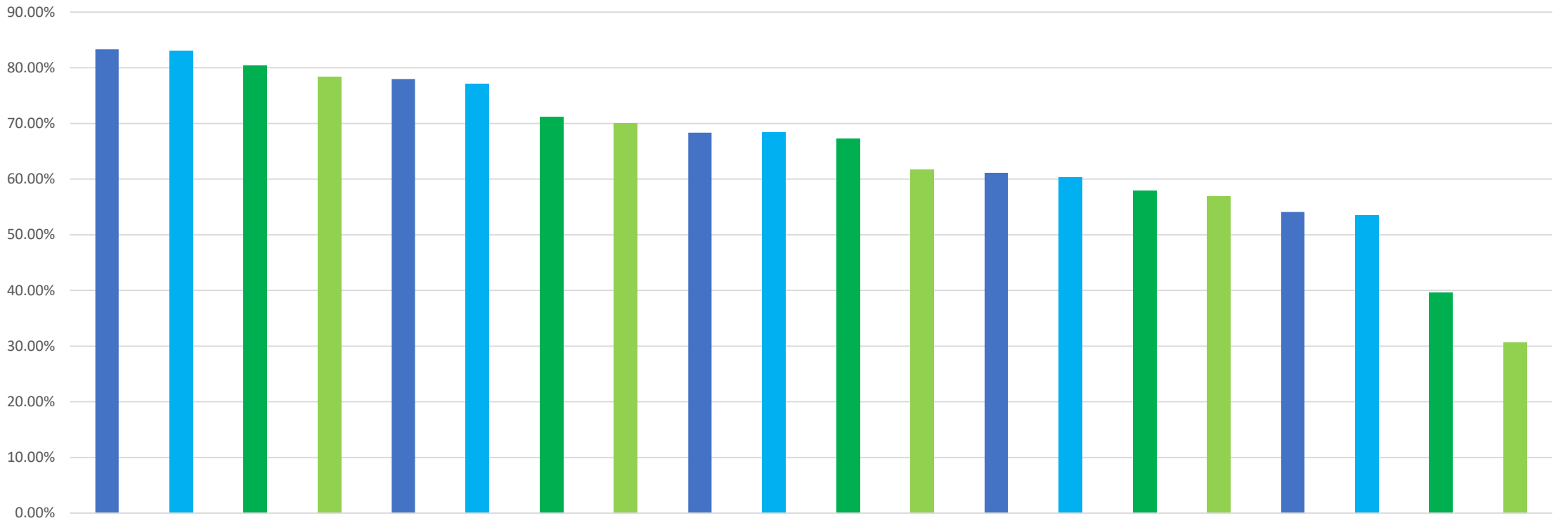


# Barriers to Private Child Care Programs Participating in Blueprint for Pre-K 3s and 4s



Competing with Public School Salary and Benefits  
Unpaid Internships for MD Teacher Certification  
Staff with MD Teacher Certification  
Budgeting for Qualified Teachers and Aides  
The Current Hiring Crisis  
Hiring Lead Teachers with a Bachelor's Degree  
Fronting the cost of care for Tuition Reimbursement Later  
Hiring Aides with at least a CDA  
Too many programs simultaneously to manage  
Having Current Aides with at least a CDA  
Delayed Paperwork from MSDE  
Time to spend on Accreditation  
Completing Accreditation  
Staff Completing a Degree or CDA in Blueprint Timeline  
Time for MD EXCELS  
Level 5 EXCELS in 5 Years  
Licensing Inconsistencies affecting Exceles, Accreditation  
Current Level 3 EXCELS