

Child Care Resource & Referral of Washington County

A Program of Community Action



Annual Report 2023

Who We Are

Child Care Resource & Referral is the community expert for child care systems and the early learning workforce.

Child Care Resource & Referrals (CCR&Rs) are regional entities primarily funded by the Department of Early Learning and Care to recruit and retain child care businesses and early educators. There are 15 CCR&R's serving all 36 counties in Oregon. **CCR&Rs help expand high quality early learning and care across Oregon by empowering programs with resources and technical assistance.**

CCR&R of Washington County is a program of Community Action. Our team is extremely knowledgeable, highly skilled, and diverse, allowing us to support early educators in a variety of early learning settings and in Arabic, English, Somali and Spanish. CCR&R of Washington County works in close partnership with Early Learning Washington County, our regional Early Learning Hub.

Our Mission: Community Action leads the way to eliminate conditions of poverty and create opportunities for people and communities to thrive.

CCR&R Goals:

- Recruit and retain 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.
- 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.
- Work with community partners to advance the goals and strategies outlined in [Raise Up Oregon](#), Oregon's comprehensive state system plan for early childhood, prenatal to age five.



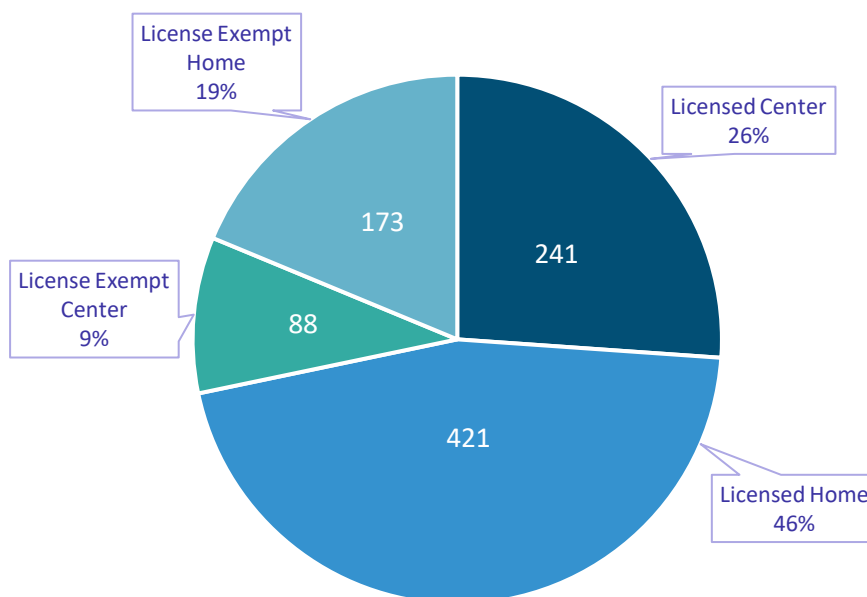
Who We Serve

Washington County's population is the second largest of Oregon's 36 counties and the most diverse county in the state.

CCR&Rs recruit and support early learning and care programs, home and center-based, licensed, and unlicensed. Our work prioritizes support for early educators serving children furthest from opportunity representing various sectors across the continuum of care to participate in professional development opportunities. These include but are not limited to family child care, centers, license-exempt care, Preschool Promise, Head Start, Early Head Start, public schools and private schools.

Washington County Child Care Landscape

Data current as of 12.31.2023



58% of programs

Speak a language other than English

This number includes the provider and staff in the program.

611 child care providers

accept Employment Related Day Care (ERDC)

With 2,060 families enrolled and 78% connected.

Equity Lens in Action

CCR&Rs are designed to focus on early educators furthest from opportunity and early educators serving children furthest from opportunity, including populations whom systems have historically underserved and under resourced. This includes Black, Indigenous, and other People of the Global Majority, individuals navigating poverty, those in rural communities and individuals with special needs. CCR&R of Washington County does not use a “first come, first served” model, as we recognize that this is likely to be skewed towards those with most resources and power. **CCR&R of Washington County centers the voices of local early educators in our work, through our CCR&R Advisory Board, listening sessions, and surveys, to ensure we strategically and intentionally address barriers, in culturally responsive and trauma informed ways.** We provide services in languages that meet the needs of our communities and are adapted to be culturally specific and responsive.

CCR&R Advisory Board

CCR&R of Washington County formed the CCR&R of Washington County Advisory Board in 2022 with key stakeholders, including child care business owners, early educators, and community partners, as a strategy to facilitate community driven decision making. The Advisory Board developed a charter that outlines the vision, commitments, and charge of the group. The following excerpt captures the spirit of the document: ***“We are committed to bringing the voice of child care providers to the policy making and system design table. As child care providers and early learning advocates, we recognize that child care is essential to the health and success of our community, and that providers deserve respect and a voice in programs, policies, and regulations that impact them.”***

The 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. The Advisory Board exists to ensure that communication, support, and services CCR&R provides are responsive to the language needs, communications preferences, and adaptable based on feedback in ways that are responsive to emergent needs.

The Advisory Board established priorities of focus which fall in four key areas of work:

1. Recruitment & Retention
2. Training & Professional Development
3. Community Collaboration
4. Community & Consumer Engagement

Membership in 2023 included six early educators and three community partners, Early Learning Washington County, Northwest Regional Education Service District and Portland Community College. Due to attrition, we are currently recruiting new child care providers and early educators to ensure the board’s purpose mains intact.

Recruitment Impact



133 new child care programs opened in 2023 in Washington County



54 were family child care programs who completed the required training with CCR&R of Washington County

Watch this Fox 12 Surprise Squad [video](#) that shows our capacity building work in action!



Retention Strategies

Early Childhood Mental Health Summit

On Saturday, June 3rd, CCR&R hosted the 2023 Washington County Early Childhood Mental Health Summit for early childhood educators. The event included four hours of high quality professional development, breakfast, resource tables, a raffle, lunch, and networking time all at no cost to attendees. The keynote presented by Trauma Informed Oregon was entitled "*What's Wellness Got To Do With It?: An Exploration of the Vital Importance of Individual and Organizational Well-being.*" **This centered the day which was focused on workforce wellness in response to the lasting impacts COVID has had on the field.**

Breakout training sessions were presented in English and Spanish with interpretation in Arabic and Somali throughout the event. With over 90 early educators in attendance, it was a beautiful day filled with reflection and connection. Special thanks to our community partners: Beaverton City Library, Cedar Mill Library, Early Learning Washington County, Hillsboro School District, Northwest Regional Education Service District, Tigard-Tualatin School District, United Way of the Columbia-Willamette, and Washington County Cooperative Library Services for partnering on this important event!

You can read more about this event and partnership at the “I Partner With My Public Library” Award [page](#). CCR&R was honored to receive this inaugural award.



Business Coaching

The work of a child care provider is extremely tough. They are expected to be early childhood education experts, business owners, cooks, janitors, administrators and much more. Individuals become child care providers because they love working with children, but not many have a background in or knowledge of running a business. CCR&R identified this as a need in Washington County and applied for a grant opportunity to increase business acumen among child care program owners.

CCR&R was selected as part of an extended pilot program through the [Oregon Child Care Alliance](#) after an extensive application and interview process. **This program focuses on building strong business leadership within child care programs and creating cost-effective administration to maximize resources and ensure sustainability of the child care programs.** The following quote highlights the impact a CCR&R Business Coach can have with child care business owners:

“In the Fall of 2022, my business was on the brink of failure. My enrollment was down, and I didn’t know what to do. CCR&R provided the training and support that I needed to persevere through a very difficult time. And it worked. I am at full enrollment as of today, and I am thrilled!”
– Washington County child care business owner

Early Learning Higher Education Consortia

In partnership with Clackamas Community College (CCC), CCR&R recruited a cohort of 25 Spanish speaking participants for the opportunity to earn their Early Childhood Education 45 credit 1-year certificate, fully in Spanish, at no cost to the participants. Through this collaboration, CCC is working with university partners towards developing a bachelor's degree in Spanish to expand Early Childhood Education degree pathway access and opportunities.



Focused Child Care Networks

Through American Rescue Plan Act funds, granted by Washington County, CCR&R was able to increase skills and knowledge of early educators from historically underserved communities utilizing Focused Child Care Networks. **Focused Child Care Networks are a means to increase the supply of quality child care and support continuous quality improvement.** Research has shown that families make child care arrangements based on price, location, and shared values. These factors influence a community's approach to creating a supply of quality child care options.

The purpose of a Focused Child Care Network is to gather a cohort of early educators to meet frequently with a Quality Improvement Specialist to discuss best practices, access and share resources, receive training, and encourage progress as they work toward increasing the quality of their program. With funding from Washington County, CCR&R was able to run Focused Child Care Networks supporting 50 early educators who speak Arabic, Somali and Spanish. One example of success is seen in a Spanish speaking early educator grow her business from an unlicensed child care provider to a licensed child care program. This result yields an increased capacity, from 3 to 10 child care slots, creating a more sustainable business model, while raising the quality of care provided to the children and families in the program.

Another success through the Focused Child Care Networks is increased access to professional development. CCR&R translated or developed 40 new trainings in Arabic, Somali and Spanish to increase the supply of high-quality trainings available in these languages. The offering of these training resulted in increased knowledge and 37 instances of early educators formally advancing their professional development in the Oregon Registry, Oregon's early learning career lattice.

"Thank you very much for all your help. I didn't know how to advance before contacting you. I have never had someone help me like this. I tell my friends that you are my angel. I am grateful you were put in my path."

– Spanish speaking network participant



"I no longer feel alone. I feel like I can conquer many things now that I have you by my side. I want to do so much more with my program. I want to hire more staff and help more families."

– Somali speaking network participant

Preschool Promise Coaching

CCR&R Preschool Promise Coaches and Preschool Promise Specialists provide ongoing and intensive technical assistance through Practice Based Coaching to early educators and early learning programs serving Preschool Promise enrolled families. These CCR&R staff focus on increasing the individualized system of supports by setting goals, reviewing program level data and child outcomes, and altering practices to achieve continuous high quality early care and education in the implementation of Preschool Promise in Washington County.

CCR&R partnered with Northwest Regional Education Service District to strengthen inclusive practices implemented in Preschool Promise programs in Washington County. This partnership was a collaborative approach to support inclusive environments, which included peer coaching,

environment tours and live modeling. The photos below highlight a peer coaching opportunity that included a program tour, Q&A session and networking hosted by Amazing Minds 1 & 2.



Training & Professional Development Data

Annual Data – 2023

- **1,526** unduplicated early educators attended training offered with CCR&R
 - 41% indicated a primary language other than English
 - 21,307 total hours of training completed
- **115** early educators formally increased their professional development by advancing on the Oregon Registry, Oregon’s early learning career lattice
 - 85% have a primary language other than English
- **268** unique programs received technical assistance
- **233** early educators participated in a transformational technical assistance opportunity*
 - 76% have a primary language other than English
 - 89% serve families at or under 200% of the federal poverty level

*Defined as participating in a long-term activity focused on continuous quality improvement such as a Focused Child Care Network or Practice Based Coaching