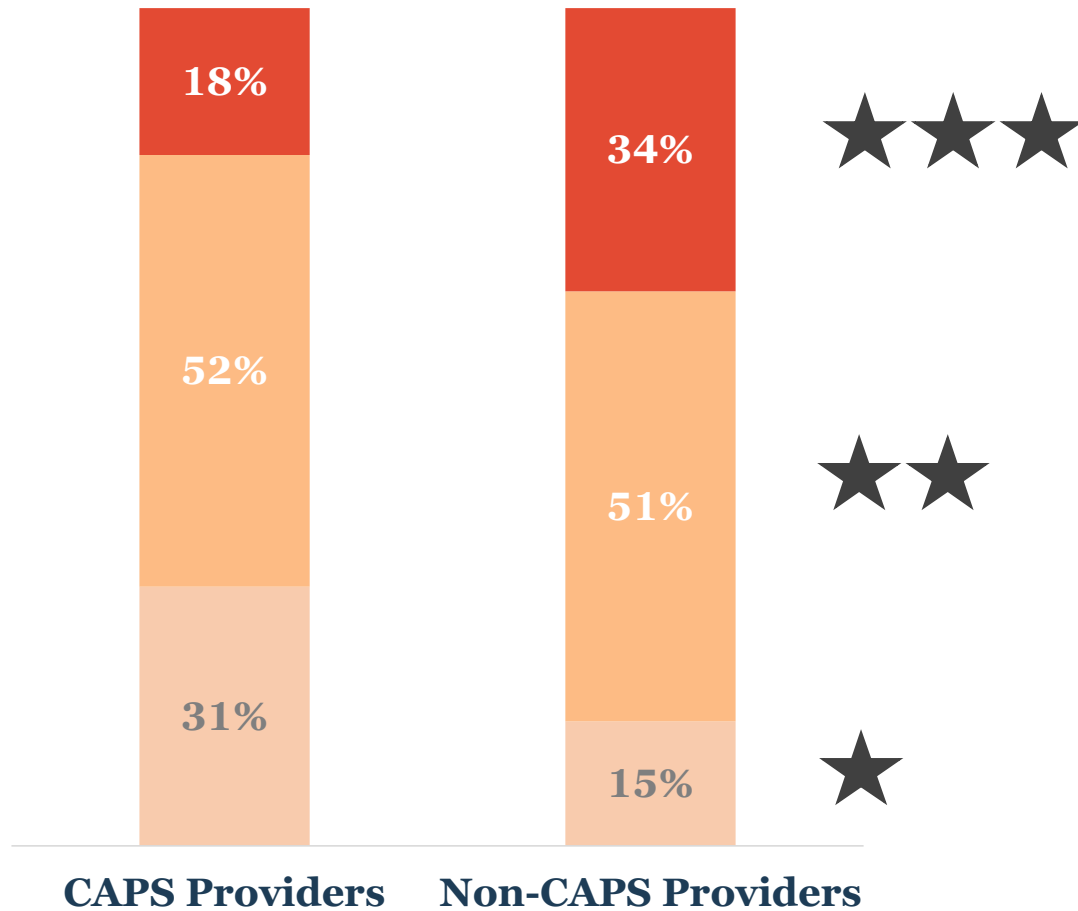
Most children receiving CAPS scholarships are in center-based care.



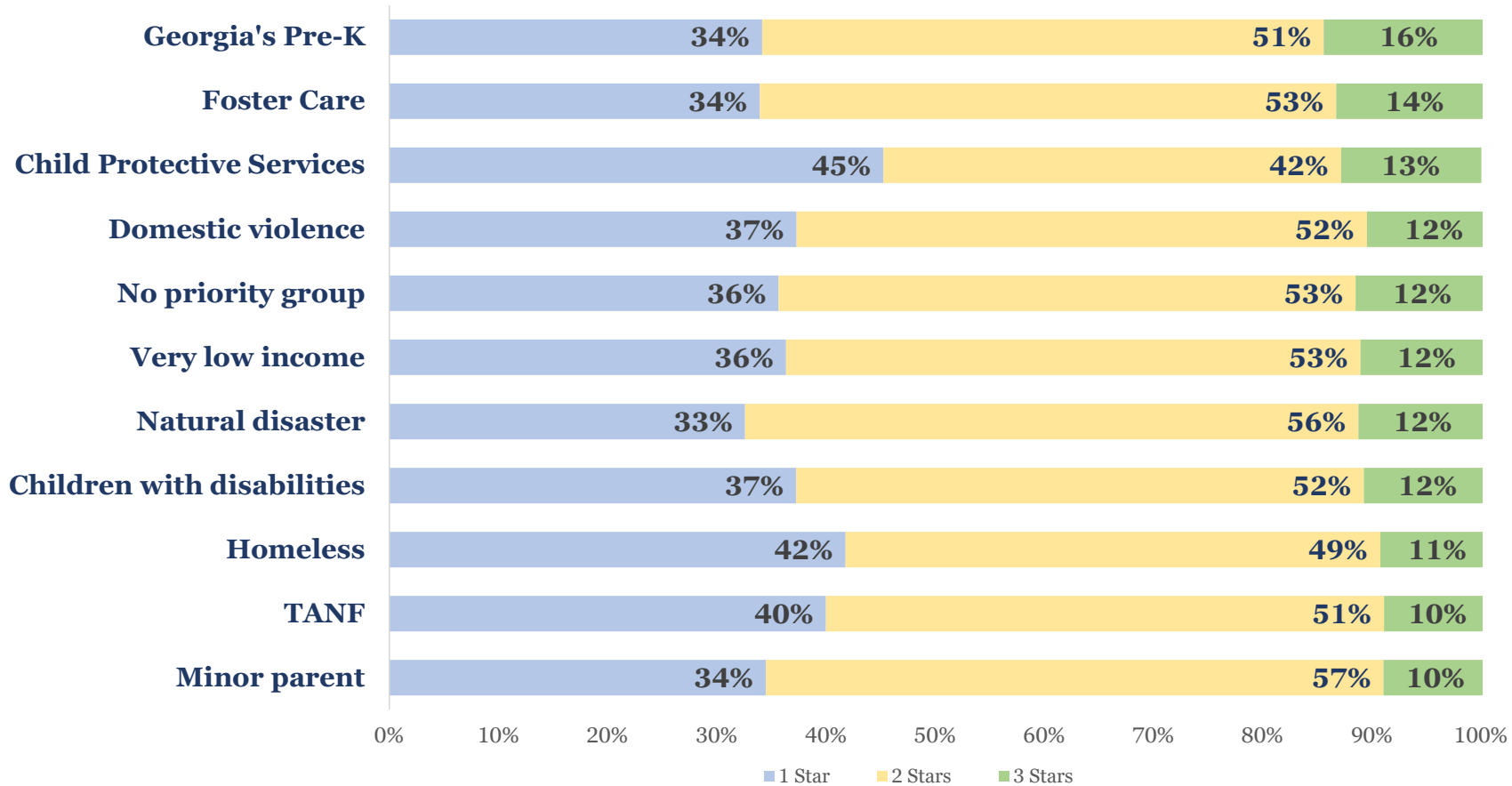
Priority Groups Supported by CAPS



CAPS providers are *less likely* to earn **3 stars** and *more likely* to earn **1 star** compared to non-CAPS providers.



Quality Rated Star Levels by Priority Group

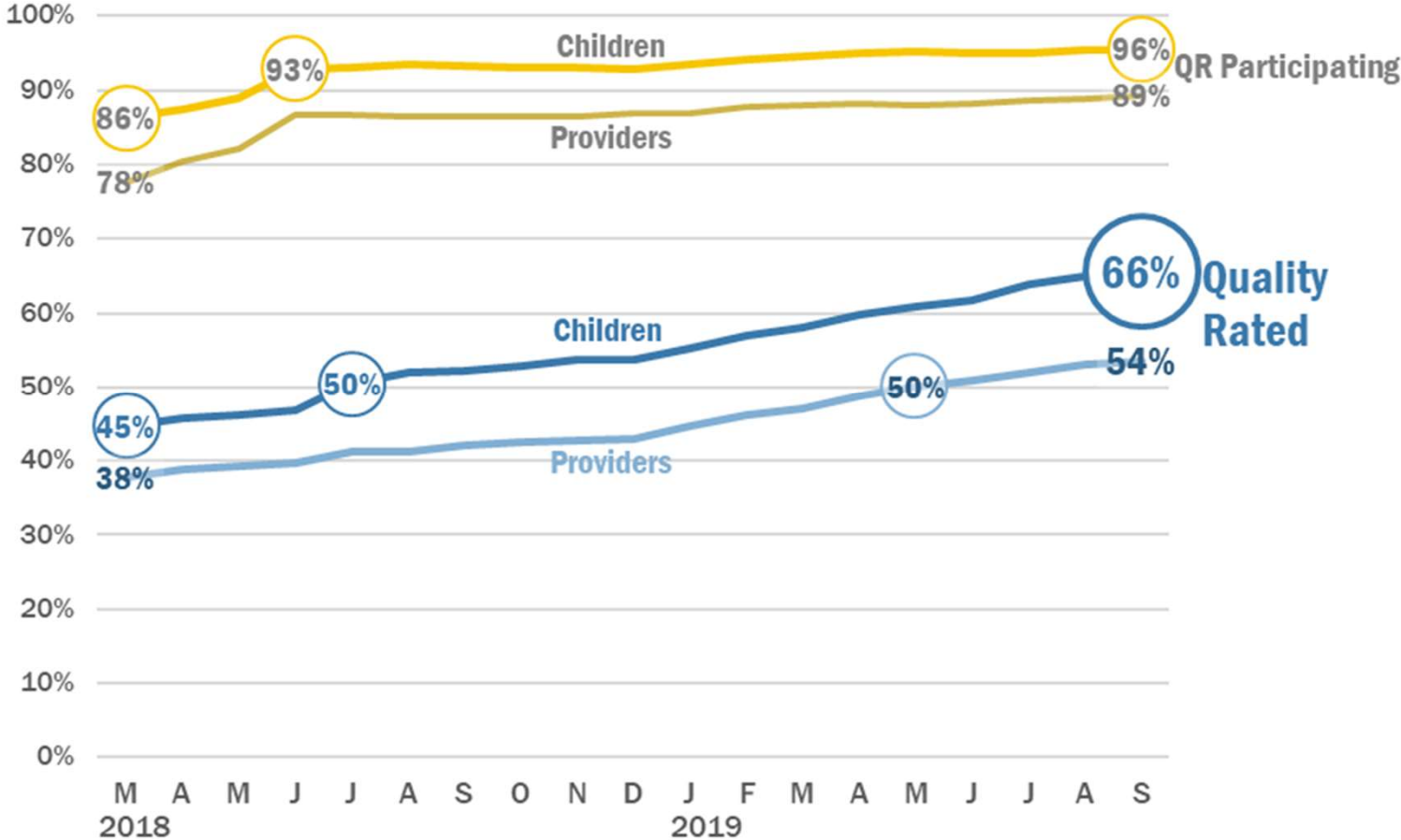




Current:

Goal Progress
Current Efforts

66% of **children** receiving subsidies are in Quality Rated care.
 54% of **CAPS providers** are Quality Rated





34% of children are receiving care by programs that are not Quality Rated.

- 1,130 CAPS providers do not have a rating.
- 527 of these CAPS providers have 11 or more active CAPS scholarships.
 - If this specific group earns a star rating, 92% of children would be in Quality Rated Child Care.

Current DECAL Efforts

- Implementing CAPS Staff QR Training
- Facilitating Stakeholder Engagement Opportunities
- Conducting On-Going Data Review
- Creating Temporary and Permanent Policy/Operational Changes
 - Mandatory Rerating Extension
 - Voluntary Rerating Suspension
 - Establishing “Slot-Based” Observation Sign-up



Sample Cohort Group Selection Grid

Select One	Cohort Group	Program Slots Available	Portfolio Submission Window	2020 Observation Window	2020 Rating Notice Window	Notes
<input type="checkbox"/>	1	#	From: 12/17/2019 To: 12/23/2019	Feb – March 2020	Mar – May 2020	<p style="color: red;">Please check one box</p> <p><input type="checkbox"/> I will submit my portfolio within the designated submission window.</p> <p><input type="checkbox"/> I request the rating process be reversed, I will submit my portfolio no later than March 31, 2020.</p>
<input type="checkbox"/>	2	#	From: 3/17/2020 To: 3/23/2020	April – June 2020	May – Aug 2020	If you have mixed age classrooms during the summer, please refer to the Quality Rated Program Manual to ensure your classrooms can be observed.
<input type="checkbox"/>	3	#	From: 6/19/2020 To: 6/24/2020	July – Sept 2020	Aug – Nov 2020	If you have mixed age classrooms during the summer, please refer to the Quality Rated Program Manual to ensure your classrooms can be observed.
<input type="checkbox"/>	4	#	From: 9/16/2020 To: 9/21/2020	Oct – Dec 2020	Nov 2020 - Feb 2021	Programs selecting this cohort group may not be issued a rating by 12/31/2020. Programs will retain their current CAPS status until their rating is issued.

Key Stakeholder Engagement Dates

October 15, 2019	Quality Rated Advisory Committee Meeting
November 1, 2019	Informational webinar on QR/CAPS Policy and Procedural Changes
November 13, 2019	Critical Issues Forum
November 14, 2019	DECAL Advisory Group Meeting
November 14-20, 2019	Provider survey and Public comment period will be available on the DECAL website: www.dec.al.ga.gov
November 21, 2019	DECAL Board Meeting
November 25, 2019	Follow-up informational webinar and email to all providers
December 2019	Regional Community Information Sessions led by the Early Education Community Partnership Coordinators



Critical Issues Forum Feedback



Discussion Buckets



Bonuses and Incentives



Provisional and Probationary Status



Key Milestones



Messaging for Families



Making Incentives Available for Directors, Teachers, & Programs

Motivation and Momentum



Program Sign-Up Incentive

December	January
\$500	\$200

- Encourage early commitment to being observed

Program Rating Incentives

Observation Cohort	Director	Teacher	Program
Feb – Mar 2020	\$300	\$150	\$800
Apr – Jun 2020	\$200	\$150	\$400
Jul – Sep 2020	\$200	\$150	\$400
Oct – Dec 2020	\$150	\$150	\$0

- Encourage observations earlier in the year
- Payments made upon achieving a rating
- Available for initial ratings



Feedback Opportunity . . .

Question One

Do you believe the type and structure of the incentives being offered will encourage CAPS providers to seek being rated earlier in the year?

Question Two


Do you believe the incentives should be available to providers who are not currently CAPS providers if they agree to become CAPS providers upon achieving a rating in 2020?

Question Three

Should the teacher incentives be paid to the teachers in the program at the time of the observation or to the teachers included in the portfolio?

Incentives for Directors, Teachers, & Programs






Do you believe the type and structure of the incentives being offered will encourage CAPS providers to seek being rated earlier in the year?

Stakeholders strongly agreed that the incentives being offered will encourage CAPS providers to seek being rated earlier in the year.






Do you believe the incentives should be available to providers who are not currently CAPS providers if they agree to become CAPS providers upon achieving a rating in 2020?

A majority of stakeholders agreed that incentives should be available to providers who are not currently CAPS providers upon achieving a rating in 2020.





Should the teacher incentives be paid to the teachers in the program at the time of the observation or to the teachers included in the portfolio?

Stakeholders strongly agreed that all teachers in the program who were employed at the time of the observation should receive the teacher incentive.



Permanent Policy Changes for Quality Rated and CAPS

Provisional and Probationary Status

What We Know



- Research shows it can take up to a year to become Quality Rated for the first time.
- We want to allow newly licensed programs to immediately be able to serve CAPS families, ensuring an increase in access and family choice.
 - We know these programs most likely will not have the time to be rated before December 31, 2020.
- We want to encourage current unrated Non-CAPS providers to serve CAPS families and make their programs available to our most vulnerable children.
 - We know these programs most likely will not have the time to be rated before December 31, 2020.



Feedback Opportunity . . .

Question One

Which programs should be eligible for a provisional status and are there any special criteria we should use to determine if a program can be awarded a provisional status?

Question Two

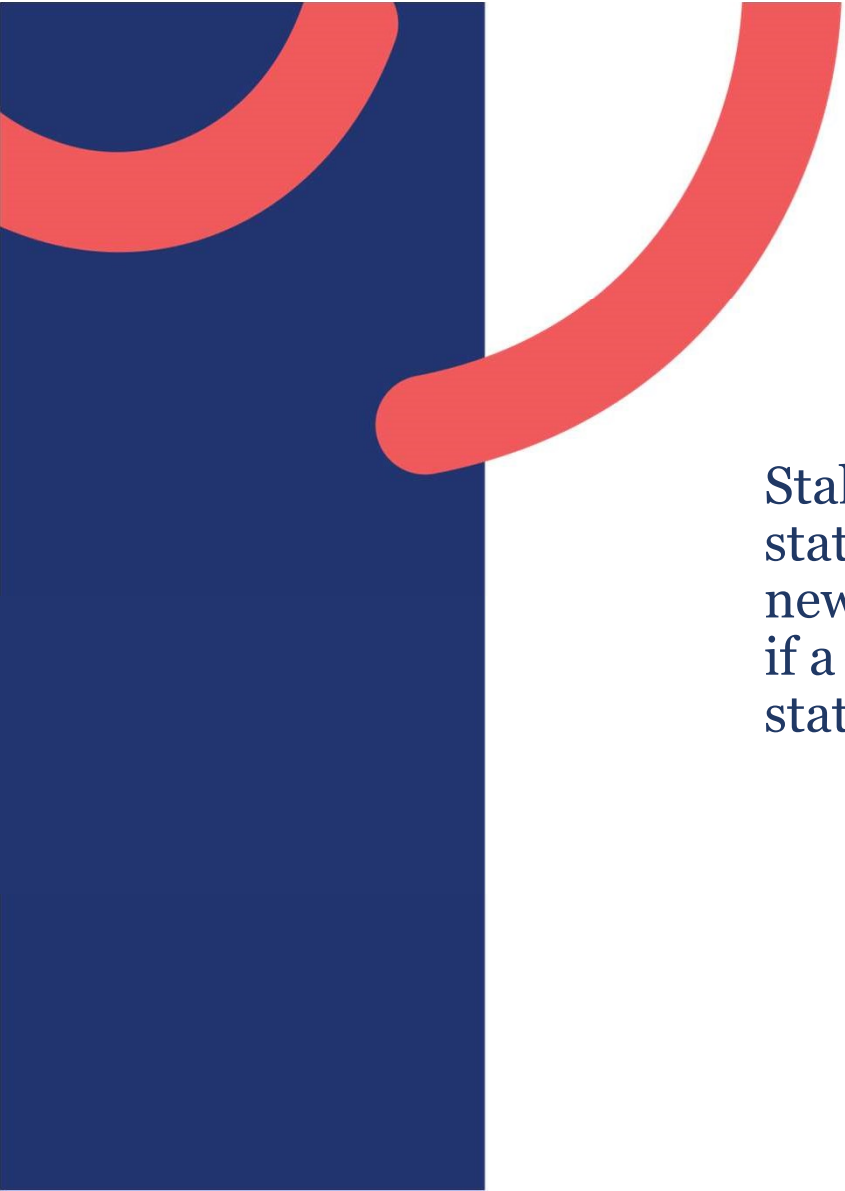
What payment rate for CAPS should providers with a provisional status receive?

Question Three

How long could a provider operate and receive CAPS funding on a provisional status before they must be a 1, 2, or 3-Star Quality Rated program?

**We Need a
Provisional
Status in
Quality
Rated**





Which programs should be eligible for a provisional status and are there any special criteria we should use to determine if a program can be awarded a provisional status?

Stakeholders overwhelmingly agreed a provisional status should be awarded for a 12 month period to newly licensed providers or due to ownership changes, if a provider has committed to pursuing quality rated status.

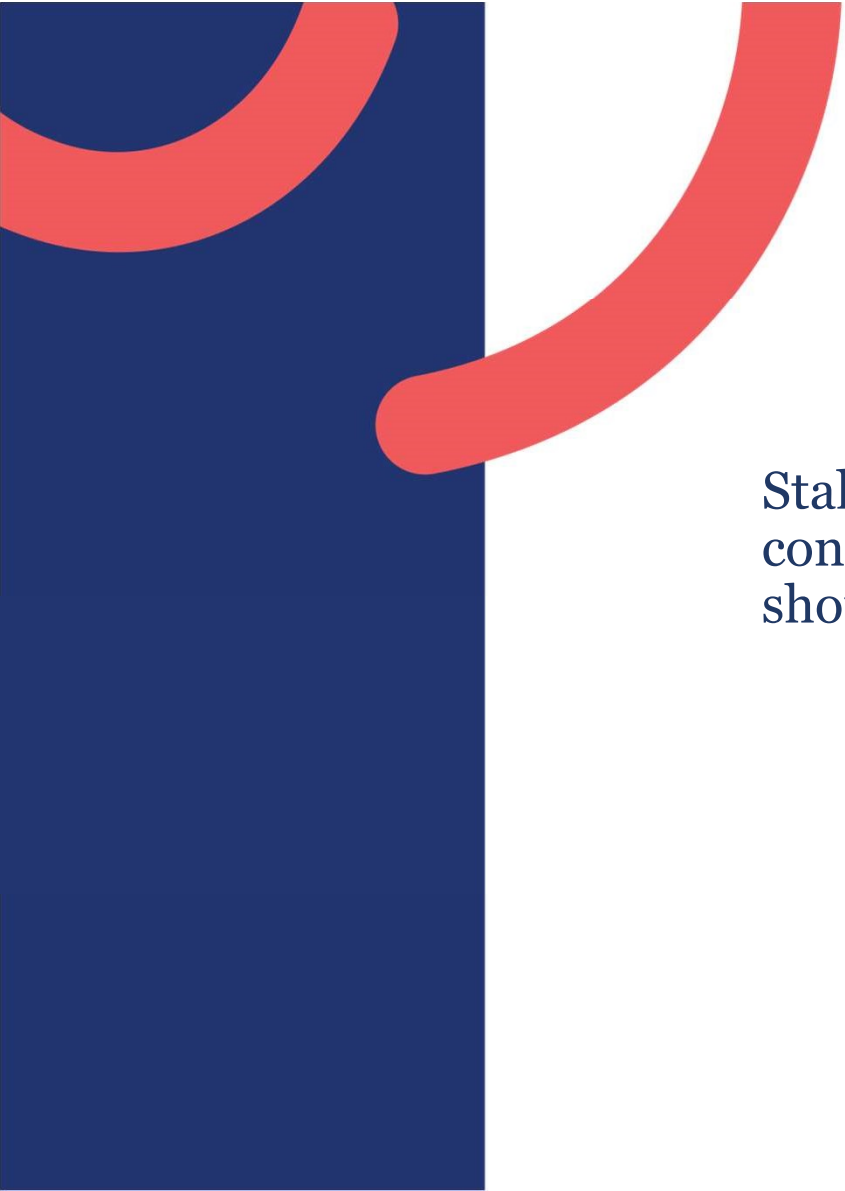




What payment rate for CAPS should providers with a provisional status receive?

Stakeholders overwhelmingly agree that providers with a provisional status should receive the base rate for CAPS with no bonus or tiered reimbursements.





How long could a provider operate and receive CAPS funding on a provisional status before they must be a 1, 2, or 3-Star Quality Rated program?

Stakeholders agreed that providers who are continuously engaged in the Quality Rated process should be given 12 months for provisional status.



What We Know



Several DECAL Programs have a probationary process for programs that fail to maintain in good standing with that program, i.e. Pre-K Probation Process

- Despite best efforts, some program's complete the rating process and do not score high enough to receive a 1, 2, or 3-Star Rating – leaving them unrated.
- Some programs that have a 1, 2, or 3-Star Rating may allow that rating to lapse for some reason when it comes time for their 3-year renewal – leaving them unrated.
- CAPS providers in both these categories would be at risk of losing their CAPS funding because they are not Star Rated.
- We want to ensure continuity of care for children and families as much as possible and avoid upheaval for our vulnerable populations.



Feedback Opportunity . . .

Question One

How long should programs be allowed to be on probationary status before they must become re-rated with 1, 2, or 3-Stars prior to DECAL transitioning CAPS children?

Question Two

What payment rate for CAPS should providers receive if they are on probationary status, should those that were previously 1, 2, or 3-Stars lose their tier bonus during this time?

Question Three

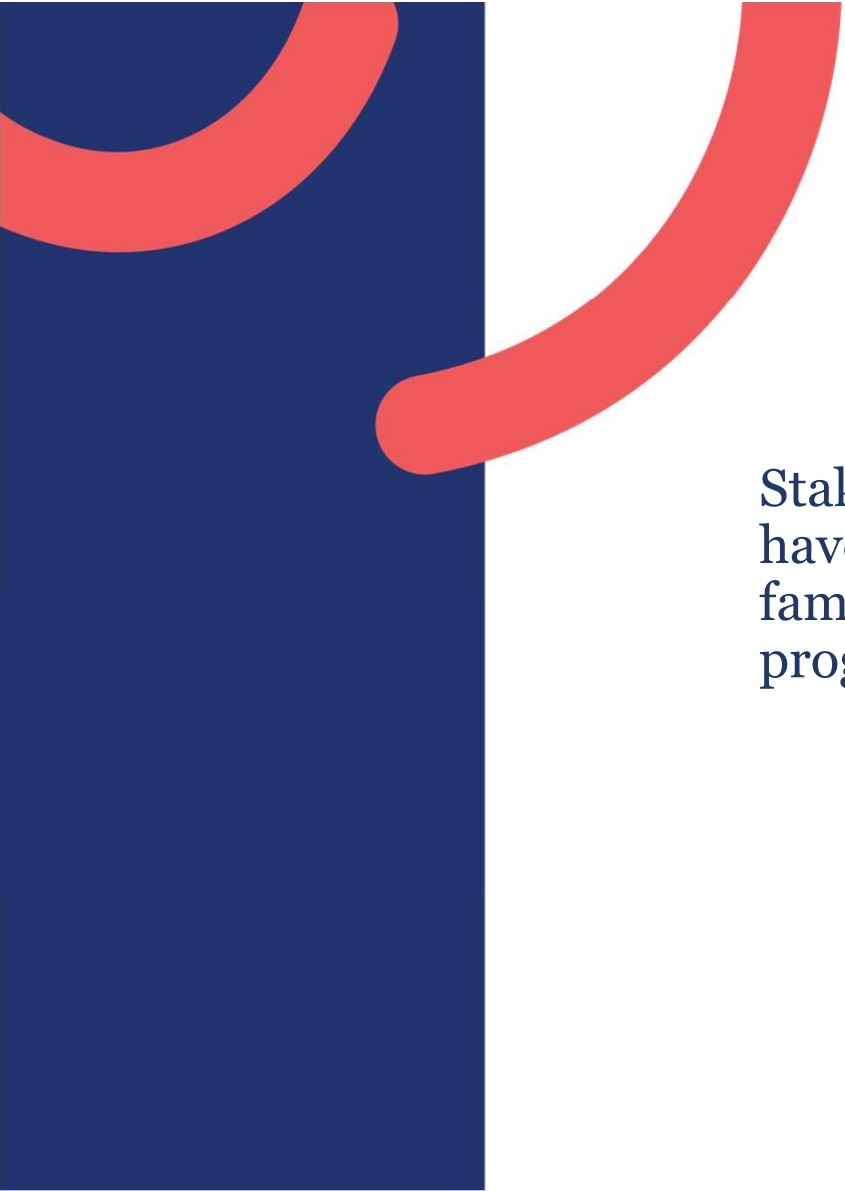
Which entity should be responsible for overseeing the TA process that CAPS providers must undertake to show that they are ready to submit for a re-rating **and** what should the TA process include?

Question Four

What happens if programs fail to achieve a 1, 2, or 3-Star Rating at the time of their re-rate?

**We Need a
Probationary
Status**

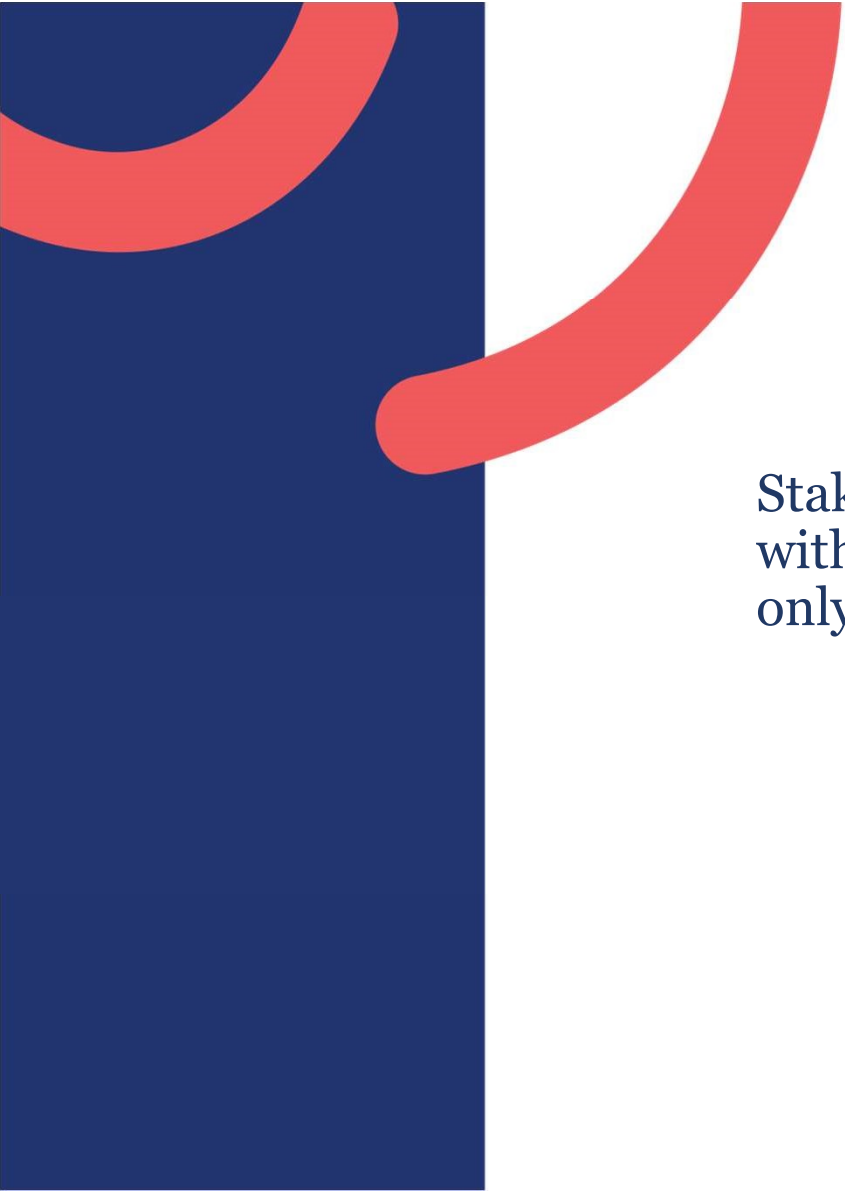




How long should programs be allowed to be on probationary status before they must become re-rated with 1, 2, or 3-Stars prior to DECAL transitioning CAPS children?

Stakeholders strongly agreed that providers should have at least 12 months of probationary status before families with CAPS scholarships are moved out of their program.

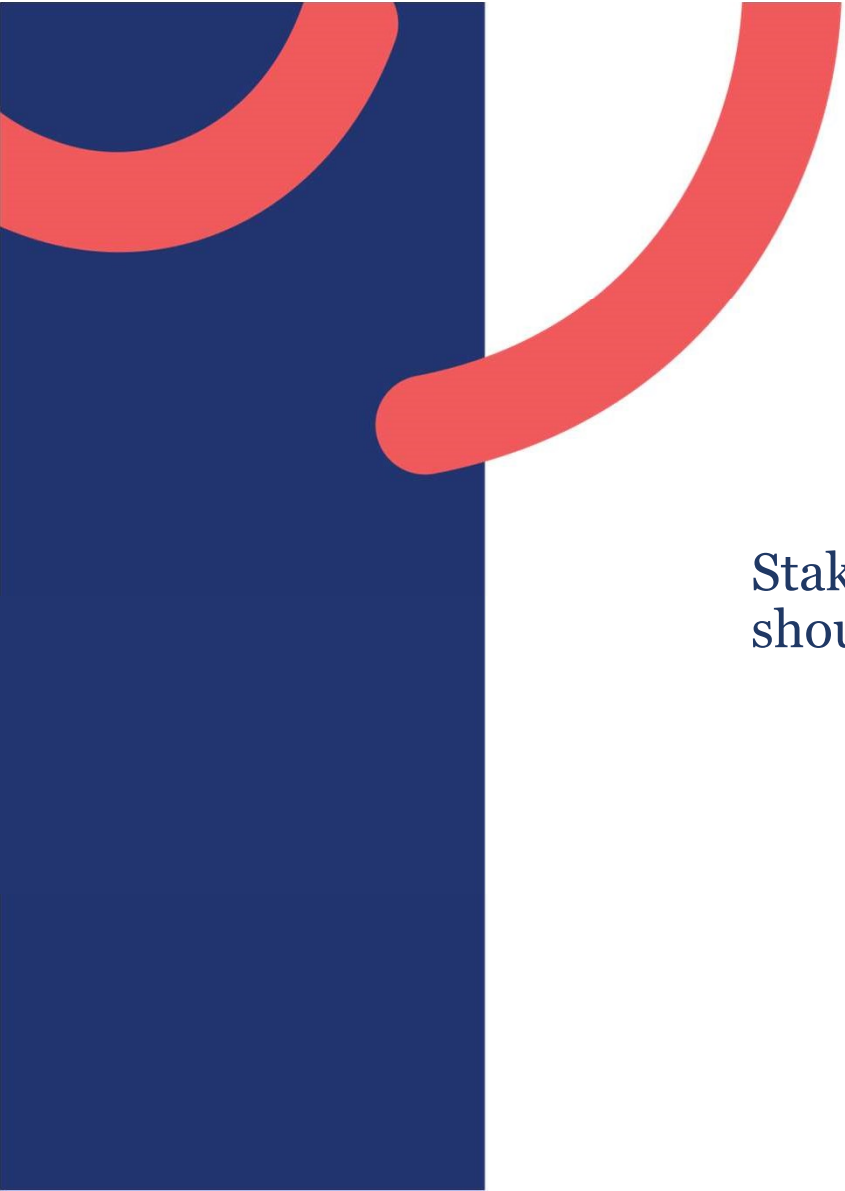




What payment rate for CAPS should providers receive if they are on probationary status, should those that were previously 1, 2, or 3-Stars lose their tier bonus during this time?

Stakeholders overwhelmingly agreed that providers with probationary status should receive the base rate only and lose the tiered bonus.





Which entity should be responsible for overseeing the TA process that CAPS providers must undertake to show that they are ready to submit for a re-rating and what should the TA process include?

Stakeholders overwhelmingly agreed that DECAL should be the entity overseeing the TA process.





What happens if programs fail to achieve a 1, 2, or 3-Star Rating at the time of their re-rate?

Stakeholders presented two scenarios:

1. Providers should lose CAPS.
2. Providers should be able to remain on probationary status.



CAPS/QR Key Milestones Under Consideration

Key Milestones Related to the CAPS/QR 2020 Deadline

Confirmed dates will be announced after we have gathered feedback during November.

○ Milestone 1

- Providers who are not signed up for an observation slot may not accept new CAPS families.
- **Proposed date – May 1, 2020**

○ Milestone 2

- Providers who have not been observed for their rating can no longer participate in CAPS. Scholarships of existing CAPS families would be end dated at the time the family completes their redetermination.
- **Proposed date – January 1, 2021**



Feedback Opportunity . . .

Question One

Are these the appropriate times for these milestones to occur, are there better dates to implement?

Question Two

Are there adjustments that should be made to these milestones?

Question Three

Are there other milestones we should be considering?

CAPS/QR Key Milestones





Are these the appropriate times for these milestones to occur, are there better dates to implement?

Stakeholders agreed with the proposed milestones for CAPS/Quality Rated deadlines.





Are there adjustments that should be made to these milestones?

Stakeholders agreed overall that no adjustments are needed.



Family Messaging

Family Testimonials

“If your child is going to a Quality Rated center, they are getting a great education.”

“The teachers here are amazing!”

“We get surprised every time we come home and that’s because she is in Quality Rated care.”

“The Quality Rated program is really important for kids.”



Ensuring access to quality rated child care for Georgia’s children benefits our families, our employers, and our future

“Having a Quality Rated program allows them to feel safe and encourages learning.”



Feedback Opportunity . . .

Question One

What messages should be shared with families related to if their provider has not signed up for an observation slot?

Question Two

If a provider has decided to no longer be a CAPS provider, how quickly should DECAL notify families that will be impacted?

Communication with Families





What messages should be shared with families related to the CAPS/QR 2020 goal?

Stakeholders agreed that a comprehensive, multi-layered communication plan that corresponds with the milestones is needed.





**When should the messages be delivered to families?
Is there a specific timeframe?**

Stakeholders agreed that all messaging should begin immediately.

