



Child Care Resource & Referral of Washington County Advisory Board Priorities

The Child Care Resource & Referral (CCR&R) of Washington County Advisory Board is focused on ensuring that child care provider's perspectives, voices, and needs are represented in the overall strategic plan and day to day work of CCR&R of Washington County and its staff. We are here to ensure that communication, support, and services that CCR&R provides are responsive to the language needs and communications preferences of all providers and available in multiple formats, and that CCR&R adapts strategies based on feedback from our provider communities in ways that are responsive to emergent needs.

CCR&R of Washington County is required by the state to focus on 4 key areas of work:

- **Recruitment & retention:** Recruit and promote retention of high quality, culturally and linguistically responsive Early Educators through a variety of innovative strategies that promote the profession, continuous quality improvement through relationship based professional development methods and retention in the field.
- **Training and professional development:** Provide, connect, and coordinate training and professional development for Early Educators using a relationship-based approach that promotes a culture of continuous quality improvement and professionalism.
- **Community collaboration:** Working with early learning system community partners to advance the goals of the Early Learning System.
- **Community & consumer engagement:** Information about quality child care to consumers of early care and education, general public and Early Learning System partners.

This document outlines the greatest challenges that providers face in each of these work areas, and what we would like to focus our advice and advocacy efforts on as a Board.

CCR&R Work Area	Greatest Challenges	Our Priorities
Recruitment & retention	• Becoming a provider is confusing and it feels like there is very little help to get started/figure out regulations. • Providers are struggling to find, hire, and retain staff. • Providers do not have access to substitutes to stay in ratio and/or to attend trainings. • State licensing staff are inconsistent and leave providers feeling confused and isolated. • Many providers struggle with the work of business operations/running a sustainable business which makes it hard to stay open and operating.	• Increasing the number of providers in Washington County, with a focus on increasing the capacity and quality of infant and toddler slots. • Increasing the number of linguistically diverse and culturally responsive providers in Washington County. • Make sure that providers find out about CCR&R services/supports ASAP after becoming licensed - and make sure this information is available in multiple languages. • Make sure information about the statewide substitute pool is accessible. • Advising CCR&R on strategies to better support providers to enhance and stabilize their business operations and making business support training available in multiple languages.
Training & professional development	• Advanced trainings (set 2 and set 3) are not widely available in languages other than English. • Providers are struggling to find training for working with children with special support needs and/or	• Providing advanced professional development, training, and support in languages other than English.

	challenging behaviors. • Accessing training and college courses to increase ORO steps is difficult, especially for providers who don't speak English as a primary language.	• Prioritizing more set 2 and set 3 trainings in Spanish and other languages other than English. • Identifying challenges and solutions for inclusive child care practices and enhancing support for providers working with children with challenging behavior. • Prioritize training on social emotional development and learning, special education, and diversity & inclusion. • Increasing support groups and peer groups among providers.
Community collaboration		• Developing stronger connections between child care providers in our community. • Enhancing relationships between child care providers and business owners/increasing the business community's support for the child care industry. • Advocacy focused on improving the child care system and improving working conditions for child care providers, with a focus on ensuring systems leaders, elected officials, and policy makers hear from providers regularly.

		• Partnering with organizations in the community that can help stabilize providers and provide support on the business side (example: Centro de Prosperidad; MESO; Oregon Child Care Alliance - shared services)
Community & consumer engagement		• Elevating the child care profession in the eyes of our community and building power among providers to influence systems and policies.

In addition to these required areas of focus, CCR&R staff have identified the following strategic priorities for the next year based on Advisory Board input to date: 1) increase brand recognition; 2) increase equity and access to services; 3) create centralized tools and services providers can access. The CCR&R Provider Advisory Board will provide input into the design and implementation of work related to these strategic priorities over the course of the next year.