



DEPARTMENT OF HEALTH AND HUMAN SERVICES

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SB 711

Hon. Paul Pinsky
Education, Health and Environmental Affairs Committee
2 West
Miller Senate Office Building
Annapolis, MD 21401

Dear Chairman Pinsky:

Thank you for this opportunity to testify today in favor of SB711: The Family Child Care Pilot Act. For the record I am Barbara Andrews, Administrator of Early Childhood Services in the Department of Health and Human Services, Montgomery County, and Interim Policy Officer. This act is modeled after a recruitment program developed by our Child Care Resource and Referral Center or CCRR which is part of the State CCRR Network managed by Maryland Family Network.

The program, Growing Opportunities in Family Child Care or GO FCC!, was developed several years ago as we saw regulated family child care programs (FCC) reducing over the years. When I started in my role nine years ago there were 1,100 FCC homes in Montgomery County and there are now 740. This is a statewide issue. With the inception of our County's Early Care and Education Initiative we set specific outcomes for the program, hired dedicated bi-lingual staff and created a cohort model with one-on-one and small group support, added bilingual peer to peer mentors and were able to exceed the recruitment goal for 50 new registered FCC homes in the first year of the initiative (2019-2020) and add 59. With the dedicated staff support and the cohort model we reduced the time to achieve registration from 9-12 months to 4-6 months. The cohort approach provides support for small groups on business supports (including the development of a business plan), program enhancement and accreditation, and support for Maryland EXCELS and the Credentialing system. Through our partnerships in the County and with MFN and MSDE we were able to maximize the support for providers and achieve the set goals.

With the onset of the COVID-19 pandemic we have focused our efforts on supports and retention of registered FCC while helping providers reach higher levels of quality. Even with the

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limitations of the pandemic we have used this model to recruit and register four more providers in the last few months.

The Go FCC! Model can be beneficial across the state and we look forward to learning how other jurisdictions approach recruitment and retention for family child care. I have attached two slides to this testimony that outlines the cohort approach to recruitment and to retention.

Enclosure: Family Child Care Recruitment Efforts Slides

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Month 1: Introduction

Orientation & Initial Application
Personal and Business Assessment
Participate in GO FCC! Training Course



Month 2: Business Set-Up

Inspections and Appointments
Business Counseling
Initiate Business Plan
Submit MSDE-OCC Application Packet



Month 3: Program Set-Up

Assign Peer Mentor (*Ambassador*)
Set-Up Environment
Determine Curriculum Framework
Create Program Policies and Procedures



Month 4: Final

“Tie Lose Ends”
Final MSDE-OCC Inspection
Wait for Registration to Implement Business Plan

Family Child Care Recruitment Efforts



G R O W I N G
FAMILY CHILD CARE
O P P O R T U N I T I E S



Phase 1: Business Establishment

Establish Business Entity
Implement Marketing Plan
Association & Networking
Goalsetting with Peer Mentor



Phase 2: Professional Plan

Publish in MD EXCELS
Participate in MD Child Care
Credential
Select Career Pathway



Phase 3: Program Enhancement

Child Care Health Consultation
Environmental and Teaching
Assessments
Complete Program Improvement
Plan



Phase 4: Accreditation

Move up MD EXCELS
Move up MD Child Care Credential
Implement Program Improvement Plan



GROWING
FAMILY CHILD CARE
OPPORTUNITIES

Family Child Care Retention Efforts*

**Process can take between 1-2 years*