



EARLY HEAD START CHILD CARE PARTNERSHIP STATE GRANTEE PROFILE

ALABAMA

Grantee Name	Department of Human Resources Child Care Services Division
EHS Grantee Status	New EHS Grantee
Annual Award Amount (additional TA funds)	\$8,065,892 (201,647)
Proposed Funded Enrollment	566
% of Subsidy Proposed	80% of participating children

Partnership Snapshot

Alabama's Department of Human Resources' (DHR) Early Head Start-Child Care Partnership (Partnership) is made up of seven partnerships among existing Head Start programs and a partnership with Auburn University to build the capacity among a network of licensed family child care providers. Prior to entering the Partnership, all of the participating licensed 20 child care centers and 61 family child care homes took part in a readiness assessment to determine their capacity to meet EHS standards. Partners also engage in an annual self-assessment. The state has also established a Parent Policy Council to advise on the administration of the Partnership grant.

The Partnership serves eligible children already receiving CCDF subsidy, teen mothers, as well as families challenged by child abuse and neglect, and homelessness. The service delivery areas include the 14 counties with the greatest needs within the state, as well as 8 additional counties with particular areas of need. The family child care provider networks are centered in the state's metro counties.

Three additional state collaborations support the Partnership. The Department of Public Health coordinates comprehensive health services for all children served within the Partnership; Department of Children's Affairs secures the licenses needed for Teaching Strategies GOLD, the assessment system that tracks developmental school readiness outcomes for all of the children enrolled in the Partnership program; and the state Department of Post-Secondary Education partners with member schools, including Jefferson State Community College to offer Child Development Associate (CDA) credential training with college credit.

Subsidy Administration

DHR administers the subsidy program by establishing eligibility rules and policies, setting payment rates and sliding fee scales, and issuing payments through direct deposit to child care

providers. The state uses the ChildPlus online data management system to track child attendance as well as requirements related to Head Start.

Subsidy Policy Alignment

Alabama's efforts to align EHS and child care policies have eased the implementation of the state's Partnership program, and ultimately improved the continuity of high-quality care for participating infants and toddlers. DHR implemented minimum 12-month eligibility subsidy periods in 2014, which is consistent with the CCDBG Act of 2014.

Leveraged Funding Strategies

CCDF subsidy serves as the funding foundation for AL's Partnership. Each participating child care partner receives an additional per child contractual payment through Partnership funds. A public-private funding collaboration with the [W.K. Kellogg Foundation](#) supports professional development for infant and toddler teachers, including coaching and mentoring, as well as an annual practitioners' academy. The statewide network of community colleges also serves as a key stakeholder in supporting professional development and improved educational qualifications among providers.

The Partnership relies on additional funding resources, including:

- Alabama Department of Children's Affairs supports licenses for the Teaching Strategies Gold assessment system and linkages to State Pre-K;
- Department of Public Health provides statewide care coordination for enrolled children and families); and
- Child and Adult Care Food Program (CACFP) provides reimbursement for nutritious meals and snacks, and U.S. Department of Agriculture (USDA) resources to support family nutrition.



- ✓ **Statewide Hub Model:** A university hub supports a family child care provider network by ensuring delivery of comprehensive services and building provider capacity, particularly through opportunities to advance professional qualifications and competencies.
- ✓ **Leveraging Resources through Public-Private Funding:** The funding collaboration with the W.K. Kellogg Foundation supports professional development for infant and toddler teachers, including coaching and mentoring, as well as an annual practitioners' academy.
- ✓ **Ongoing Assessment:** Partnership programs participate in a readiness assessment to determine their capacity to meet EHS standards and an annual self-assessment.

ALABAMA'S CHILD CARE POLICY CONTEXT

Policy	State Child Care	EHS-CC Partnership
Eligibility Period	12 months	
Licensing Standards: Ratios	Centers: Infants 1:5 Toddlers 1:18 Homes: 1:6 with no more than 3 children under 12 months	Centers: Infants 1:4 Toddlers: 1:4, 2:8 Homes: B-5 1:6 with no more than 2 children under 2 years-old; B-5 1 teacher/1 assistant
Licensing Standards: Group Size	Centers: NA Homes: NA	Centers: 8 children with 2 teachers Homes: 4 infants and toddlers with no more than 2 children under 18 months
Infant/Toddler Teacher Qualifications	Centers: CDA; State Credential; AA or BA Homes: CDA; State Credential	Centers: I/T CDA; or equivalent Homes: I/T CDA; or equivalent