



Early Childhood Coalition
Anne Arundel County

Collective Agenda for Early Childhood



2023-2025



About ECC

Established in 2016 through an Executive Order by the County Executives Office, the Early Childhood Coalition of Anne Arundel County (ECC) is a volunteer-led commission dedicated to meeting the early learning needs of each and every child in Anne Arundel County.

The ECC works to bring together public and private partners in Anne Arundel County to meet the needs of and elevate a child's first five years to ensure all children have what they need to be successful in school and life.

Leadership Message

From ECC Co-Chairs



The first 5 years of life are the most critical time in brain development - there are only 1,825 days from birth to age 5. For us, as educators, community partners, agencies, and families, we have only 1,825 days to set our young children up for success in school and life. There may be no more important place for investment, innovation and coordinated effort than the critical early years of life.

Early learning benefits our families and children alike. Providing children with enriching, educational experiences allows parents and caregivers the opportunity to work or go to school to further their stability and success in life.

Every child deserves a healthy, safe, and smart start. By coordinating our county's many resources and working with our communities, we can create the right conditions for all children to play, learn, and grow to their full potential.



Dr. Pamela Brown,
ECC Co-Chair



Diana Taylor,
ECC Co-Chair

How We Created the Plan

As we emerge from the COVID-19 pandemic, it has become increasingly clear that our children suffered enormous learning loss and our early care and education providers were hit hard by the shutdown. Since then, we have seen fewer children enrolled in early learning programs, historically low investments in early childhood, and a sharp decline in early educators returning to the classroom – exacerbated by low wages. With county-level data in hand, we knew we must take action by creating a broadly-owned plan to guide the coordination of resources for early childhood initiatives in Anne Arundel County.

We engaged a wide variety of community voices in the development of the plan through the Early Childhood Summit, community survey, and listening sessions. The input we received helped inspire new, out-of-the-box thinking that will move us from ideas to action. Our collective efforts will allow **every child (prenatal to age 5) and their families in Anne Arundel County equitable access to excellent early childhood education and care that meets their unique developmental needs.**



Thank You!

We would like to thank the following groups for their input and energy in helping us create our **Collective Agenda for Early Childhood**:

- ECC Board Members
- 200+ Early Childhood Summit Attendees
- Members of the Annapolis, Brooklyn Park, South County, and West County Communities of Hope
- Partnership for Children, Youth, and Families Board and Guiding Coalition
- 282 Community Survey Respondents
- 3 Listening Session Groups

The Need in Anne Arundel County

Decreasing supply of childcare

+ Declining kindergarten readiness scores +

Inequity

= Opportunity Gap



Decreasing Supply of Childcare

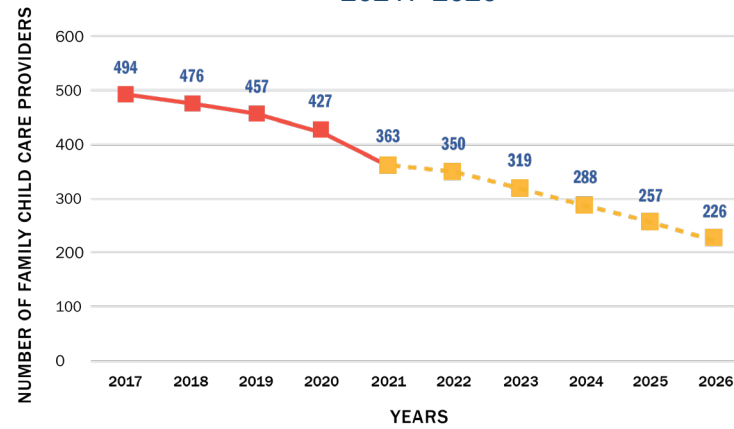
The availability of Family Child Care Providers is predicted to fall by 30% by 2026.



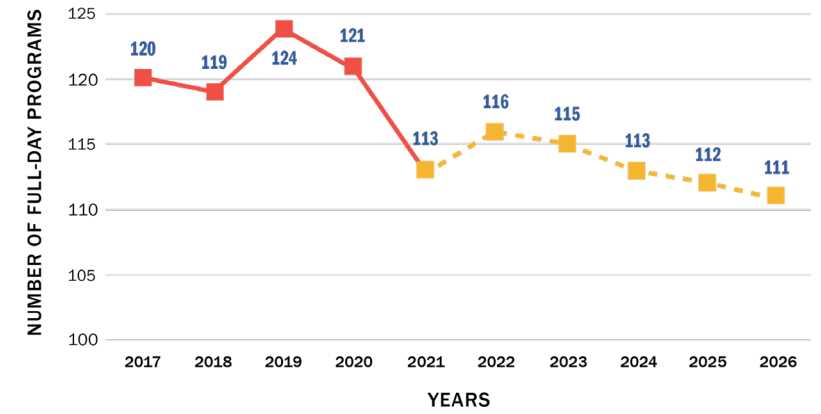
Inequity + Declining Kindergarten Readiness

Kindergarten readiness is declining for all students with stark drops for our Hispanic/Latino students.

Family Child Care Providers in Anne Arundel County 2017-2026



Center-based Programs in Anne Arundel County 2017-2026 Full-day (8-12 hours)



■ Actual Number of Family Child Care Providers ■ Predicted Number of Family Child Care Providers ■ Actual Number of Center-based Programs ■ Predicted Number of Center-based Programs

Anne Arundel County Public Schools Kindergarten Readiness | 2017-2022 by Race/Ethnicity

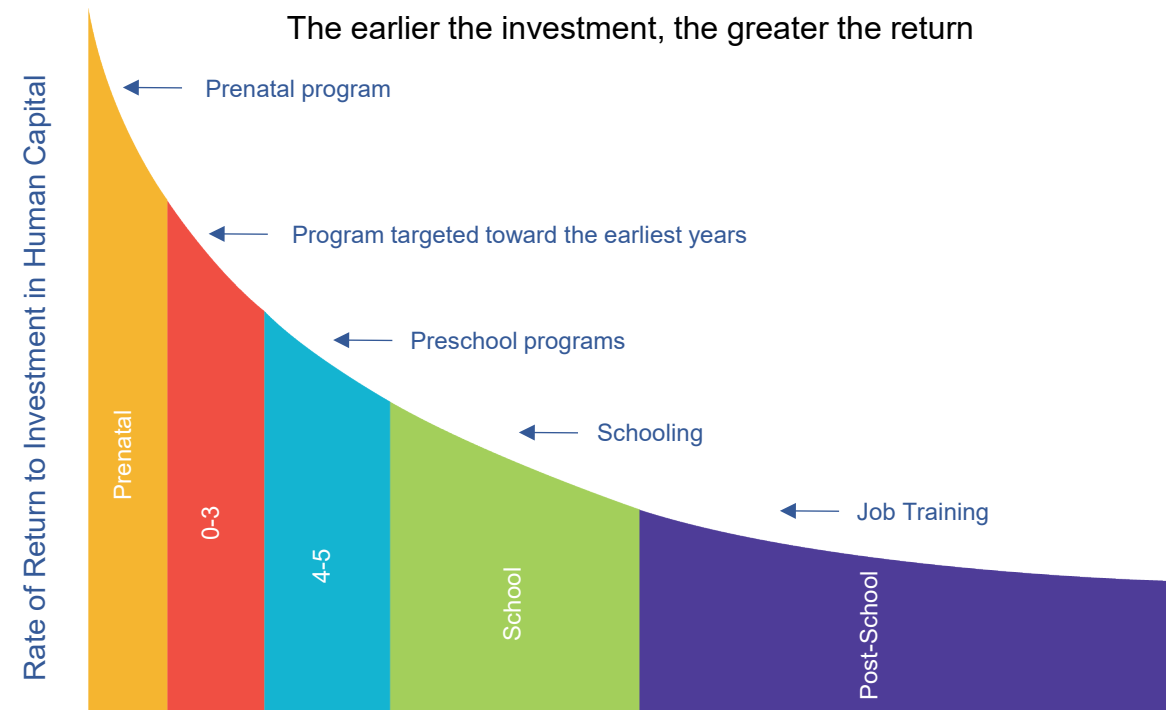
	2017-2018	2018-2019	2019-2020	2021-2022
African American	37%	40%	34%	31%
Hispanic/Latino	33%	29%	28%	19%
White	55%	57%	55%	51%
County Average	48%	48%	46%	40%
State Average	45%	47%	47%	40%

Early Childhood Investment is a Smart Investment

- **Early childhood education is often cited as the most powerful social intervention.**
- **Every \$1 invested** in early childhood typically yields **\$4 to \$12 in return on investment.**
- Children who attended early childhood programs:
 - **Were less likely to repeat a grade** and more likely to graduate from high school and pursue higher education;
 - **Were less likely to be suspended from school** or be involved in the criminal justice system as juveniles or adults; and,
 - **Experienced long-term health benefits**, including improved physical and mental health and reduced smoking.
- Effects are generally strongest for the most disadvantaged participants, making early childhood programs a powerful tool to reduce socioeconomic and racial/ethnic inequalities.

Early Childhood Development is a SMART INVESTMENT

The earlier the investment, the greater the return



ECC Priorities



Welcoming, child-friendly communities that supports all young children to grow, play and learn

Children thrive when their families know and can provide what their growing brains and bodies need at exactly the right time. That's why we are launching a community-wide education campaign to equip families with the tips, tools, and local resources they need to make the most of their child's early years.

Families feel welcome when their communities are built for them, with play spaces and greenspaces that are safe and accessible to all. To create the conditions for all children to grow, play, and learn, we are committed to improving neighborhood safety and environmental health, advocating for updates and renovations to existing amenities and family-focused planning for new projects.



Implement a holistic childcare model that is accessible and works for everyone (accessible, economically viable and serves the needs of children and families)

Our current childcare model is leaving too many families out. Collectively, we need to address the inequities in early childcare and education, including language barriers, cost, and transportation. By advocating for and funding an affordable, holistic system of in-home and center-based care, families won't have to choose between childcare and meeting their basic needs. With higher wages to attract and retain quality staff and increased support for start-up and maintenance costs, childcare providers can sustain and grow their businesses.

In addition to improving access, accessibility, and affordability, we are committed to achieving excellence through partnerships with the business community and local and state government.

How We Will Measure Success

We'll know we are successful when all children in Anne Arundel County are entering school with the skills and experiences they need to succeed.

Motor Skills



Early Literacy and Numeracy Skills



Self-Care Skills



Social Skills



Collective Agenda For Early Childhood

2023 - 2025



Vision

Every child (prenatal to age 5) and their families in Anne Arundel County has equitable access to excellent early childhood education and care that meets their unique developmental needs.

Mission

To bring together public and private partners in Anne Arundel County to meet the needs of and elevate a child's first five years to ensure all children have what they need to be successful in school and life.

Goals



All children and their families have the resources they need to meet basic needs



Every child has a safe and accessible place to play outdoors



All families have affordable, high-quality early learning and care for their young children



All early educators are well-trained and earn a competitive wage in Anne Arundel County

Priorities And Strategies

Welcoming, child-friendly communities that supports all young children to grow, play and learn

- Launch a community-wide education campaign focused on the benefits and importance of early childhood and the value of early care and education
- Educate families about developmental milestones and when to access support services
- Model the importance of play as learning
- Analyze and improve neighborhood safety and the environmental health of physical spaces in neighborhoods
- Create standards for playgrounds and greenspaces in neighborhoods that ensure accessibility and promote connection
- Work with local officials to consider the needs of children (prenatal to age 5) in their planning, policies, and decision-making
- Engage partners in meeting the basic needs of families
- Provide support to families in intimate (home or community) settings whenever possible
- Increase the support for families who have immigrated to Anne Arundel County as well as foster/kinship families caring for young children
- Increase the mental health supports for families with young children and childcare providers

Implement a holistic childcare model that is accessible and works for everyone (accessible, economically viable and serves the needs of children and families)

- Assess the childcare model to identify what's working, gaps, and inequities
- Address the barriers and inequities families experience when accessing early childcare and education (language, transportation, etc.)
- Research innovative childcare models and create a holistic childcare system for Anne Arundel County
- Advocate for funding to finance a holistic childcare system and support the start-up and maintenance of childcare facilities
- Teach families what to ask when looking for childcare services and how to find childcare that meets their child's unique needs
- Build trusted relationships between early learning professionals and families
- Develop universal standards for all early learning programs
- Recruit, develop, retain, and reward early educators, elevating early learning professional as a career choice
- Make training easily accessible for early learning professionals
- Increase collaboration between childcare providers and county agencies

Result



All children enter school ready to learn and succeed

Early Childhood/Child Care Summit, September, 2023

Workforce and Childcare – Barbara Palmer/Vincent Lyles

Workgroup Question: *How can we attract, retain and support a high-quality workforce for early education and care?*

Major Recommendations:

- Apprenticeships – earn while you learn
- Start young – at high school level. Create pathway for AACPS students
- Alternative pathways to certification
- Free professional development and trainings
- Opportunities for informal childcare providers
- Paid college internships
- Competitive salary and benefits

Policy Workgroup: Sarah Elfreth/Pam Brown

Workgroup Question: *How can we address the policy, regulatory and systemic barriers to a more holistic and equitable childcare model.*

Major Recommendations

- Form a countywide advisory board
- Creation of a new state structure centered around the child – a new home for Early Childhood/childcare
- Decrease red tape and bureaucracy for providers and parents
- Revise certification standards for centers and workforce
- Pay parity/living wage for early childhood providers

Business Model Work Group: Amy Gowan, Howard Weinstein, Denise Bordeaux
Workgroup Question: *How do we fund a more Holistic and Equitable Business Model*

Major recommendations include:

- Tuition support for childcare providers
- A new funding model (using some state, city, county taxes)
- Tax credits for employers who provide childcare benefits
- Partnerships between businesses and childcare providers/centers – incentives for w
- Look critically at the current regulatory body.
- Change the messaging from business to Investment



Survey of 3,000 Maryland Parents (Maryland Family Network)

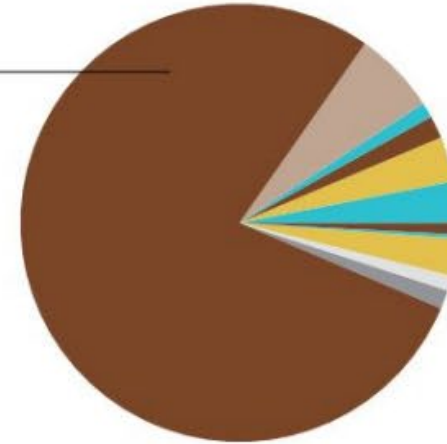
#1 Reason for Needing Child Care

EMPLOYMENT!

Reason Child Care is Needed

N=3,094

Work Demands
of Parent's Job
2,427 children



- Parent Looking for Employment
188 children
- Dissatisfied
39 children
- Job Training Program
52 children
- Parent Attending School
102 children
- Education
96 children
- Behavioral
21 children
- Respite
14 child
- Socialization
87 children
- Care Closing
28 children
- Other
42 child

	Name	Representing
1	Jean Raymond	Community Based Services AACPS
2	Charlene Farley Licensing Specialist	MSDE
3	Deborah Stark	Subject Matter Expert
4	Rebecca Hass Programming and Outreach Manager Anne Arundel County Library	Anne Arundel County Public Library
5	Miesha Walker Specialist for School & Community Partnerships Office of Equity & Accelerated Student Achievement	AACPS
6	Germaine Adams	Child Resource Connect
7	Barbara Palmer President & CEO	Kingdom Celebration Childcare Center
8	Deborah Wood, Ph.D.	Chesapeake Children's Museum
9	Shawn Ashworth Food 4 Thought	Community Organization
10	Carole Parker TEACH Institute	Anne Arundel Community College
11	Patricia Saynuk	Anne Arundel County Public Schools

**2024: Early Childhood Coalition
reformed by Executive Order as
The Anne Arundel County
Early Childhood Childcare Taskforce**

	Coordinator of Early Childhood Education and School Readiness	
12	Karen Nissly Department of Social Services	Annapolis Family Support Center
13	Carlesa Finney Early Head Start Director	Community Action Agency
14	Diana Taylor Director, Strategic Initiatives	Anne Arundel County Partnership for Children, Youth, and Families
15	Amy Gowan	Economic Development
16	Denise Bourdeaux	AAWDC
17	Jen Pastrone	Nonprofit - Seeds 4 Success
18	Delegate Heather Bagnall	Legislative
19	Brian Lynch	Business, University Maryland Medical Center

Maryland Statewide Child Care Summit Summary

JOINT SPONSORSHIP: Women's Caucus of the State Legislature and the Maryland Association of Local Management Boards

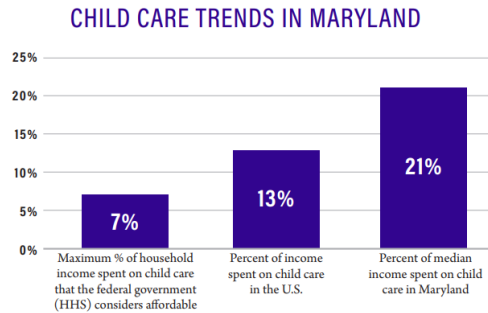
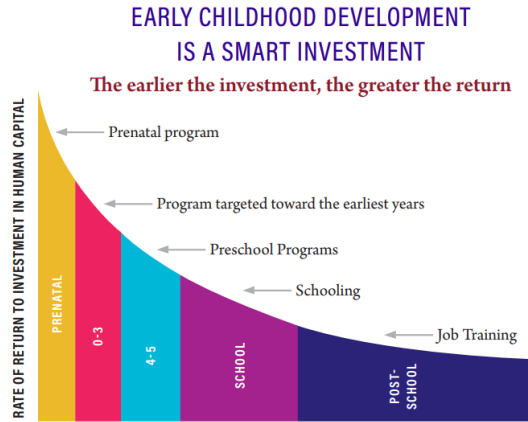
ATTENDEES: 300+

AUDIENCE: Day of poll showed even distribution of parents, childcare providers, government agencies, not-for-profits, government representatives, legislators, policy makers, early childhood educators.

GEOGRAPHIC DIVERSITY: 23 of 24 counties/jurisdictions represented

GENERAL FEEDBACK:

- A decreasing child care workforce related to pay, conditions and regulations
- A decreasing number of child care providers
- The # of children who need childcare exceeds the available slots
- Blueprint legislation has focused on pre-k at the expense of 0-3 care
- Insurance costs for providers have increased.
- EXCELS quality standards require significant documentation and time.
- Mixed delivery PreK system has barriers for private providers
- Exacting licensing regulations with no flexibility



ANNUAL WAGE RATE INFORMATION

Public Teacher Salary Average MD ¹	\$79,420
Non Public School Teacher Salary Average (National) ²	\$67,201
Family Child Care Provider (Country) ³	\$41,936
Child Care Center Director (County) ³	\$41,396
Center Senior Staff/Teacher (County) ³	\$25,568
Center Aide (County) ³	\$17,402

Child Care Legislation 2024 and 2025

2024 PASSED CHILDCARE BILLS

Bill Number/Name	Bill Purpose
HB1139/SB882 - Growing Family Child Care Opportunities Pilot Program – Permanent Establishment	Permanently establishes and funds the GOFCC program that supports new providers. Beginning FY26 the budget will appropriate \$450,000 for the program.
HB1426/SB1102 - Education - Blueprint for Maryland's Future - Alterations	Expands Judy and Patty Centers
HB1441 - Early Childhood Education - Publicly Funded Prekindergarten Programs - Alterations	Creates a career ladder for early childhood professionals and provider assistance hubs
HB500/SB600 - Education - Child Care Career and Professional Development Fund - Alterations	Alters qualifications for awards for Childcare Professional Development Fund

BILLS FROM 2024 WORTH CONSIDERING IN 2025:

BACKGROUND CHECK BILL: Streamlining child care background checks addresses one key piece of the child care staffing crisis.

COMMON OWNERSHIP COMMUNITIES AND ZONING AUTHORITIES: Operation of Family Child Care Homes stops HOA's prohibiting family childcare

COMMISSION TO STUDY ACCESS TO HIGH-QUALITY EARLY CHILDHOOD EDUCATION AND CHILD CARE: Set up commission to study universal access for 0-3

FAMILY CHILD CARE HOMES AND LARGE FAMILY CHILD CARE HOMES: Age of Children in Care - Reduce the infant age from 24 months to 15 months

FINAL RECOMMENDATION FROM MARYLAND STATEWIDE CHILD CARE SUMMIT 2024

Create independent study/commission to study childcare in Maryland considering:

- Where licensing and administration should be housed and study models in other states
- EXCELS quality standards
- Funding mechanisms
- Communication systems



Creating A Common Agenda for Childcare – Statewide Child Care Summit September 10, 2024



Providers

- Provide a tax break for family child care homes as a financial incentive.
- Funding for capital improvements needs to be a grant not a loan. Perhaps a way to spend unused Push to Pre-K dollars
- Homeowner and liability insurance rates are skyrocketing. This is a national issue and is hitting providers hard in Maryland.
- Create a plan for the True Up reconciliation for Child care subsidy payments. The True Up Reconciliation happens 90 days after childcare providers receive their scholarship reimbursement.
- Providers need a hub for MSDE requirements and resources. The website is not user friendly and regulations are not easily accessible.
- Background checks - Streamlining child care background checks addresses one key piece of the child care staffing crisis. Applicants experience major delays in hiring because of background checks.
- No representation of child care providers on the state Board of Education.

Workforce/Employee Issues

- **Automatic enrollment for childcare workers into the Childcare Scholarship Program:** to cover entire tuition (Kentucky passed legislation last year)
- **Health care benefits for child care providers:** (there are examples of legislation from other states like Oregon that make use of the ACA marketplace insurance)
- **Trainings:** Currently a reimbursement system - however MSDE should provide trainings for free that comports with their licensing standards.

Families

- Protect the investment in Child Care Subsidy and ensure no decrease in family eligibility and/or the reinstatement of copayments for families
- Better communication and hubs of information to help families find childcare/childcare subsidy – perhaps use family navigators
- Online communication is difficult on the MSDE website - website is not mobile friendly

Recommendation

Independent study/commission to study childcare in Maryland considering:

- Where licensing and administration should be housed and study models in other states
- EXCELS quality standards
- Funding mechanisms
- Communication systems



Queen Anne's
Early Childhood
Advisory Council

QAECAC PRESENTATION

PAST AND CURRENT PROJECTS
CO-CHAIRS-ANGELA GEBERT & ELIZABETH MILLER



QAECAC MEMBERS

QAECAC has a very active membership with at least 25-30 members in attendance at most meetings.

Meetings are held 6 times per year in the Queen Anne's County Board of Education Building.

[NTE/QAECAC Members](#)





2019-2020

Professional development for Queen Anne's County licensed childcare providers

Theme: ASQ Assessment Training

Trainer: Sarah Ross, Chesapeake College

ASQ kits and COK certificates distributed to providers



2020-2021

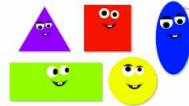
Online professional development for Queen Anne's County childcare providers

One Theme: Shapes

Materials of instructions and COK certificates distributed to providers



In a World of Shapes!



Join us to learn strategies to help our youngest students learn and have fun with shapes!
Focus Maryland Early Standards Mathematics: Geometry-Identifying and describing shapes.

February 25, 2021

6:30-8:30 pm

Via Google Meets

(a link will be provided after you RSVP)

Queen Anne's County ECAC Board of Education

Contact Kim Adams to RSVP

kimberly.adams@qacps.org

Earn CEUs or COKs and amazing resources will be provided after the course!

Please confirm your attendance at 410-758-2403 ext. 175



Chesapeake College is partnering with QAECAC and the Judy Center at SES/CHES to provide CEUs/COKs for participants. Participants will need to complete a Chesapeake College registration form, and return it, in advance of the event.





2021-2022

KRA Domain Trainings were provided to Queen Anne's County licensed childcare providers



Mathematical Thinking



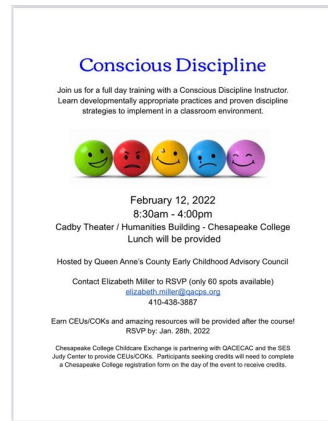
Social Foundations



Physical Well-Being



2022-2023



Conscious Discipline professional development for early childhood education professionals including Queen Anne's County licensed childcare providers

Location: Chesapeake College

Trainer: Conscious Discipline-Lety Valero

Lunch provided, distributed materials of instruction to support the use of Conscious Discipline, and COK certificates

2023-2024

Annual Retreat at Conquest Beach to Kick-off the year

Theme: Self Care



QAECAC members rotated to different stations focusing on the theme of self-care, received lunch and materials of instruction

Lead Facilitator-Amanda Ensor-It Takes A Village, LLC



2023-2024

Professional Development for nine QAEACAC members

CEC 2024 Convention & Expo

March 13-16, 2024 in San Antonio, TX



Council for
Exceptional
Children



2024-2025

Annual Retreat-Conquest Beach

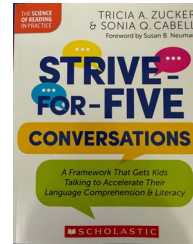
Theme: Physical Well-Being



2024-2025

Queen Anne's County licensed childcare provider professional development focusing on the "Science of Reading"

Trainer: Amanda Ensor from It Takes a Village, LLC



Location: QAC Board of Education

Sessions: 11/19/24, 1/13/25, 3/10/25

**Queen Anne's
Early Childhood
Advisory Council**

QACAC

**LET'S LEARN
ABOUT THE SCIENCE
OF READING!!**

11/19/24, 1/13/25 & 3/10/25

Register Now For The 3 Sessions!! Amanda Ensor from *It Takes a Village*, LLC will facilitate the sessions. She is back by popular demand!! You must attend all three sessions to receive COKs.

Location: QACPS BOE Building-Boardroom.
Time: 6 pm - 8:30 pm

rsvp: elizabeth.miller@qacps.org
410-438-3887 or scan the QR Code

**QUEEN ANNE'S COUNTY
PUBLIC SCHOOLS**
Where Our Future Begins

SCAN ME

THANK YOU!

Do you have any questions??

