

# QUALITY AT SCALE: Supporting Sustainable Early Care & Education in Pennsylvania

Early Care and Education (ECE) businesses educate our youngest citizens AND make an important contribution to local economies. But most are small and many operate with a business model that is not strong enough to succeed. Shared Services, a new management framework, can help.

## Shared Services Core Principles

- Every **CHILD** deserves a reflective teacher
- Every **TEACHER** deserves a pedagogical leader
- Every **DIRECTOR** deserves an administrative team



Pedagogical  
Leadership



Business  
Leadership



High Quality  
ECE

## HOW IS IT POSSIBLE

to support sustainable, high quality center and home-based early learning programs?



## What Pennsylvania Can Do

- **ENCOURAGE INNOVATIVE STAFFING** and management strategies that strengthen site-based leadership
- **RE-THINK ROLES**, responsibilities, required preparation for ECE teachers and supervisors
- **STREAMLINE** compliance with quality standards (for certification and STARS) using **AUTOMATION AND SHARED STAFF** to gather and maintain documentation and make administration more efficient
- **ENCOURAGE SCALE** via start-up funding for shared back office entities that manage billing, reporting, data collection, accountability and more
- **CONTRACT** for slots with networks of high-quality center and home-based programs



## Two Tracks for Director/Administrator Professional Development and Credentials

- Specialization in Pedagogical Leadership (teaching and learning)
- Specialization in Business Leadership (administration, management, fiscal)



## STARS Rating Pathway for Multi-Site Center or Home-Based Alliance

- Opportunity to apply for a single rating as a network
- Compliance is collaborative, led by Hub agency
- Automated data reports encouraged



## Pilot-Test Center- or Home-Based Shared Service Alliance

Provider network linked by shared staff (Hub) responsible for:

- Enrollment & eligibility (including contract for slots)
- Billing, fee collection, fiscal management
- Family support
- Pedagogical leadership (PD, STARS support, and more)
- Child Assessment
- Data collection, analysis, reporting
- Structural Quality
- Performance metrics



## Priority Access to Funding for Networked Providers

- Slot contracts
- Payment based on enrollment (vs attendance)
- Quality Improvement Resources
- Collaborative Professional Development



## Statewide access to Shared Services on the Web

[www.sharesourcepa.org](http://www.sharesourcepa.org)