



OFFICE OF
Early Learning
LEARN EARLY. LEARN FOR LIFE.

EARLY LEARNING COALITION OF ORANGE COUNTY
SCHOOL READINESS PLAN
FOR FY 2015-16 AND 2016-17



Table of Contents

- Overview 6
- I. COALITION OPERATIONS 6
 - A. Membership..... 6
 - B. Business Organization 11
 - C. Articles of Incorporation 12
 - D. Bylaws 12
 - E. Coalition Fiscal Agent Contract (if applicable)..... 12
 - F. Procurement 12
 - G. Tangible Personal Property Maintenance 13
 - H. Records Maintenance 13
 - I. Information Technology Security Controls 13
 - J. Disbursement Controls 13
- II. IMPLEMENTATION 14
 - A. Minimum Children to be Served by Care Level 14
 - B. Single Point of Entry Implementation..... 14
 - C. Unified Wait List Implementation..... 14
 - D. Eligibility and Enrollment Policies and Procedures..... 14
 - E. Parent Access and Choice..... 15
 - F. Sliding Fee Scale and Fee Waiver Policies..... 15
 - G. Use of Child Screenings and Pre and Post Assessments..... 18
 - H. Provider Payment Rates 19
- III. QUALITY ACTIVITIES AND SERVICES 21
 - A. Child Care Resource and Referral (CCR&R) and School-Aged Care..... 21



- B. Infant and Toddler Early Learning Programs..... 22
- C. Inclusive Early Learning Programs 24
- D. Quality Performance Report..... 25
- IV. **FINANCIAL MANAGEMENT**
- A. Budget 31
- B. Prior Year Revenues and Expenditures 31
- V. **MONITORING**
- A. Monitoring Plan and Procedures 32
- B. Grievance/Complaint Resolution 32
- VI. **COALITION PLAN VALIDATION**
- A. Public Input 33

Coalition Identification and Information

Coalition Name:	EARLY LEARNING COALITION OF ORANGE COUNTY	FEIN #:	31-1751986
Address:	1940 Traylor Blvd. Orlando FL 32804	Mailing Address (if different):	PO Box 540387 Orlando FL 32854
Phone:	(407) 841-6607	Fax:	(407) 749-0282
E-mail Address:	Karen@elcoc.org		

Chair	Executive Director or Chief Executive Officer	Finance Director	Counties Represented
LINDA LANDMAN-GONZALEZ	KAREN WILLIS	LEONARDO ALMANZA	ORANGE

The coalition certifies that it will provide all services compliance with the plan as the Florida Office of Early Learning (OEL) approved. The coalition further certifies that it will provide the local services in compliance with all applicable federal, state and local laws and regulations and the State Child Care and Development Fund Plan that Federal Department of Health and Human Services approved.

ABBREVIATIONS

<p>4C: Community Coordinated Care for Children, Inc.</p> <p>ASQ: Ages and Stages Questionnaire</p> <p>AWI: Agency for Workforce Innovation</p> <p>CAP: School District Community Alignment Project</p> <p>CCC: Citizens Commission for Children (Orange County Govt.)</p> <p>CCR&R: Child Care Resource and Referral</p> <p>CDA: Child Development Associate</p> <p>CLASS: Classroom Assessment Scoring System</p> <p>DAP: Developmentally Appropriate Practices</p> <p>DCF: Department of Children and Families</p> <p>E-LAP: Early-Learning Accomplishments Profile</p> <p>EFS: Enhanced Field System</p> <p>EL: Early Learning</p> <p>ELCOC: Early Learning Coalition of Orange County</p> <p>FCCH: Family Child Care Home</p> <p>FDCERS: Family Day Care Environmental Rating Scale</p> <p>FPL: Federal Poverty Level</p> <p>GRTR: Get Ready to Read</p> <p>HS: Head Start</p> <p>ILP: Individual Learning Plan</p> <p>LAP-D: Learning Accomplishments Profile-Diagnostic</p> <p>MMCI: Making the Most of Teacher Child Interactions</p> <p>OCPS: Orange County Public Schools</p> <p>OEL: Office of Early Learning</p> <p>PARENT: Adult responsible for the child, i.e. biological, adoptive or relative</p>	<p>PDS: Professional Development Specialist</p> <p>PERKS: Partners in Education and Research for Kindergarten Success grant.</p> <p>PKZ: Parramore Kidz Zone Baby Institute</p> <p>PoPs: Providers on Probation</p> <p>Provider: Any provider serving SR eligible children funded by the ELCOC. A provider may be an informal/relative, registered FCCH, licensed FCCH, licensed center, faith based exempt, license exempt, or school based.</p> <p>PS: Protective Supervision (for children at risk of abuse and neglect)</p> <p>QIRS: Quality Rating Improvement System</p> <p>R&R: Resource and Referral</p> <p>SPOE: Simplified Point of Entry</p> <p>SR: School Readiness</p> <p>SSI: Supplemental Security Income</p> <p>TA: Technical Assistance</p> <p>TCA: Temporary Cash Assistance</p> <p>TCC: Transitional Child Care</p> <p>UCP: United Cerebral Palsy; serves children with special needs</p> <p>UWL: Unified Wait List</p> <p>VPK: Voluntary Pre-Kindergarten education program</p> <p>WAGES: Workforce Transition Program or Workforce Development Program</p>
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I. COALITION OPERATIONS

A. Membership

Please complete the **Coalition Membership Form**. Please complete the **Coalition Membership Form**.

Early Coalition of Orange County Approved as of [date added when approved by OEL]								
Count or N/A	Designation in F.S. 1002.83(3) and (4)	Voting Member	Name Address Telephone Number Fax Number Email Address	Affiliation and/or Employment	For multi-county coalitions, indicate the county the member represents	Date Appointed	Length of Current Term and Date it Will End	Term
1	Chair, appointed by the Governor	Yes	Linda Landman Gonzalez 8602 Savory Drive Orlando, FL 32825 Tel: 407- 916-2530 Fax: 407-916-2985 lgonzalez@orlandomagic.com	Orlando Magic		June 2013	4 years April 2017	1
	Private sector appointed by the Governor	Yes	Awaiting Appointment					
	Private sector appointed by the Governor	Yes	Awaiting Appointment					
2	Department of Children & Family Services circuit administrator or designee	Yes	Courtney Barnett 400 West Robinson St Orlando, FL 32801 Tel: 407-317--7064 Cell: 407-721-0013 courtney_barnett@myflfamilies.com	DCF District 9		April 2013	Seated until Replaced	N/A
3	District superintendent of schools or designee	Yes	Shana Rafalski 445 W. Amelia Street Orlando, FL 32801	Orange County Public Schools		October 2013	Seated until Replaced	N/A

Early Coalition of Orange County Approved as of [date added when approved by OEL]								
Count or N/A	Designation in F.S. 1002.83(3) and (4)	Voting Member	Name Address Telephone Number Fax Number Email Address	Affiliation and/or Employment	For multi-county coalitions, indicate the county the member represents	Date Appointed	Length of Current Term and Date it Will End	Term
			Cell: 813-601-3536 Fax: 407-317-3569 shana.rafalski@ocps.net					
4	Regional workforce board executive director or designee	Yes	Ann Beecham 707 Mendham Blvd., Ste. 250 Orlando, FL 32827 Tel: 407-531-1222 Ext. 2010 Fax: 407-708-1424 abeecham@careersourcecf.com	CareerSource Central Florida		January 2015	Seated until Replaced	N/A
5	County health department director or designee	Yes	Gabriele Bloodworth 6101 Lake Ellenor Drive Orlando, FL 32809 407-858-1400 Ext. 1176 Fax: 407-383-2860 gabriele.bloodworth@flhealth.gov	Florida Health Department		October 2007	Seated until Replaced	N/A
6	President of a Florida College System institution or his or her permanent designee	Yes	Dr. Molly McIntire 1800 South Kirkman Road Location: 11-103 Orlando, FL 32811 (407) 582-5588 Fax: (407) 582-1675 mmcintire1@valenciacollege.edu	Valencia College		June 2015	Seated until Replaced	N/A
7	Member appointed by Board of County Commissioners or the governing board of a municipality	Yes	Lonnie Bell 400 E South Street Orlando, FL -32801 Tel: 407-836-7318 Fax: 407-383-2860 lonnie.bell@ocfl.net	Orange County Board of County Commissioners		December 2009	Seated until Replaced	N/A

Early Coalition of Orange County Approved as of [date added when approved by OEL]								
Count or N/A	Designation in F.S. 1002.83(3) and (4)	Voting Member	Name Address Telephone Number Fax Number Email Address	Affiliation and/or Employment	For multi-county coalitions, indicate the county the member represents	Date Appointed	Length of Current Term and Date it Will End	Term
8	Head Start Director	Yes	Sonya Hill 2100 E. Michigan Avenue Orlando, FL 32806 Tel: 407-836-7409 Fax: 407-836-8969 sonya.hill@ocfl.net	Orange County Head Start		April 2014	Seated until Replaced	N/A
9	Representative of private for-profit child care providers	Yes	Arlene Miller 209 West Oakridge Road Orlando, FL 32809 Tel: 407-851-2955 arlenert57@aol.com	Storybook School		October 2014	4 years October 2018	1
10	Representative of faith based child care providers	Yes	Pamela Piorkowski 500 South Semoran Blvd Orlando, FL 32807 Tel: 407-823-9744 Fax: 407-380-1186 ppiorkowski@orlandochristianprep.org	Orlando Christian Prep		October 2011	4 years October 2015	1
11	Representative of program under federal Individuals with Disabilities Education Act	Yes	Cindy Metz 1221 W. Colonial Dr., 3 rd Flr. Orlando, FL 32804 Tel: 407-852-3310 Fax: 407 852-3301 cmetz@ucpcf.org	UCP		October 2013	4 years October 2017	1
12	Children services council or juvenile welfare board chair or executive director	Yes	Tyra Witsell 2100 East Michigan St Orlando, FL 32806 Tel: 407-836-9504 Fax: 407-836-7629 tyra.witsell@ocfl.net	Citizen Commission for Children		January 2000	Seated until Replaced	N/A

Early Coalition of Orange County Approved as of [date added when approved by OEL]								
Count or N/A	Designation in F.S. 1002.83(3) and (4)	Voting Member	Name Address Telephone Number Fax Number Email Address	Affiliation and/or Employment	For multi-county coalitions, indicate the county the member represents	Date Appointed	Length of Current Term and Date it Will End	Term
	Child care licensing agency head	Yes, if applicable	N/A					
13	Central agency administrator	Yes	Pat Frank 3500 West Colonial Dr Orlando, FL 32808 Tel: 407-532-4124 Fax: 407-445-7341 pefrank@4cflorida.org	Community Coordinated Care for Children, Inc. (4C)		October 2013	Seated until Replaced	N/A
14	Private Sector Business	Yes	Erika Cooper 633 North Orange Ave Orlando, FL 32801 Tel: 407-420-5592 ecooper@orlandosentinel.com	Orlando Sentinel Communications		October 2014	Completing Lorna Henry's term until October 2015	N/A
15	Private Sector Business	Yes	Laura Williamson 1000 Darden Center Drive Orlando, FL 32837 Tel: 407-245-4026 Fax: 407-241-7339 lkroupa@darden.com	Darden		October 2009	4 years October 2017	2
16	Private Sector Business	Yes	Kari Conley 1414 Kuhl Avenue MP 56 Orlando, FL 32806 Tel: 321-841-8031 kari.conley@orlandohealth.com	Orlando Health		October 2014	4 years October 2018	1
17	Private Sector Business	Yes	Paul Roldan 100 W. Lucerne Circle, Ste. 200 Orlando, FL 32801 Tel: 407-210-3888	Allgen Financial Services, Inc.		October 2013	4 years October 2017	1

Early Coalition of Orange County Approved as of [date added when approved by OEL]								
Count or N/A	Designation in F.S. 1002.83(3) and (4)	Voting Member	Name Address Telephone Number Fax Number Email Address	Affiliation and/or Employment	For multi-county coalitions, indicate the county the member represents	Date Appointed	Length of Current Term and Date it Will End	Term
			Fax: 407-201-3887 roldan@allgenfinancial.com					
18	Private Sector Business	Yes	Jaime Pinero Director of Sales 555 Lake Border Drive Apopka, FL 32703 Tel: 407-889-1295 jaime.pinero@centurylink.com	CenturyLink		April 2011	4 years October 2018	2
19	Private Sector Business	Yes	Verbelee Nielsen-Swanson 7727 Lake Underhill Road Orlando, FL 32822 Tel: 407-303-2909 verbelee.nielsen-swanson@flhosp.org	Florida Hospital		April 2014	4 years October 2018	1
20	Private Sector Business	Yes	Michael Donilon 9205 Southpark Center Loop Suite 400 Orlando, FL 32819 Tel: 407-226-5444 michael.donilon@seaworld.com	SeaWorld Entertainment		December 2014	4 years October 2018	1
21	Private Sector Business	Yes	Dawn Steward 600 Courtland Street Suite 565 Orlando, FL 32804 Stu2130@aol.com	Legislative Lobbyist (self-employed)		October 2010	4 years October 2018	2
22	Community Representative	Yes	Hannah Besanceney 816 North Interlachen Avenue Winter Park, FL 32789 Tel: 703-862-2075	Community Philanthropist		October 2012	4 years October 2016	1

Early Coalition of Orange County								
Approved as of [date added when approved by OEL]								
Count or N/A	Designation in F.S. 1002.83(3) and (4)	Voting Member	Name Address Telephone Number Fax Number Email Address	Affiliation and/or Employment	For multi-county coalitions, indicate the county the member represents	Date Appointed	Length of Current Term and Date it Will End	Term
			hannah.besanceney@gmail.com					
23	Community Representative	Yes	Marli Porth 851 North Maitland Avenue Maitland, FL 32751 407-645-5933 ext. 233 mporth@jfgo.org	Jewish Federation of Greater Orlando		June 2015	4 years October 2019	1
24	Community Representative	Yes	Linda Sutherland 600 Courtland St Orlando, FL. 32804 Tel: 407-741- 5240 linda@healthystartorange.org	Healthy Start of Orange County		June 2015	Completing Dawn Steward's term until October 2018	N/A

Early Coalition of Orange Coalition Membership Management	
Approved as of [date added when approved by OEL]	
I.	TOTAL MEMBERSHIP: 24
II.	TOTAL PRIVATE SECTOR MEMBERSHIP: 9 PRIVATE SECTOR PERCENTAGE: 37.5%
III.	TOTAL NON-VOTING EX OFFICIO MEMBERSHIP: 0
IV.	NUMBER OF VACANCIES IN REQUIRED POSITIONS: 2 (Governor Appointees)

B. Business Organization

Please attach a copy of the coalition's business organization as **Attachment I.B.**

C. Articles of Incorporation

Please attach a copy of the coalition’s articles of incorporation as **Attachment I.C.**

N/A

D. Bylaws

Please attach a copy of the coalition’s bylaws as **Attachment I.D.**

E. Coalition Fiscal Agent Contract (if applicable)

Please attach a copy of the fiscal agent contract (if applicable) as **Attachment I.E.**

N/A

F. Procurement

All new federal funds (new awards and new monies, such as continuation awards, supplements, etc.) received for existing federal awards with a start date on or after December 26, 2014, are subject to 2 CFR Part 200 (OMB Circular A-81, commonly referred to as Uniform Grant Guidance or 2 CFR Part 200).

To assist with policy transitioning tasks, OMB has granted an extension to July 1, 2016 for implementation of A-81’s Procurement requirements. Therefore, between now and June 30, 2016, the Early Learning Coalition of Orange County’s current policy will remain in effect and will continue to comply with the requirements of OMB Circular A-110.

Please refer to **Attachment I.F- Contract Management Handbook** as the current coalition procurement policy pending revision to meet the requirements of OMB Circular A-81 (Uniform Grant Guidance or 2 CFR Part 200) .

G. Tangible Personal Property Maintenance

Please attach the coalition's tangible personal property maintenance policy as **Attachment I.G.**

H. Records Maintenance

Please attach the coalition's maintenance of records policy as **Attachment I.H.**

I. Information Technology Security Controls

Please attach the coalition's IT security policy as **Attachment I.I.**

J. Disbursement Controls

Please attach the coalition's disbursement controls policy as **Attachment I.J.**

II. IMPLEMENTATION

A. Minimum Children to be Served by Care Level

Please fill out the **Minimum Children to be Served by Care Level Form** by running **EFS Ad Hoc Report CC085**.

Care Code	Description	Minimum # of Children Served
(INF)	<12 MTH	362
(TOD)	12<24 MTH	1020
(2YR)	24 <36 MTH	1340
(PR3)	36 <48 MTH	1501
(PR4)	48 <60 MTH	1514
(PR5)	60 <72 MTH	537
(SCH)	In School	2005
(SPCR)	Special Needs	35
(SPTN)	Special Needs Teen	0

If applicable, please attach supporting documentation as **Attachment II.A**.

B. Single Point of Entry Implementation

Please attach the coalition’s policies and procedures for implementing the Single Point of Entry (SPE) as **Attachment II.B**.

C. Unified Wait List Implementation

Please attach the coalition’s policies and procedures for implementing the Unified Wait List (UWL) as **Attachment II.C**.

D. Eligibility and Enrollment Policies and Procedures

Please attach the coalition’s eligibility and enrollment policies and procedures as **Attachment II.D**.

E. Parent Access and Choice

Please attach the coalition's policies and procedures for implementing parent access and choice as **Attachment II.E.**

F. Sliding Fee Scale and Fee Waiver Policies

Please complete the **Sliding Fee Scale For Parent Co-Payments Form**, and attach the coalition's fee waiver policies as **Attachment II.F.**

Early Learning Coalition of Orange County -- Sliding Fee Schedule

Effective Date: July 1, 2015

DAILY FEE		----- Number of persons in Family -----									
Full-Time	Part-Time	1	2	3	4	5	6	7	8	9	10
1.90	0.95	0	0	0	0	0	0	0	0	0	0
50%FPL		5,885	7,965	10,045	12,125	14,205	16,285	18,365	20,445	22,525	24,605
2.70	1.35	5,886	7,966	10,046	12,126	14,206	16,286	18,366	20,446	22,526	24,606
50-75%FPL		8,828	11,948	15,068	18,188	21,308	24,428	27,548	30,668	33,788	36,908
3.50	1.75	8,829	11,949	15,069	18,189	21,309	24,429	27,549	30,669	33,789	36,909
75-100%FPL		11,769	15,929	20,089	24,249	28,409	32,569	36,729	40,889	45,049	49,209
4.30	2.15	11,770	15,930	20,090	24,250	28,410	32,570	36,730	40,890	45,050	49,210
FPL		13,732	18,586	23,439	28,292	33,146	37,999	42,853	47,706	52,560	57,413
5.10	2.55	13,733	18,587	23,440	28,293	33,147	38,000	42,854	47,707	52,561	57,414
150%FPL		15,694	21,241	26,788	32,335	37,882	43,429	48,976	54,523	60,070	65,617
5.90	2.95	15,695	21,242	26,789	32,336	37,883	43,430	48,977	54,524	60,071	65,618
150%FPL		17,655	23,895	30,135	36,375	42,615	48,855	55,095	61,335	67,575	73,815
6.70	3.35	17,656	23,896	30,136	36,376	42,616	48,856	55,096	61,336	67,576	73,816
150%FPL		18,341	24,824	31,306	37,789	44,271	50,754	57,236	63,719	70,201	76,684
7.50	3.75	18,342	24,825	31,307	37,790	44,272	50,755	57,237	63,720	70,202	76,685
150%FPL		19,027	25,752	32,477	39,203	45,928	52,653	59,378	66,103	72,828	79,553
8.30	4.15	19,028	25,753	32,478	39,204	45,929	52,654	59,379	66,104	72,829	79,554
150%FPL		19,714	26,681	33,649	40,616	47,584	54,551	61,519	68,487	75,454	82,422
9.10	4.55	19,715	26,682	33,650	40,617	47,585	54,552	61,520	68,488	75,455	82,423

Annual Gross Income

		20,400	27,610	34,820	42,030	49,240	56,450	63,660	70,871	78,081	85,291
-	-	-	-	-	-	-	-	-	-	-	-
9.90	4.95	20,401	27,611	34,821	42,031	49,241	56,451	63,661	70,872	78,082	85,292
		21,086	28,539	35,991	43,444	50,897	58,349	65,802	73,254	80,707	88,160
-	-	-	-	-	-	-	-	-	-	-	-
10.70	5.35	21,087	28,540	35,992	43,445	50,898	58,350	65,803	73,255	80,708	88,161
		21,775	29,471	37,167	44,863	52,559	60,255	67,951	75,647	83,343	91,039
185%FPL		21,776	29,472	37,168	44,864	52,560	60,256	67,952	75,648	83,344	91,040
		22,657	30,665	38,673	46,681	54,689	62,697	70,705	78,713	86,721	94,729
-	-	-	-	-	-	-	-	-	-	-	-
11.50	5.75	22,658	30,666	38,674	46,682	54,690	62,698	70,706	78,714	86,722	94,730
		23,540	31,860	40,180	48,500	56,820	65,140	73,460	81,780	90,100	98,420
200%FPL		-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-

Parents receiving hourly care pay up to the part time fee. Refer to 6M-4.400, F.A.C. Please answer the following questions:

- (1) If there is a sibling discount what is the percentage? No
- (2) If any family pays more than 10% of their gross income for child care, please complete the attached justification form that explains how the fees will not limit parent access to services. If initial fees are over 10% of income the fee will be established at the next lowest bracket possible to meet this requirement. The lowest fee possible will be assigned to meet the Personal Responsibility Act. The lowest fee possible is the one assigned to the 50% level of the FPL.
- (3) Describe at what points during the year school age schedules are adjusted. For example, beginning of summer, end of summer, spring break, etc. Fees for school agers are adjusted to part-time care at the beginning of the school year and adjusted to full-time care at the beginning of summer break.

G. Use of Child Screenings and Pre and Post Assessments

If applicable, what assessment tool does the coalition use to perform pre and post? If applicable, who administers the pre- and post-assessments (coalition/contractor/child care providers). If applicable, what are the age ranges that receive a pre and post assessment?

Child Screening: The Coalition uses Ages and Stages (ASQ) as its approved developmental screen. All children 4 to 60 months are screened using the tool unless declined by parent or guardian. The initial screen is done during intake. Subsequent screens are conducted by providers within 30 days of the child's birthday.

Pre and Post Assessments: The Coalition uses Teaching Strategies GOLD as its approved pre/post assessment. Participation by providers is voluntary and the assessment is conducted by the provider. The Coalition incentivizes participation by covering the cost of training, technical assistance, and child portfolios. Completion of initial, mid and final checkpoints receive additional participation incentives. Participating providers are encouraged to use Gold for all SR children birth to 60 months unless declined by parent or guardian.

Please refer to **Attachment I.G.1-** Child Screening and **Attachment I.G.2-** Pre and Post Assessments.

N/A

H. Provider Payment Rates

Early Learning Coalition of Orange County								
DAILY PAYMENT-RATE SCHEDULE (Effective July 1, 2015)								
Full-Time Daily Rates (Completed by COALITION)								
CARE CODE	Description	Licensed or Exempt Providers	Gold Seal Differential	Gold Seal Differential	Licensed Family Child Care Homes	Registered Family Child Care Homes	Informal Providers	Before or After School
(INF)	<12 MTH	25.50	30.60	30.60	21.25	19.20	10.00	
(TOD)	12<24 MTH	22.10	26.52	26.52	20.40	17.00	9.20	
(2YR)	24 <36 MTH	20.40	24.48	24.48	18.40	17.00	9.20	
(PR3)	36 <48 MTH	19.55	23.46	23.46	18.00	16.00	9.00	
(PR4)	48 <60 MTH	19.55	23.46	23.46	17.00	16.00	8.50	
(PR5)	60 <72 MTH	19.55	23.46	23.46	17.00	16.00	8.50	9.60
(SCH)	In School	17.00	20.40	20.40	15.75	15.00	7.50	9.60
Part-Time Daily Rates (Completed by COALITION)								
CARE CODE	Description	Licensed or Exempt Providers	Gold Seal Differential	Gold Seal Differential	Licensed Family Child Care Homes	Registered Family Child Care Homes	Informal Providers	Before or After School
(INF)	<12 MTH	15.95	19.14	19.14	13.90	13.21	6.20	
(TOD)	12<24 MTH	14.75	17.70	17.70	13.35	12.40	6.20	
(2YR)	24 <36 MTH	14.00	16.80	16.80	11.55	11.00	5.50	
(PR3)	36 <48 MTH	12.7	15.24	15.24	10.50	10.00	5.00	
(PR4)	48 <60 MTH	12.85	15.42	15.42	10.50	10.00	5.00	
(PR5)	60 <72 MTH	12.85	15.42	15.42	10.50	10.00	5.00	9.60
(SCH)	In School	9.60	11.52	11.52	9.00	9.00	4.50	9.60
Informal child care arrangements shall be reimbursed at not more than 50 percent of the rate adopted for a family day care home.								

Special Needs Rate (Completed by COALITION)			
CARE CODE	Description	Full Time	Part Time
(SPCR)	Special Needs	See Below	See Below
<p>(a) A child care provider may be paid at a higher rate if caring for any school readiness child with special needs requiring additional care. To receive a special needs rate, a child care provider must submit a list of the special needs services it is providing for each special needs child, in addition to the routine school readiness services. A special needs rate may be negotiated up to 20% percent above the maximum infant care rate established by the coalition for that provider care type. However, this rate <u>shall not exceed</u> the provider's private pay rate for its infant care level.</p> <p>(b) To receive a special needs rate, in addition to the base rate, it must be requested by the provider and approved by the coalition. A special needs rate may be reimbursed for a school readiness child that has a documented physical, mental, emotional, or behavioral condition that requires a higher level of care in the child care setting. The special need child's condition must be validated by a licensed health, mental health, education or social service professional other than the child's parent or person employed by the child care provider. (6M-4.500, F.S.)</p>			

III. QUALITY ACTIVITIES AND SERVICES

A. Child Care Resource and Referral (CCR&R) and School-Aged Care

1. Describe the quality activities and services the coalition will implement to enhance child care resource and referral and school-age care.
Abiding by the procurement requirements of s. 1002.84(12), the Coalition contracts for a portion of CCR&R services with an agency that has local agreements with a number of local municipalities, county governments, foundations, and other for-profit and not for profit entities to enhance its services. In addition the Coalition also offers CCR&R services through a number of community events and related activities. CCR&R services are provided without cost to the individual requesting the services nor to a provider or organization for identifying the provider or organization through the single statewide information system. Referrals are to be provided within three(3) business days of the individual's request for services. The Coalition or its designee attempts to personally contact an individual requesting services in an emergency situation sooner upon becoming aware of a request for urgent services. CCR&R services are provided no less than 40 hours each week in a physical location and via telephone. Services are offered via telephone, email, on-line, fax or in person.
The contracted portion of the CCR&R system in Orange County meets or exceeds the requirements of 6M-9.300 as all CCR&R specialists are certified which is above the minimum standard required. This contracted service provides child care referrals, a simplified point of entry and a unified waitlist. In order to assist parents in making an informed choice, the contracted CCR&R staff provides guidance to parents on selecting quality child care within various legally operating child care facilities (parents receive a checklist with quality care indicators), available child care options with rules and regulations that govern each, and a list with a minimum of five (5) providers matching the criteria requested by the parent unless fewer than five (5) providers within the CCR&R agency's services area meet the criteria requested. Additional referrals for community services are given to the families as the need arises and quarterly a random sample of customers are asked to complete customer satisfaction surveys. The Coalition ensures that CCR&R resource files include all the services listed on s. 1002.92(3)(a-h).

Additionally a Warm Line is maintained to assist families in need of early special needs intervention, special needs referrals, and other activities that facilitate inclusion. Further discussion of this service is included in section III.C.

Furthermore, Coalition staff (at times complemented by contracted CCR&R personnel) regularly attend community events to provide information about both the VPK and SR program, indicators of program quality, and the importance of early learning as a part of the development of young children. Children's books and similar items along with partner information when available (examples include KidCare, Healthy Start, DCF Safe Baby brochures) are distributed along with contact information for other CCR&R services. While the events attended may vary from year to year, annually the Coalition participates in upwards of 20 events per year.

Given resource constraints, the Coalition is unable to provide subsidized care to most school age children. As such, our interface and coordination with the School District, City of Orlando and Orange County Recreation Departments, YMCA, Boys & Girls Club and other local community resources serving school age children are critical to assisting parents in need of support in caring for school age children.

Please attach any supporting documentation as **Attachment III.A.**

B. Infant and Toddler Early Learning Programs

Describe the quality activities and services the coalition will implement to enhance infant and toddler early learning programs.

1. The Coalition provides multiple comprehensive strategies to support enhanced infant and toddler early learning programs to directly benefit the children, teachers, families and quality of programs in Orange County.
 - a. **Infant/Toddler Professional Development:** Increase the quality of care provided to infants and toddlers in child care centers. Develop materials and activities to support infant toddler teachers in their understanding of appropriate practice. Provide specific infant/ toddler workshops to support greater understanding of appropriate practice as measured by the coalition approved tool. The Coalition has impleted the following activities in support of this effort:
 - i. **Infant/Toddler Child Development Associate (CDA) program:** The Coalition has established an Infant/Toddler Child Development Associate (CDA) program to increase the number of credentialed early childhood teachers working in infant/toddler center-based programs with a specific infant/toddler credential. Qualified infant/toddler teachers receive 80 hours of specific infant/toddler training to prepare them to apply for the National Infant/Toddler CDA offered by the Council for Early Childhood Professional Recognition, materials to support their quality interactions with infants and toddlers, and other supports to ensure their successful completion of their credential.
 - ii. **Infant/Toddler Child Development Associate (CDA) Second Setting program:** The Coalition has established a 40 hour training for credentialed early childhood teachers who wish to receive their Infant/Toddler CDA credential to work in Early Head Start community child care sites.
 - iii. **iii. Infant/Toddler Community Workshops:** To better support the retention of credentialed infant/toddler teachers in Orange County child care programs, the Coalition has offered in the community continuing education unit (CEU) workshops on specific infant/toddler topics.
 - iv. **Novice Teacher Practicum:** In collaboration with Career Source, the ELCOC has established an Adult Youth Training program to provide youth ages 18-25 years of age who have never worked in early learning programs with the 45 hour state-mandated child care training and Teaching Strategies GOLD as well as coordinating placement of work experiences in quality

early childhood programs with an experienced Infant/Toddler Mentor Teacher. Coalition staff provide coaching support to assist participating youth in the successful completion of the program.

- b. **PKZ Baby Institute:** The Coalition is dedicated to empowering parents as their child’s first teacher as well as empowering early care and education professionals. Therefore, we have joined together with various community partners to offer parent empowerment trainings to help parents understand how they impact children’s lives. The Coalition has been awarded a grant by The Ounce of Prevention Fund of Florida and the Central Florida Foundation Legacy Fund to support a “*Baby Institute*” in the Parramore and Holden Heights neighborhoods. The “*Baby Institute*” is based on the Harlem Kids Zone “Baby College”. This project is in collaboration with the City of Orlando, Nap Ford Community School, and the University of Central Florida. Baby Institute includes the following activities for parents:
 - i. **PKZ Baby Institute:** a nine-week parenting program offered on Saturdays to families in the Parramore and Holden Heights communities in Orlando. Baby Institute classes offer developmental information, early literacy support as well as age appropriate guidance strategies, culturally appropriate materials and resources for participating families and information on health and nutrition.
 - ii. **Baby Institute Alumni Program:** for graduates of the nine-week Baby Institute program, the Alumni program offers ongoing regular activities to keep families engaged in early learning opportunities to support their children’s school readiness.
 - iii. **Circle of Parents program:** Open to to parents in the Parramore and Holden Heights neighborhoods, the Circle of Parents is an ongoing parent support program, coordinated by trained parent volunteers.
- c. **Migrant Program:** The Coalition contracts with Orange County Public Schools (OCPS) to enhance OCPS’s offerings and services to the migrant families who meet the federal definition of migratory status. Parent recruitment, workshops and engagement activities are offered throughout the school year to families with children 0-3. Child assessments are conducted upon enrollment and six months later, based on continuity of the family in the program. No less than 3 monthly Home Visits per family to provide one-on-one informal training and support on a wide variety of parenting topics, assist parents with strengthening their literacy skills and building literacy skills with their children, health and nutrition, provide referrals to a wide range of community services and other areas as identified.

C. Inclusive Early Learning Programs

Describe the quality activities and services the coalition will implement to enhance inclusive early learning programs.

The Inclusion Specialist (IS) facilitates individualized technical assistance through on-site visits for teachers and families who support children with special needs. Other services include a local toll free Warm Line, training opportunities for families and providers and ELCOC and core service provider's quarterly newsletters.

In addition, the IS has acted as a liaison for providers and families in accessing community resources and early intervention. The Coalition will enhance the training opportunities and TA by providing quarterly training on inclusion awareness and support. Health professionals will be invited as facilitators for the trainings. The IS will continue to enhance the lists of available community resources which are: audiology, autism, behavior, dental, developmental, medical concerns, speech and language, and vision. Each list contains comprehensive information on resources, providers, address, telephone number, services provided by age group and method of payment accepted. Referrals are individualized based on needs.

The Coalition's Inclusion Specialist provides training, support and technical assistance to providers and families for children with special needs to ensure inclusion in child care environments. In addition, the Inclusion Specialist is a liaison for providers and families to access community resources and early intervention. Quarterly workshops are offered to the early childhood community to support a greater understanding of inclusive ECE practices.

The ELCOC IS offers quarterly behavioral and inclusion trainings for teachers and families which incorporate many of the Performance Standards domains (which include social, emotional and physical health). The inclusion specialist also conducts individual consultations with families and teachers. Information and referral services are provided to parents for children requiring additional evaluations and/or assessments. The IS monitors the Warm Line and responds within 48 hours.

Please attach any supporting documentation as **Attachment III.C**.

Other Local program-related initiatives regarding progress toward meeting the state’s goals as reported in the CCDF Plan:

- a. **Volunteer Initiatives:** The Coalition, in partnership with the City of Orlando and the Adult Literacy League, has developed VPK Literacy support strategy through the implementation of a Preschool Ambassadors Project. This project was designed to increase community support and involvement in VPK literacy activities, particularly in areas of greatest number of children at risk of not being assessed as ready for kindergarten. The Coalition participates in the City of Orlando “Orlando Cares” community volunteer project through the “*Preschool Ambassadors*” volunteer initiative. This effort engages families in early literacy activities, increase pre-kindergarten enrollment and improve literacy instruction in pre-kindergarten centers. The focus with this effort is on increasing student readiness for kindergarten, providing early literacy family training and family literacy tool-kits. This initiative seeks to increase low student enrollment in free pre-kindergarten programs by training a cadre of volunteers to educate families and enroll children in low-participating neighborhoods.
- b. **Math & Science :** The Coalition also offers family and provider support for math activities through the provision of BlockFest trainings in targeted communities.
- c. **Grade Level Reading:** The Coalition engages in two initiatives. Through partnership with The Campaign for Grade-Level Reading and the Orlando Children and Youth Trust, the Coalition is facilitating a birth to 3rd grade strategy to improve school readiness and grade level reading within targeted low income areas of the county. Additionally the Coalition, in partnership with Orange County Public Schools, hosts a certified OCPS teacher who works as a Literacy Coach in selected early learning programs to align birth to 5 language development strategies to strengthen kindergarten transition.
- d. **Food Security Taskforce:** a time sensitive Coalition facilitated taskforce working with numerous community groups (including Second Harvest Food Bank, WIC, the Orange County Health Department and various food pantry distribution sites) to promote access to age appropriate food for children birth to 5. Food Security Task Force activities include increased awareness of the special needs of infants and toddlers as well as nutrition-related training for providers and community members.
- e. **Orlando Magic-Basket for Books:** In collaboration with the Orlando Magic, for every basket made by the team, one book is donated to the Coalition. Book distribution is done in backpacks to participating early learning providers in the community for children to take home to engage families in early literacy activities.
- f. *** Health and Safety :** The Orange County Health Department visits registered providers and completes a health and safety assessment with the provider. They give targeted TA in areas that need improvement. The Coalition receives monthly reports tracking the assessments and completed end results.

3. Does the coalition provide financial supports to early learning providers? Financial supports must be intended to reward, improve, or sustain quality. They can include grants, cash, reimbursements, gift cards, or purchases made to benefit a program. One-time grants, awards, or bonuses include any kind of financial support that a program can receive only once. On-going or periodic quality stipends include any kind of financial support intended to reward, improve, or sustain quality that a program can receive more than once.

a. Does the coalition provide **one-time** grants, awards or bonuses to **Child Care Centers**?

Yes No If yes, describe:

- **“Let’s Get Accredited”** program: Coalition staff works with centers to get accredited. Providers receive both financial support and targeted TA.
- **Urban Early Childhood Institute**: Quality stipends have been included for teachers in centers participating in the *Urban Early Childhood Institute*.

b. Does the coalition provide **one-time** grants, awards or bonuses to **Family Child Care Homes**?

Yes No If yes, describe:

- **“Let’s Get Licensed”**: Coalition Staff work with registered home providers to become licensed. Providers receive both financial support and targeted TA.
- **“Let’s Get Accredited”** program- staff works with licensed homes to get accredited. Providers receive both financial support and targeted TA.
- **Urban Early Childhood Institute**: Quality stipends have been included for teachers in homes participating in the *Urban Early Childhood Institute*.

Please refer to attachment III.D.3- Procedures for Programs listed above.

c. Does the coalition provide **on-going** or periodic quality stipends to **Child Care Centers**?

Yes No

If yes, describe: **See Below (Other)**

Quality Stipends- Center quality stipends are available to early childhood centers participating in the Infant/Toddler CDA program to support teacher attendance in class. Please refer to Attachment III.D.4 for procedures.

d. Does the coalition provide on-going or periodic quality stipends to **Family Child Care Homes**?

- Yes No

If yes, describe:

If a family child care home provider/teacher participates in the CDA program as described above, the FCCH is eligible for a stipend to support the teacher attendance in class.

e. Please check what types of financial supports are provided to child care **Teachers/providers**?

- Scholarships
- Reimbursement for Training Expenses
- Loans
- Wage supplements
- N/A
- Other Describe:

Professional Development: The Coalition provides multiple comprehensive staff development strategies which directly impact the children, teachers, families and quality of programs in Orange County:

- a. **Scholarships:** The coalition offers basic and advanced training in early childhood education to support an increase of quality providers with the outcome of preparing children for success in school. In partnership with educational institutions in the community, such as Valencia College and Seminole State College, the Coalition has established scholarships for qualified CDA/FCCPC and AA/AS candidates to encourage professional development in early childhood education. Scholarships are offered to funded providers to obtain Child Development Associate (CDA)/ Florida Child Care Professional Certificate (FCCPC) and AA/AS degree in Early Childhood Education.
- b. **Enhancing Credentials:** To assist funded providers, the ELCOC provides scholarships to eligible teachers to complete their Child Development Associate (CDA)/Florida Child Care Provider Certificate (FCCPC) or AS/AA degrees, as funding allows.
- c. **Workshops and Training:** The Coalition continues to provide comprehensive training in an array of formats: workshops, conferences, one-on-one, on-site technical assistance and mentoring. Training is conducted by Coalition staff, guest presenters,

and vendors. Training and workshops are offered in specific content areas: i.e. Healthy Habits for Life, Infant and Toddlers, and Standards for Four-Year-Olds. Refer to ELCOC web site: www.elcoc.org for training schedule.

- d. **Conference Scholarships:** Provide funding and resources to allow provider participation in early childhood conferences in our community to facilitate greater program quality. Individual scholarships are awarded for approved conference attendance such as Florida Association for the Education of Young Children (FLAEYC), Florida Family Child Care Home (FLFCCH) and Seminole State College (SSC) Annual Conferences. Group scholarships are awarded to the FFCCHA to support Orange County providers. In 2015, funding supports have been allocated for provider attendance at NAEYC’s Annual Conference in Orlando (please see **Attachment [add attachment #]**- NAEYC Conference Scholarship Protocol). Similar protocols are developed for other large conferences that may be hosted in the Orlando area.
- e. **Stipends:** Infant/toddler teachers participating in the Infant/Toddler Child Development Associate (CDA) program get a stipend at midpoint and completion of program.

4. Does the coalition have a voluntary Quality Rating Improvement System (QRIS) in place for the coalition’s service area?

Yes No

The Early Learning Coalition of Orange County reintroduced the “Quality Counts” Quality Rating Improvement System (QRIS) Program for Child Care Centers in October 2014.

The Central Florida “Quality Counts” QRIS is a voluntary rating and improvement system that reviews early learning programs according to clearly defined, high quality standards using a five star method of evaluation and offers supports and incentives to help providers reach their intended goals. The Coalition will give bonus points for providers who have participated but want to keep working on their *Healthy Eating for Life* goals.

The Central Florida “Quality Counts” QRIS Program involves a cross-selection of centers with the consideration of a program’s size, location, and percentage of subsidized children served. One of the benefits of participating is that everyone works on individual goals to improve their program. QRIS is always a “work in progress” for participants.

The goals of the Coalition’s QRIS are:

- To improve the quality of Orange County’s early childhood education programs
- For parents to use the QRIS ratings and guidance provided by resource and referral agencies to make an informed decision in their search for child care.
- To provide support services and financial incentives to child care providers that maintain and/or improve quality
- To enhance the well-being of children’s cognitive and social-emotional outcomes to ensure school readiness success

If yes, please provide how many levels and a brief description of each level:

QRIS Level	Level Description
	The QRIS is composed of 5 areas: Learning Environment, Ratios, Curriculum, Family Engagement and Professional Development. The requirements increase at each level. The tool is comprised of nationally recognized requirements and Coalition programs such as CLASS and GOLD. Staff Qualifications and Professional Development focuses on training for both increasing teaching credentials and training in CLASS and GOLD. Ratios start with licensing standards and progress through NAEYC requirements at level 5. Curriculum includes state approved curriculum development and the use of CLASS and GOLD tools. Family Engagement was intended to be broad to include a variety of options to include families in programs.
Level 1	QRIS starts at DCF licensing and receives 4 -12 points
Level 2	Receives 13 – 24 points
Level 3	Receives 25 – 34 points and is eligible for 3 bonus points for higher teacher qualifications, having a curriculum specialist with a degree and/or participation is Coalition special programs.
Level 4	Receives 35 – 42 points and is eligible for 3 bonus points for higher teacher qualifications, having a curriculum specialist with a degree and/or participation is Coalition special programs.
Level 5	Receives 43 – 50 points and is eligible for 3 bonus points for higher teacher qualifications, having a curriculum specialist with a degree and/or participation is Coalition special programs.

Please refer to *Attachment III.D.4- SR Quality Performance Policy Plan.*

IV. FINANCIAL MANAGEMENT

A. Budget

Please fill out **Attachment IV.A Coalition Budget Report**. Pending close of FY. Due to OEL August 24. The Coalition will send by the deadline approved by OEL .

B. Prior Year Revenues and Expenditures

Please fill out **Attachment IV.B Coalition Revenue and Expenditure Report**. Pending close of FY. Due to OEL October 2015. The Coalition will send by the deadline approved by OEL .

V. MONITORING

A. Monitoring Plan and Procedures

Please attach a copy of the coalition's policies and procedures for monitoring SR Program providers as **Attachment V.A.**

B. Grievance/Complaint Resolution

Please attach a copy of the grievance policies and procedures that address complaints made by parents and child care providers as **Attachment V.B.**

VI. COALITION PLAN VALIDATION

A. Public Input

Please attach copies of proof of public input, such as coalition minutes as **Attachment VI.A.**

By signing below, I hereby certify that all information provided in this plan is accurate and complete to the best of my belief and knowledge. I certify that all services will be provided in accordance with the plan as approved by the Florida Office of Early Learning (OEL). I further certify that the local services will be provided in compliance with all applicable federal, state, and local laws and regulations and the State Child Care and Development Fund Plan approved by the Federal Department of Health and Human Services.

Chair Signature: _____

Executive Director: _____

Printed Name: _____

Printed Name: _____

Date Signed: _____

Date Signed: _____