



MARYLAND STATE  
DEPARTMENT OF EDUCATION

# Child Care Information Session

Division of Early Childhood

September 28, 2023

PRESENTED BY

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Office of Child Care



# Presentation Outline

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1. Welcome and Opening Remarks
2. Enhanced Child Care Support and Teacher Retention Award (ECSTRA) Bonus Program & Workforce Survey Updates
3. Child Care Licensing Updates
4. Questions and Answers
5. Closing Remarks





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# Welcome and Opening Remarks

*Dr. Shayna Cook, Assistant State Superintendent, Division of Early Childhood*

# Welcome to the September Information Session

- Please place your name and organization in the chat.
- Your microphones will be muted throughout today's session.
- Please use the chat box on the bottom menu bar of your screen to submit any questions that you may have during the session.
- Feel free to enter your question during any presentation. We will answer the questions during the Q-and-A portion of today's session.
- Be sure to send your message to all participants to ensure that we can see your message.

# Welcome Tara Phillips to the Division of Early Childhood

Tara Phillips recently joined the Division as the Executive Director of Early Childhood Operations, Policy, & Strategy. She has worked in early childhood education for the past 19 years and 7 years in elementary and higher education settings. A native Chicagoan, she is an advocate for quality early care and education.

Tara is a graduate of Hampton University, she enjoys bands and lives in Howard County.



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# ECSTRA Program & Workforce Survey Update

*Updates on the Maryland Child Care Workforce Survey and Enhanced Child Care Support and Teacher Retention Award (ECSTRA) Bonus Program from Dr. Allison Atteberry from the University of Virginia.*

# Purpose: Enhanced Child Care Support and Teacher Retention Award (ECSTRA) Bonus Program

## Stability in Early Child Care Settings Matters for Everyone:

Young children thrive when they have stable and engaging relationships with their caregivers. Yet child care providers struggle to pay their early educators a living wage, which contributes to the high turnover rates in child care settings.

- The ECSTRA Program seeks to:
  - ... help providers reduce turnover and retain staff in their programs/sites.
  - ... provide early childhood educators with additional compensation in the form of additional retention bonuses directly to early childhood educators who remain in key child care roles.
  - ... acknowledge the important work of MSDE early child care employees and helps them remain in their positions for longer.
- RETENTION BONUS AMOUNTS:
  - Varies between **\$1000 - \$3000**.
  - Not all will be selected to participate.



# ECSTRA Program: Retention Bonus Amounts

## Award Amounts:

- Maximum of 7,500 awards can be offered
- \$1,000, \$2,000, or \$3,000 (Reminder: some applicants will not be offered a retention bonus)
- MSDE will use a random lottery to determine participation in the program as well as the size of the ECSTRA retention bonus offered. Each eligible applicant has an equal chance of receiving each award amount.
  - Group 1: Approximately 25% will be randomly selected to not be offered any retention bonus.
  - Group 2: Approximately 25% will be randomly selected to be offered a \$1000 retention bonus.
  - Group 3: Approximately 25% will be randomly selected to be offered a \$2000 retention bonus.
  - Group 4: Approximately 25% will be randomly selected to be offered a \$3000 retention bonus.



# ECSTRA Program: Your Essential Resources

## ECSTRA Website:

- <https://marylandpublicschools.org/about/Pages/OFPOS/GAC/ECSTRA/index.aspx>

## Contains:



- MSDE's ECSTRA Program Information Guide PDF:  
<https://marylandpublicschools.org/about/Documents/OFPOS/GAC/GrantPrograms/ECSTRA/ECSTRA-PIG.pdf>
- MSDE's ECSTRA Frequently Asked Questions PDF:  
[https://earlychildhood.marylandpublicschools.org/system/files/filedepot/3/ecstra\\_faqs.pdf](https://earlychildhood.marylandpublicschools.org/system/files/filedepot/3/ecstra_faqs.pdf)
- ECSTRA Online Application: <https://tinyurl.com/ECSTRAMSDE>

# Frequently Asked Questions (FAQ): Employee's ID

Q: What ID numbers is the ECSTRA Application asking for?

A: Your Party ID and CCATS ID are the same. This information can be found at the top of your award letter and on the bottom of your Certificate of Achievement.

[FAQ Document posted on MSDE's ECSTRA Website](#)

Child Care Central  
PO Box 598  
Baltimore MD 21203

CCATS ID # - 242624

March 15, 2022

S [REDACTED]  
[REDACTED]  
[REDACTED], MD 21[REDACTED] 0

Dear [REDACTED]:

**Congratulations!** You have met the requirements for the Maryland Child Care Credential - Staff Level 4. This credential is valid from **March 15, 2022** to **March 15, 2023**. As a Staff Level 4 Credentialed provider you are eligible to receive an achievement bonus which you should receive 6 to 8 weeks after receipt of this notification letter.

To renew your credential, you must submit proof of employment in child care, the appropriate number of continued training clock hours, professional activities and if applicable submit one (1) child attendance sheet.

Should you have questions regarding the credential or related programs you may visit [www.marylandpublicschools.org/msde/division/child\\_care/credentials](http://www.marylandpublicschools.org/msde/division/child_care/credentials) Email [cccredential@xerox.com](mailto:cccredential@xerox.com) or contact the toll free number at 1-866-243-8796.


Thank you for your interest and participation in the Maryland Child Care Credential Program.

**Notes:**

- Applications received 30 days after your expiration date will change your anniversary date.

Enclosures

CCATS ID #  
matches  
Party ID #



Certificate of Achievement


Presented to

Staff Member Name

By the Maryland State Department of Education, Office of Child Care  
in recognition of the achievement of the  
Maryland Child Care Credential Level Four

March 15, 2022  
Issued

March 15, 2023  
Expires



Angelina Bishop-Osaka  
Branch Chief, CCC - Credentialing Branch

NOTE: The above named individual is responsible for submitting a renewal packet prior to the expiration date indicated. Party ID: 242624 Tue Mar 15 19:45:32 EDT 2022

# FAQ: Who Applies to ECSTRA?

Q: Who Applies for the ECSTRA Program?

A: Individual early childhood educators interested in participating in the ECSTRA program must complete their own application using the ECSTRA program application link. Site owners/directors/operators do not apply to the ECSTRA Program on behalf of their employees. Each employee must submit an application.

Q: What is the Deadline to Apply?

A: October 3, 2023

Q: Will this deadline be extended?

A: No, October 3, 2023 is the deadline.

Q: Where to I apply?

A: <https://tinyurl.com/ECSTRAMSDE>



# FAQ: Who is Eligible?

1. Employed by a MSDE [licensed child care program](#)
  - Early childhood programs administered through local education agencies are not eligible
2. In an employment role that works directly with children birth to age 5 (before K)
3. Employed in that role for at least 20 hours/week
4. Hold a current credential through the [Maryland Child Care Credential \(MCCC\) Program](#)

## FAQ: Who is Eligible? (continued)

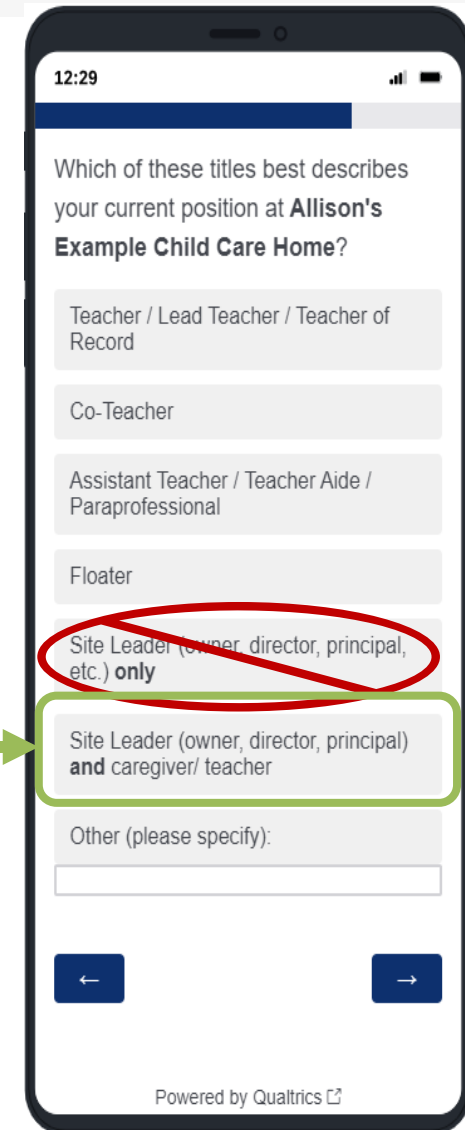
Q: Are Employees in Family Child Care Homes Eligible?

A: Yes!

Q: I am a Family Home Provider With Just Me (No Other Employees). Am I eligible?

A: Yes, you work directly with children aged 0 to 5 (not yet in Kindergarten) and meet other eligibility criteria.

- When completing the survey, be sure to select **this one**



12:29

Which of these titles best describes your current position at **Allison's Example Child Care Home**?

Teacher / Lead Teacher / Teacher of Record

Co-Teacher

Assistant Teacher / Teacher Aide / Paraprofessional

Floater

~~Site Leader (owner, director, principal, etc.) only~~

**Site Leader (owner, director, principal) and caregiver/ teacher**

Other (please specify):

← →

Powered by Qualtrics

# FAQ: Application Mistakes

Q: I Made a Mistake on My Application! Can I Submit a New One?

A: Yes. We will use your last application. Just redo the application here:  
<https://tinyurl.com/ECSTRAMSDE>

# FAQ: What are the Next Steps & Approximate Timeline?

Step	Dates	What Happens
1	August 22, 2023– October 03, 2023	<b>APPLY:</b> Think you're eligible? Apply! Submit an online application: <a href="https://tinyurl.com/ECSTRAMSDE">https://tinyurl.com/ECSTRAMSDE</a> Remember: Applying does not guarantee you will be selected for the ECSTRA program, since funds are limited.
2	October 04, 2023 - October 31, 2023	<b>APPLICATIONS REVIEWED:</b> MSDE reviews all applications. Outreach to child care sites to verify eligibility and employment status. Since funds are limited, MSDE will hold a random lottery to fairly decide who will become an ECSTRA participant and who will not.
3	November 01, 2023 - November 08, 2023	<b>SELECTED PARTICIPANTS NOTIFIED:</b> All applicants are told if they were randomly selected to be an ECSTRA program participant or not. Those who ARE selected as an ECSTRA participant are told how much their future Retention Bonus will be (\$1000, \$2000, or \$3000). The retention period begins.
4	5 Months Later (March/April 2024)	<b>5-MONTH RETENTION CHECKED:</b> MSDE reaches out to child care sites to verify which ECSTRA participants are still employed in their eligible site and role. MSDE begins distributing first half of Retention Bonus to those who have remained.
5	3 Months Later (June 2024)	<b>8-MONTH RETENTION CHECKED:</b> MSDE reaches out to child care sites to verify which ECSTRA participants are still employed in their eligible site and role. MSDE distributes 2nd half of Retention Bonus to those who have remained.



# Reminder: University of Virginia Early Educator Survey

## WHO:

- ~25,000 early educators working in MSDE-licensed child care providers
- Email or text invitation to take this online survey
- About 1 of every 2 employees throughout MSDE invited.

HOW LONG: ~15 Minutes

LAST REMINDER SENT: Wed 09/20/23 12:01 PM

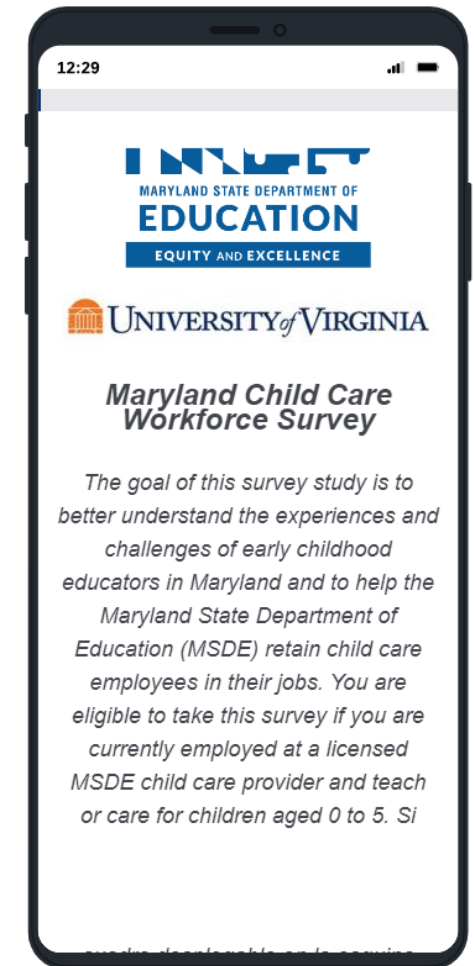
- Email From: Alexis Washington ([noreply@surveys.virginia.edu](mailto:noreply@surveys.virginia.edu)) via Qualtrics
- Email Subject: "MSDE Child Care Survey w/ Thank You Gift Card! Due 09/21"

## TO THANK YOU:

- Survey completers will receive an instant \$25 Thank You.
- Survey completers will *also* be entered into a lottery for an additional \$50 gift card (1 in every 50 survey respondents will win).

RIGHT NOW: Check your emails & texts from 09/20 to see if you were invited

DEADLINE: Extended to 10/03/2023!

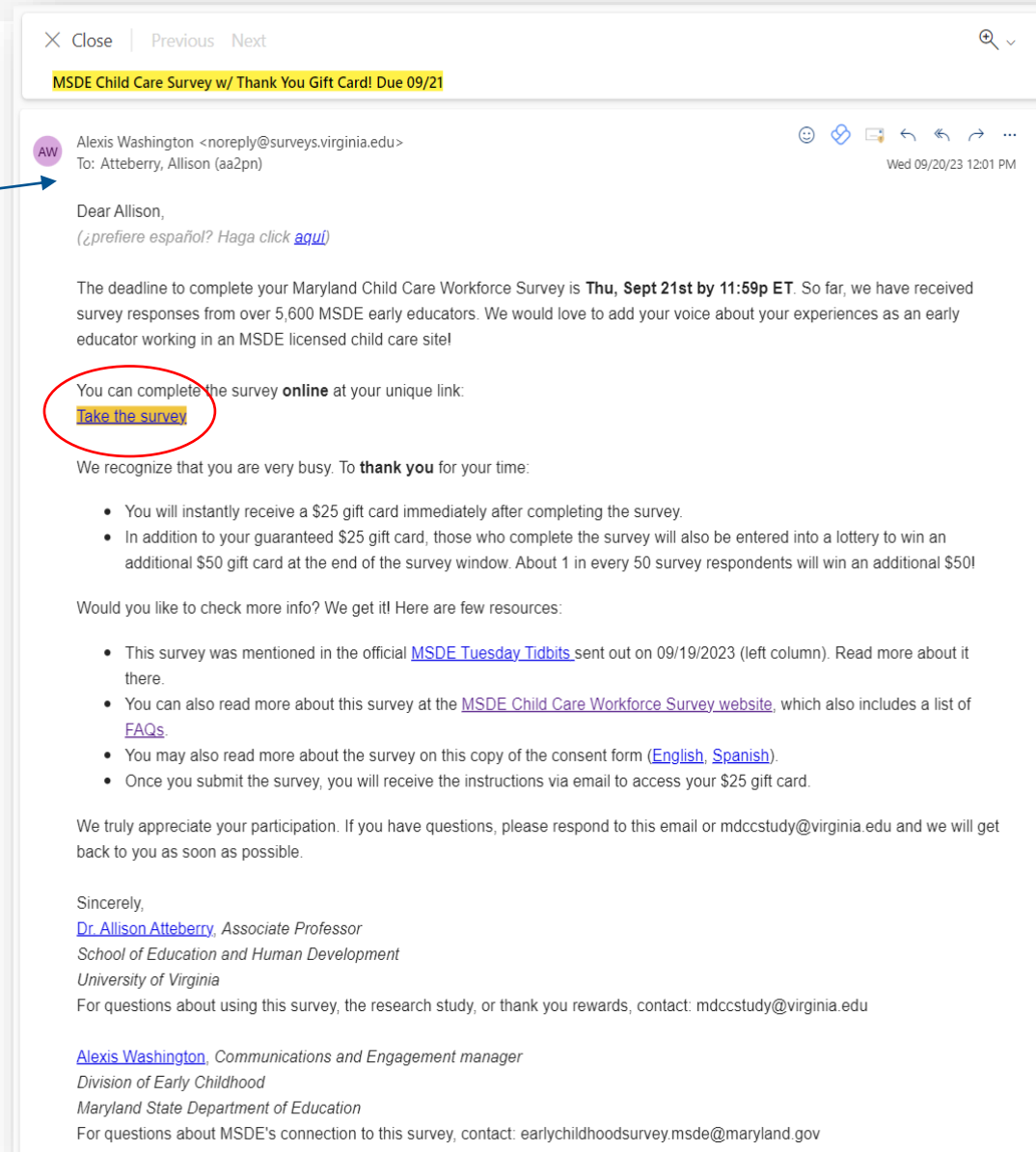


# Sample Messages

## Survey Email Invitation

## Survey Text Invitation

Hi {Name}, we'd still love to know about your experiences as an early childhood educator in Maryland! Complete UVA's 15-minute survey, and we'll say thanks with a \$25 gift card. Txt STOP to opt-out. Message & data rates may apply. Your link is below: {your survey link here}



Close Previous Next

MSDE Child Care Survey w/ Thank You Gift Card! Due 09/21

AW Alexis Washington <noreply@surveys.virginia.edu>  
To: Atteberry, Allison (aa2pn) Wed 09/20/23 12:01 PM

Dear Allison,  
(¿prefiere español? Haga click [aquí](#))

The deadline to complete your Maryland Child Care Workforce Survey is **Thu, Sept 21st by 11:59p ET**. So far, we have received survey responses from over 5,600 MSDE early educators. We would love to add your voice about your experiences as an early educator working in an MSDE licensed child care site!

You can complete the survey **online** at your unique link:  
[Take the survey](#)

We recognize that you are very busy. To **thank you** for your time:

- You will instantly receive a \$25 gift card immediately after completing the survey.
- In addition to your guaranteed \$25 gift card, those who complete the survey will also be entered into a lottery to win an additional \$50 gift card at the end of the survey window. About 1 in every 50 survey respondents will win an additional \$50!

Would you like to check more info? We get it! Here are few resources:

- This survey was mentioned in the official [MSDE Tuesday Tidbits](#) sent out on 09/19/2023 (left column). Read more about it there.
- You can also read more about this survey at the [MSDE Child Care Workforce Survey website](#), which also includes a list of [FAQs](#).
- You may also read more about the survey on this copy of the consent form ([English](#), [Spanish](#)).
- Once you submit the survey, you will receive the instructions via email to access your \$25 gift card.

We truly appreciate your participation. If you have questions, please respond to this email or [mdccstudy@virginia.edu](mailto:mdccstudy@virginia.edu) and we will get back to you as soon as possible.

Sincerely,  
[Dr. Allison Atteberry](#), Associate Professor  
School of Education and Human Development  
University of Virginia  
For questions about using this survey, the research study, or thank you rewards, contact: [mdccstudy@virginia.edu](mailto:mdccstudy@virginia.edu)

[Alexis Washington](#), Communications and Engagement manager  
Division of Early Childhood  
Maryland State Department of Education  
For questions about MSDE's connection to this survey, contact: [earlychildhoodsurvey.msde@maryland.gov](mailto:earlychildhoodsurvey.msde@maryland.gov)

# Questions?

[Allison Atteberry](#)

- Email me: [mdccstudy@virginia.edu](mailto:mdccstudy@virginia.edu)
- Associate Professor & Researcher, UVA School of Education & School of Public Policy
- Director, [EdPolicyWorks Center](#) at University of Virginia
- What We Do:
  - Conduct high-quality research in partnership with real-world policy makers in applied settings, from early childhood through college



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# Child Care Licensing Updates

*Updates and strategies to meet licensing requirements from Louis Valenti, Director of the Licensing Branch.*



# Licensing Branch Details

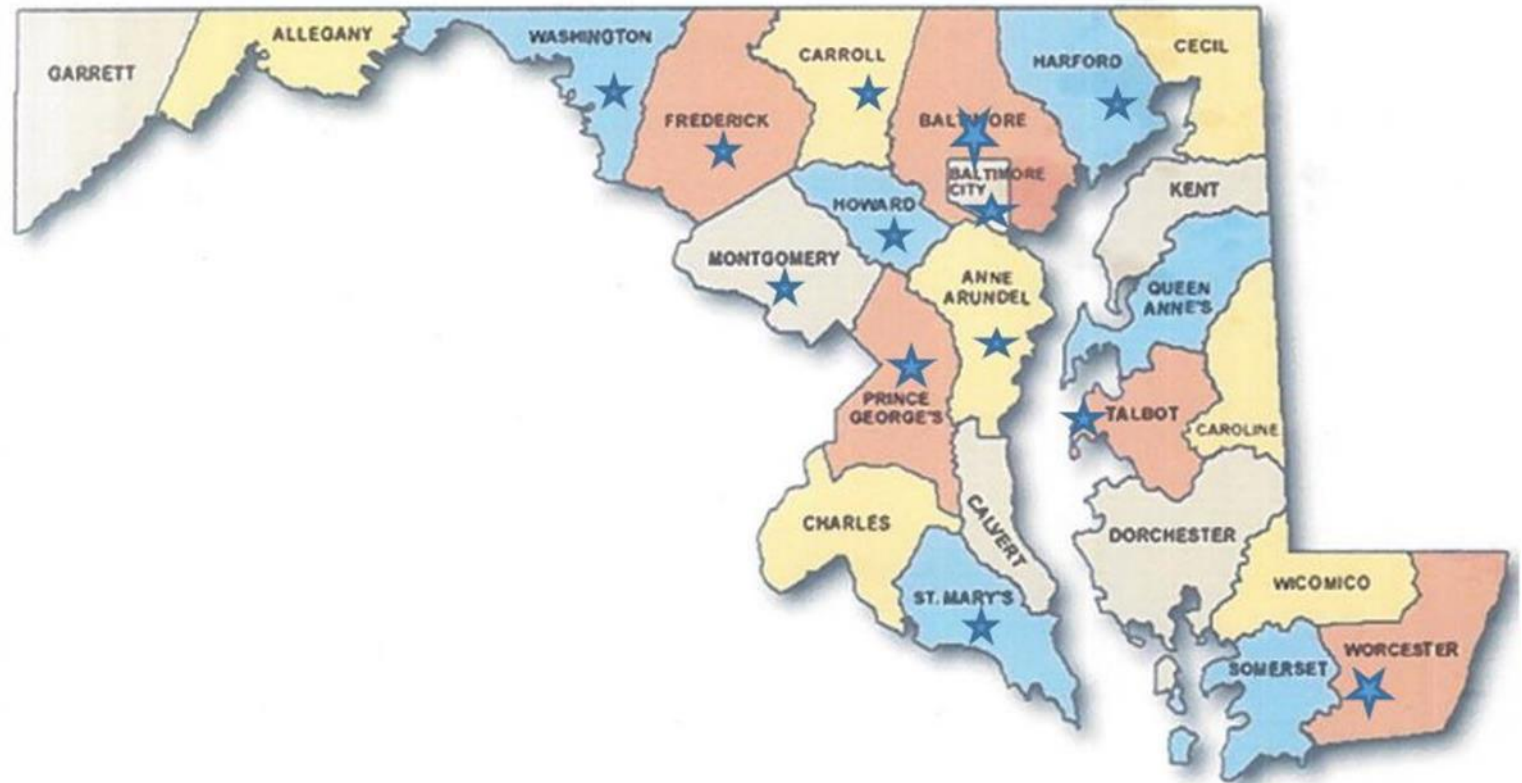
The Licensing Branch's regulatory activity serves as a means for protecting the health, safety, and welfare of children in out of home care settings.

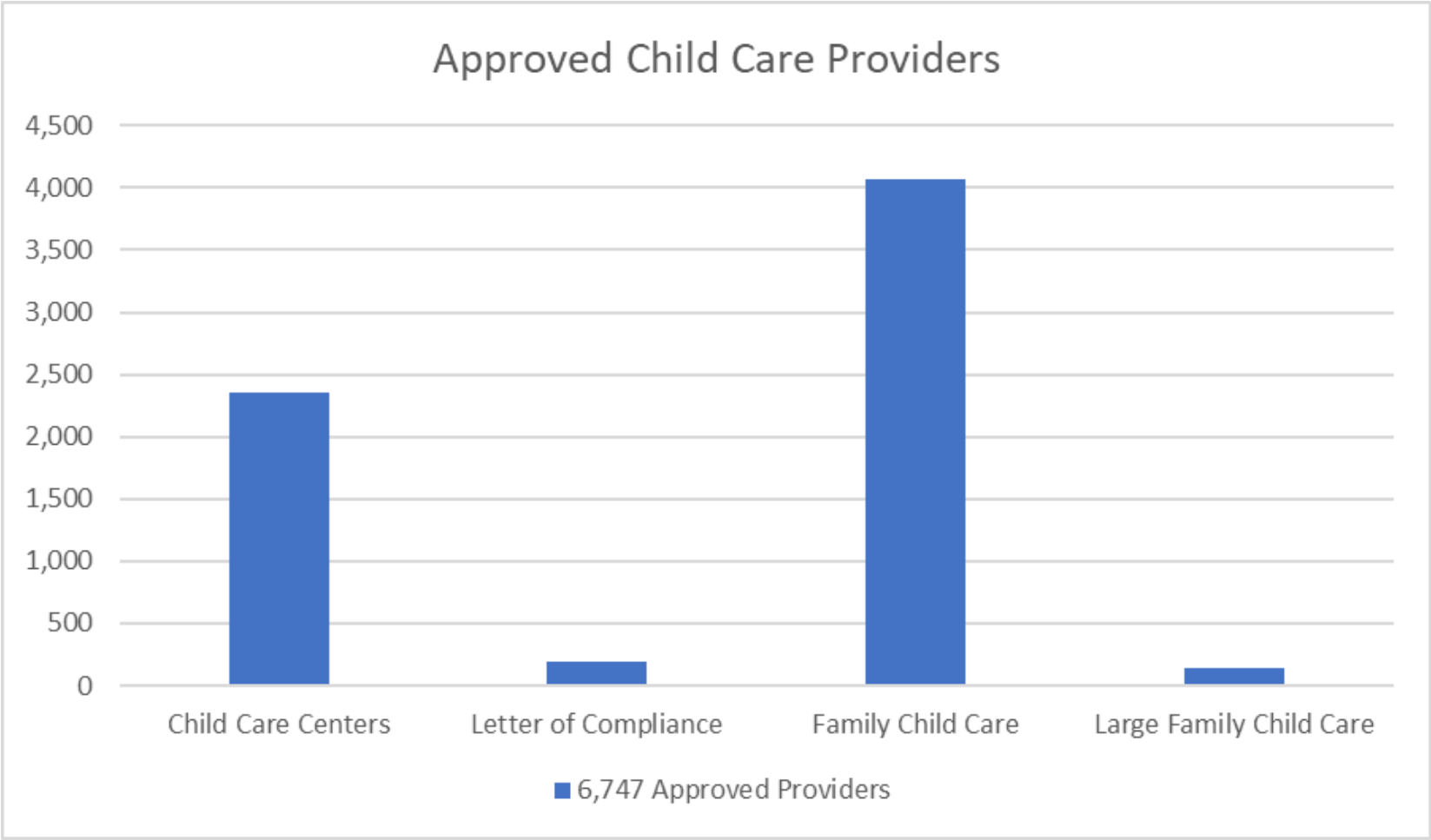
13 Regional Licensing Offices

12 Regional Managers

13 Supervisors

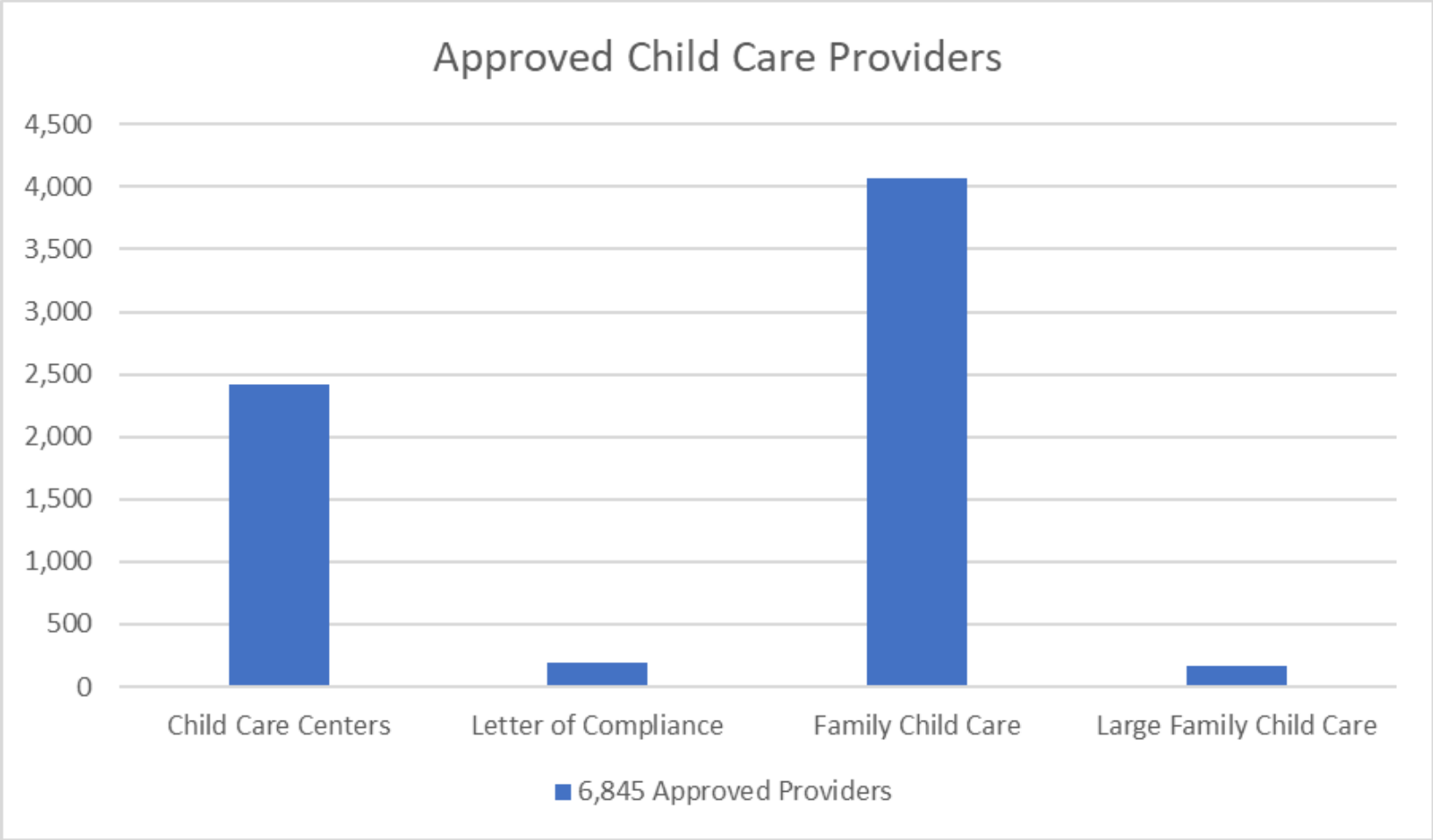
100 Licensing Specialists





This graph illustrates the number of approved child care providers in each category of licensed child care as of February 28, 2023.

Data as of 2/28/23



This graph illustrates the number of approved child care providers in each category of licensed child care as of September 26, 2023.

Data as of 9/26/23

# Cases by Region

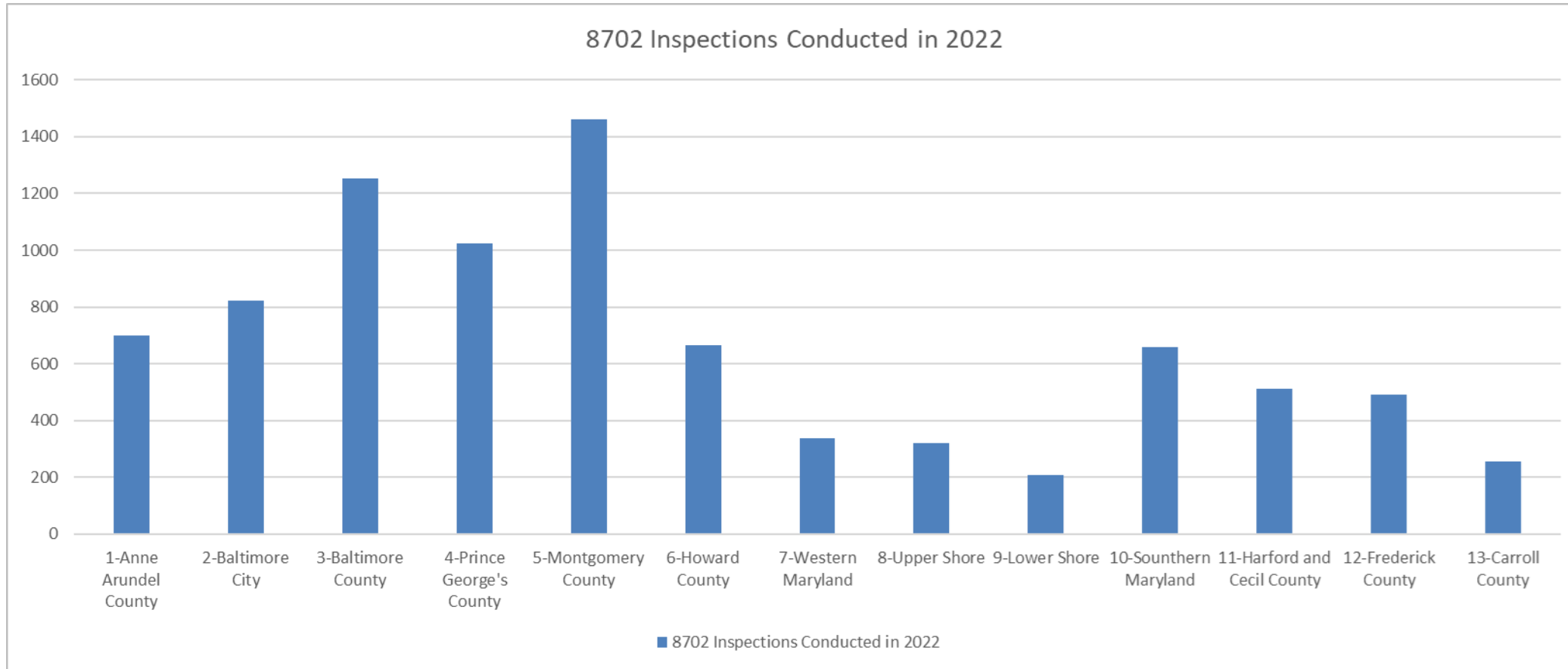
Regional Office	Family Child Care Providers	Large Family Providers	Child Care Centers	Letter of Compliance	Total
1-Anne Arundel	318	4	214	26	562
2-Baltimore City	386	10	275	10	681
3-Baltimore County	522	14	344	32	912
4-Prince George's County	549	26	326	20	921
5-Montgomery County	665	58	448	36	1,207
6-Howard County	246	0	169	12	427
7-Western Maryland	159	12	80	10	261
8-Upper Shore	186	12	53	8	259
9-Lower Shore	116	1	52	4	173
10-Southern Maryland	329	12	146	8	495
11-Harford and Cecil Counties	257	1	121	13	392
12-Frederick County	250	10	107	12	379
13-Carroll County	86	2	85	3	176
<b>Total</b>	<b>4,069</b>	<b>162</b>	<b>2,420</b>	<b>194</b>	<b>6,845</b>

This chart includes the number of each type of licensed child care in each region.

Data as of 9/26/23

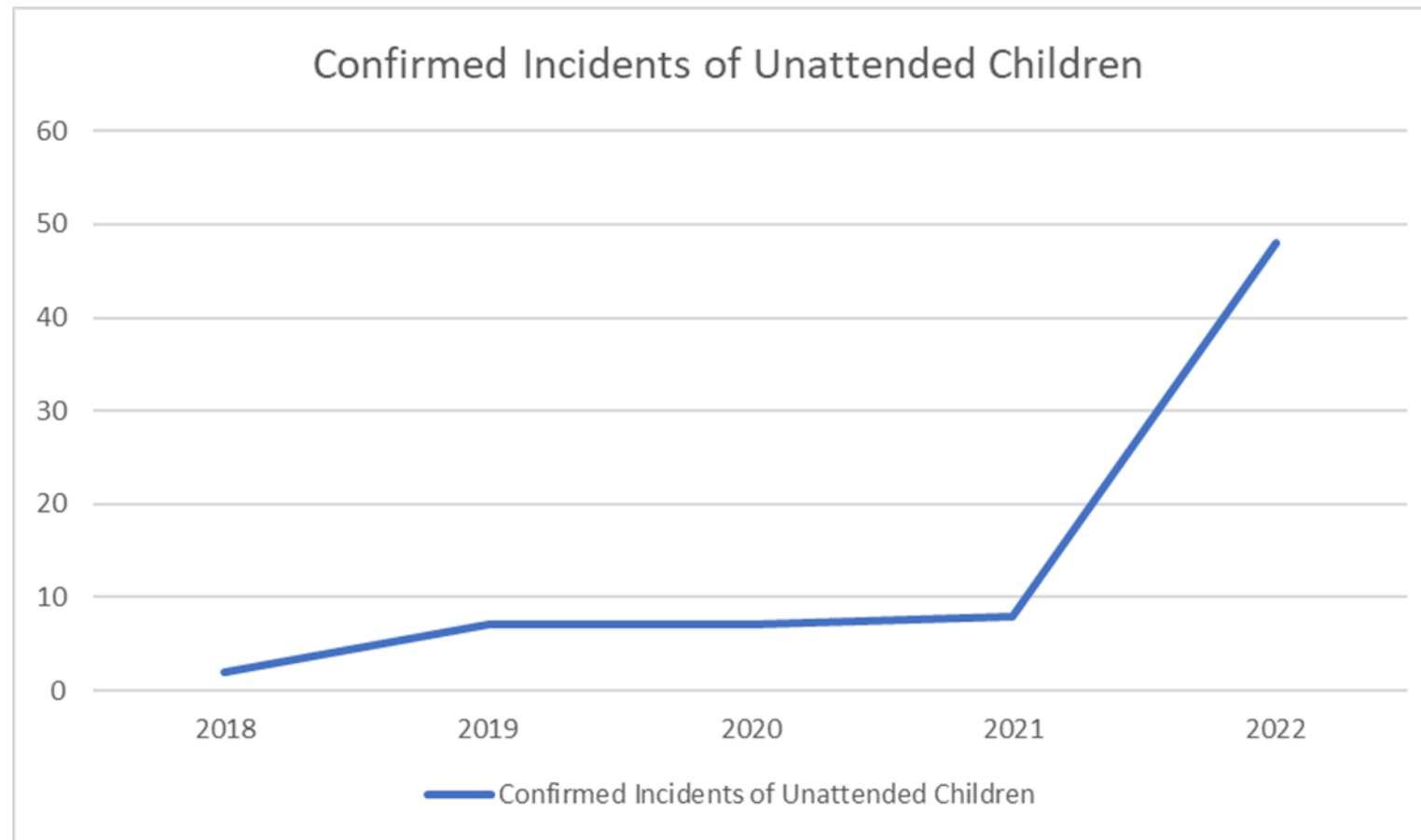


# Inspections conducted in 2022



Number of inspections conducted by each region in 2022.

## The number of confirmed incidents of unattended children in 2022



The alarming increase in the number of confirmed incidents where children were unsupervised while in care since 2018.

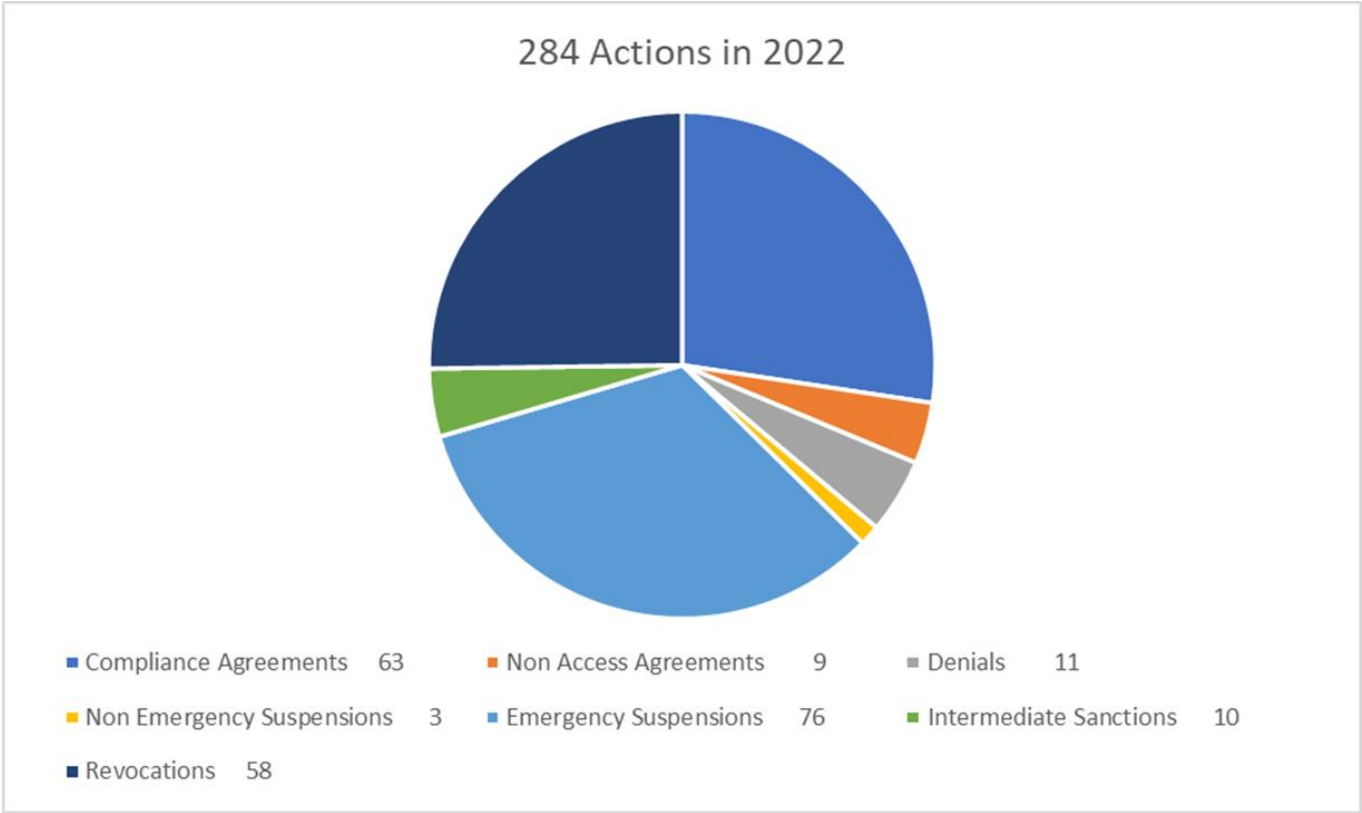
# Types of Enforcement Actions

- Warning letters - a written letter to notify a provider of the seriousness of non-compliance
- Compliance agreement - an agreement to ensure compliance with Code of Maryland Regulations (COMAR)
- Intermediate Sanction - a limitation or reduction of a provider's operating conditions
- Suspension - the closing of a provider of up to 60 days for regulatory non-compliances
- Emergency Suspension - the immediate closing of a provider on an emergency basis when children are at imminent risk
- Revocation - the withdrawal of approval to operate

**Employment Exclusions - the determination that an employee is precluded from employment**

- Mandatory - the mandated exclusion based on a pending charge or conviction one of twelve crimes
- Discretionary - an exclusion based on several specific factors

# Enforcement Actions in 2022



Enforcement actions for each type of action in 2022.

# Serious Injuries and Deaths Report

## Serious Injuries and Deaths Report


This table displays the annual number of serious injuries and deaths that occurred in licensed, regulated and monitored facilities over a 3-year period. It also includes the total number of children in each type of care.

Facility Type	2020 Total # of Children in Care	2020 # of Serious Injuries	2020 # of Deaths	2021 Total # of Children in Care	2021 # of Serious Injuries	2021 # of Deaths	2022 Total # of Children in Care	2022 # of Serious Injuries	2022 # of Deaths
Licensed Child Care Center	167948	257 (0.15%)	0	167527	409 (0.24%)	0	163282	409 (0.25%)	1 (0.01%)
Registered Family Child Care	41157	27 (0.07%)	0	38926	40 (0.10%)	3 (0.01%)	38926	38 (0.10%)	0
Large Family Child Care Home	1715	1 (0.06%)	0	1842	3 (0.16%)	0	1894	2 (0.11%)	0
Letter of Compliance Facility	14508	13 (0.09%)	0	14847	11 (0.07%)	0	14114	15 (0.11%)	0
Informal Care*	665	0 (0%)	0	181	0 (0%)	0	187	0 (0%)	0
<b>Totals</b>	<b>225993</b>	<b>298 (0.13%)</b>	<b>0</b>	<b>223323</b>	<b>463 (0.21%)</b>	<b>3 (0.001%)</b>	<b>216255</b>	<b>464 (0.21%)</b>	<b>1 (0.0005%)</b>

A **serious injury** is an injury that requires medical attention from a healthcare provider. **Death in child care** is the death of a child that occurred while the child was in care. A serious injury or death is not necessarily related to licensing violations.  
[Please note aggregate data regarding the Total # of children in care was calculated based on the capacity of programs.]

Year	2020	2021	2022
Total Instances of Substantiated Child Abuse and Neglect for licensed, regulated and monitored programs**	8	13	45

\*Only children with scholarship vouchers for 20 care hours per week or greater. Represents actual number served.  
\*\*The data shown reflects the Department of Human Services (DHS) determinations that were reported to the Office of Child Care (OCC) at the time of the initial finding, which is at the end of the Child Protective Services (CPS) investigation. Please note initial findings are eligible for appeal and the data shown may include findings that are currently in appeal status.



The number of serious injuries and deaths that occurred while children were in child care for the last 3 years.

[https://marylandchild.org/wp-content/uploads/2023/03/Serious-Injuries-Deaths-Child-Abuse-Report\\_2020-2022.pdf](https://marylandchild.org/wp-content/uploads/2023/03/Serious-Injuries-Deaths-Child-Abuse-Report_2020-2022.pdf)



# Regulation Updates

- [Maryland Infant and Toddlers Program](#)
- Approved Education Programs in Family Child Care
- Emergency Intermediate Sanctions
- Safe Sleep
- Cannabis
- Outdoor Preschool License Pilot Program



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## Questions and Answers

*MSDE staff members will respond to attendee questions.*



Questions?

# Contact Information

Branch/Office	Contact Information
Division of Early Childhood	<a href="mailto:earlychildhood.msde@maryland.gov">earlychildhood.msde@maryland.gov</a>
Early Learning Branch	<a href="mailto:early.learningbranchesmsde@maryland.gov">early.learningbranchesmsde@maryland.gov</a>
Collaboration and Program Improvement Branch	<a href="mailto:collaboration.programimprovement@maryland.gov">collaboration.programimprovement@maryland.gov</a>
Office of Child Care	<a href="mailto:earlychildhood.msde@maryland.gov">earlychildhood.msde@maryland.gov</a>
Licensing Branch	<a href="mailto:licensingocc.msde@maryland.gov">licensingocc.msde@maryland.gov</a>
Workforce Advancement Branch	<a href="mailto:workforceadvancementocc.msde@maryland.gov">workforceadvancementocc.msde@maryland.gov</a> 1-877-355-1229
Child Care Scholarship Program	<a href="mailto:CCSCentral2@maryland.gov">CCSCentral2@maryland.gov</a> 1-877-227-0125
Maryland EXCELS	<a href="mailto:info@marylandexcels.org">info@marylandexcels.org</a> or <a href="http://marylandexcels.org">marylandexcels.org</a>



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