



## CARES Stipend Program

### Outcomes and Indicators Report FY 2004-2008

Outcomes and Indicators	Achieved	Not Achieved	Probably Achieved	Data Not Available
<b>Outcome 1: Increasing the Professional Training</b>				
1.1 Increased training	X			
1.2 Increase in number of child development permit applications	X			
1.3 Increase in utilization of child development classes at FRC	X			
<b>Outcome 2: Increase in professional identification and networking</b>				
2.1 Increase in providers' networking opportunities	X			
2.2 Increase in providers' identification as a professional			X	
2.3 Increase in membership and attendance in P.C. Family Child Association	X			
<b>Outcome 3: Increase in retention of child care providers</b>				
3.1 Increase in providers' commitment to staying in their child care field			X	
3.2 Increase in providers' length of tenure at current job	X			
3.3 Decrease in turnover rates in child care jobs			X	

#### Outcome 1: Increasing the professional training of child care providers

- 1.1 From 2004 to 2008, professional training opportunities have both increased and diversified. Feather River College (FRC) has developed unique courses and delivery methods for those courses that are specific to provider needs. FRC has partnered with other agencies and programs such as Plumas Rural Services (PRS) and Birth Partners to deliver provider-specific training at times and locations most appropriate to providers. Additionally, FRC and PRS partnered to create a unit-bearing self-study kit housed at PRS' Child Care Resource and Referral Agency for providers.

In addition, CDE AB212 program funds through Plumas County Office of Education (PCOE), PRS and FRC have all increased provider scholarship opportunities to the annual CAEYC conference.

- 1.2 New Child Development Permit applications increased dramatically in the first three years of the CARES Program. In the following three years, new permit applications remained fairly steady, with 36 new applications in 2004-2007, as opposed to 35 in 2001-2004.
- 1.3
  1. Short term class offerings have increased this year as well as enrollment in short term classes.
  2. Overall numbers in ECE majors' classes have not increased, however this could be attributed to the changing demographics of Plumas County.
  3. There is an increase of students in entry level positions at center based programs enrolled in full term core classes, likely due to the need to obtain an initial child development permit.
  4. There is an increase of family child care providers enrolled in full term core classes who are seeking permits or degree options.
  5. More ECE center based staff at the higher levels on the matrix are enrolled in general education courses to move up on the permit matrix.

## **Outcome 2: Increase in professional identification and networking**

- 2.1 The increase in training opportunities and unit-bearing classes in recent years has substantially increased networking opportunities. In addition, the revision of CARES Track V strategies has increased the number of providers involved in leadership and advocacy groups.
- 2.2 Anecdotal data obtained during the annual program orientation and CARES advising appointments with providers indicate that professionalism increases exponentially with each year they participate in the CARES program.
- 2.3 In 2004 and 2005, the Plumas County Family Child Care Association (PFCCA) doubled enrollment. In 2006, enrollment grew by a few members. In 2007, membership dropped. Anecdotal information obtained from PFCCA members indicate that this is due to the increased number of Family Child Care Providers who are now on the Child Development Permit Matrix, and no longer need PFCCA meetings to qualify for the CARES program.

## **Outcome 3: Increase in retention of child care providers**

- 3.1 Retention continues to increase with the majority of CARES participants. Provider surveys in 2006 and 2007 indicate that 88% of CARES participants intend to enroll in the CARES program in the next program year, which is a strong indicator of retention in the field. Additionally, there has been a 37% increase in provider participation in the CARES program, indicating that a greater number of providers are considering remaining in the field at least long enough to attain permits or degrees.

- 3.2 In 2006, 57% of participants had been employed at the same worksite for longer than five years (average length for all participants 6.8%). In 2008, 59% of CARES participants have been employed at the same worksite for longer than five years (average length 10.10%).
- 3.3 No organized data collection is currently available on job turnover. However, anecdotal information indicates that the turnover rate among established Family Child Care Providers (FCC) and upper-level permit holders who provide center-based care continues to be relatively low, while the turnover rates among new FCC providers and center-based staff with no, or lower level permits continues to be high. However, participation in the CARES program among that population has increased by 62% in 2008, perhaps indicating that the retention rates within that group will increase. Historical state-wide data suggests that participation in the CARES program significantly increases retention within this group.

The First 5 Plumas CARES Program is considered a model among rural programs. Plumas CARES has been featured this year by Working for Quality Child Care for exemplary practice, and the on-line CARES Administrator. In addition, members of the CARES Planning/Advisory Committee have been invited several times to present at State and Regional level conferences. The Plumas County program is among the few programs, either rural or urban, that has both steadily increased participation of Family Child Care providers, and continued to increase overall participation as well. The majority of other county CARES programs are steadily losing both FCC and CCC participants. Much of the success in Plumas County is due to the strong collaboration between CARES, Feather River College, the Child Care Resource and Referral Agency, the Plumas County Child Care Development and Planning Council, and the CARES Planning/Advisory Committee.

Information for this report obtained from:

CARES Database  
Plumas Family Child Care Association  
Shelley Miller, Feather River College  
California Commission on Teacher Credentialing  
CARES Program Tracking Database

Submitted by: Susie Wilson  
CARES Program Coordinator

Edits/Doc. Proofing by: Ellen Vieira, ED First 5 Plumas &  
CARES Program Director