



Re-Opening Early Education and Care

Considerations & Methods of Engagement

April 2020



Plan for Re-Opening Early Education and Care



Through
May 15th



Through
May 30th



Through
June 30th

Assess Landscape

Evaluate sustainability and capacity of the current landscape to assess the best mitigation strategies (now) and re-building strategies (future).

Design Strategies

Create 12-18 month plan for re-opening that addresses health and safety, sustainability, workforce, and financing concerns within the current landscape – in collaboration with internal and external stakeholders.

Prepare to Execute

Build structures, systems, people, technology, materials and guidance, and coordination mechanisms to support operations for the next 12-18 months and beyond.

Target: Create an adaptable plan that provides the structures needed to re-open child and youth programming through FY21 in tandem with statewide efforts to re-open businesses and the economy and responsive to the evolving public health situation.



Principles to Guide Re-Opening Strategies

<p>Issue clear guidance regarding protocols to protect the health and safety of families and staff, including:</p> <ul style="list-style-type: none">• Sanitation protocols and space configuration; supply needs• Program design modifications• Grouping and social distancing• Screening and exposure guidelines• Communication with families and staff	Health and Safety	<p>Align early education and care re-opening with state phases of re-opening</p> <p>Ensure synchronicity with schools and summer camp availability so working families have care for children and youth</p> <p>Target program supports to enable and accelerate family and community recovery</p>	Community Recovery
<p>Ensure adequate supports for the child care workforce, including clear screening and health protocols, expedited hiring processes, and onboarding support</p> <p>Identify incentives to retain and recruit high quality educators in the field and sustain them through the phases of re-opening to ensure adequate access to services for families</p>	Workforce	<p>Finance operations in a way that can withstand enrollment unpredictability; recognize increased startup costs throughout the phases of re-opening</p> <p>Use creative financing strategies to support sustainable and responsive economic re-start despite volatility in private pay market</p> <p>Maintain a viable system for vulnerable families through clear subsidy pathways</p>	Financing

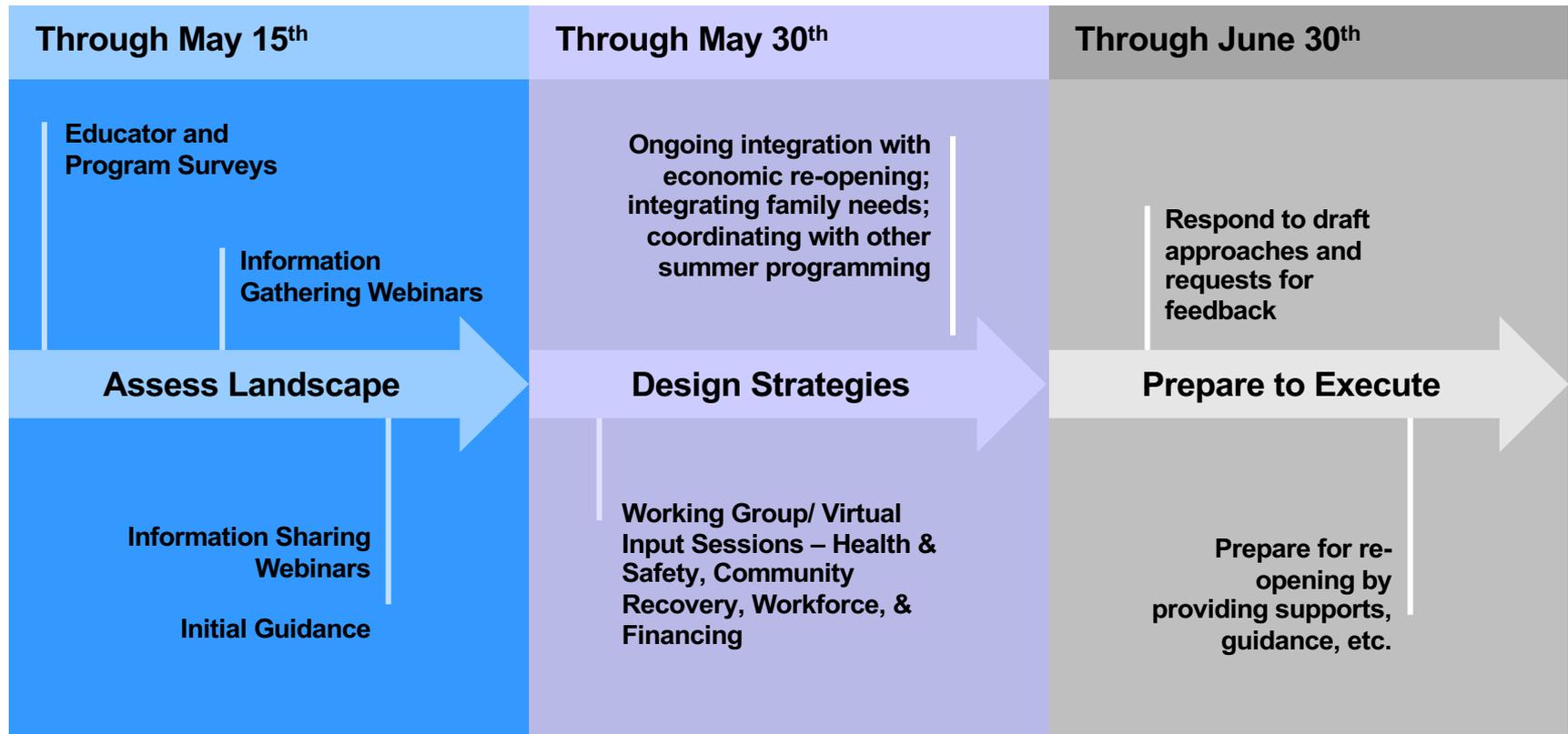


Principles into Planning: Working Areas of Focus

Health and Safety	Workforce	Community Recovery	Financing
<p>What criteria will it take to open programs with basic health and safety protocols, in alignment with DESE and DPH, including:</p> <ul style="list-style-type: none">• Sanitation of both indoor and outdoor spaces• Program design• Communications systems with families• Groups and Distancing• Recruiting, on-boarding and training for staff• Guidance on screening and exposure for staff regarding COVID crisis• Supplies <p>What are the steps and protocols to execute these changes?</p>	<p>Educators currently intersect with EEC through BRC, qualifications, and LMS processes. How can we streamline and simplify processes, clear backlogs, and prepare for an influx of educators needing accelerated clearance to work?</p> <ul style="list-style-type: none">• What criteria need to be set for educators, and how are they demonstrated?• Are there additional changes we need to make to clear pathways for educators?• What incentives would encourage educators to stay in the system?	<ul style="list-style-type: none">• What program supports are needed for the community and families to recover?• What are the mental and behavior supports that will be needed through reopening?• Do these ideas come with associated cost increases from EEC?• Do they come with increased costs to the field?• Are there operational implications for EEC?	<p>What approach to contracts and vouchers will clear pathways for families to work and enable the field to withstand enrollment fluctuations and private pay market ups and downs? Includes...</p> <ul style="list-style-type: none">• Cost of quality• Parent fees• CCR&R Contracts• Creative financing strategies• Support for FCCs through system contracts & other• Startup costs for programs <p>How can we incentivize capacity expansion in tandem with the state's re-opening priorities?</p>



Timeline



Re-opening timeline will be determined in line with updated public health information on the COVID-19 crisis.