

An Equitable System of Child Care Health Consultation in King County

Updated 8-7-19

To ensure that services are delivered **equitably** across the County and alleviate race and place-based inequities, child care health consultants will be *supported, accessible, well-prepared, and working cohesively* with the larger early learning system.

1. **Supported** – Child care health consultants have the resources to support the demand and need for their work.
2. **Accessible** – All child care providers, caregivers, and families across the County have access to high-quality and culturally-responsive child care health consultation services.
3. **Well-Prepared** – Child care health consultants are credentialed, licensed and/or trained and have experience to meet the variety of health and safety needs of providers, caregivers, and children in care.
4. **Working Cohesively** – Child care health consultants work cohesively within the larger system that support quality early learning environments and practices.

Supported

1. **Goal: Child care health consultants have the resources to support the demand and need for their work.**

Outcomes:

1. There is flexible, ample, and mandatory funding to support equitable access to a multidisciplinary CCHC workforce that sufficiently meets the needs of caregivers and providers, including technology and tools for technical assistance.
2. Potential child care health consultants are informed about what they need to know and do to become a child care health consultant in King County.

3. Child care health consultants have opportunities for reflective supervision, peer support, coaching, mentoring, and community of practice with other child care health consultants.
4. Data on common measures of child care health consultation are available that allow practitioners to evaluate the type and amount of service needed for improved provider, caregiver, child, and family outcomes.
5. CCHC community has a base of evidence, both quantitative and qualitative, to demonstrate the value of different models.
6. Child care health consultants are held accountable to perform their expected duties.

Accessible

2. **Goal: All child care providers, caregivers, and families across the County have access to high-quality and culturally-responsive child care health consultation services.**

Outcomes:

1. Child care health consultants are readily available to support health and safety practices in all early learning and caregiver settings in all areas of the County through consultation, training, and the provision of educational resources.
2. Child care providers and caregivers know where to go to find a child care health consultant.
3. Child care health consultants are responsive and available on demand and in-person at flexible times based on provider and caregiver request.
4. Child care providers and caregivers have access to child care health consultation without the burden of cost.
5. CCHC is available to child care providers and caregivers without delay that may result in negative outcomes for the children within their care.
6. Child care providers and caregivers know how CCHC can benefit and support the health and safety of their early learning environments.
7. Child care providers and caregivers know how CCHC supports them in caring for all children with diverse needs and abilities.

8. Children are cared for by providers and caregivers with diverse identities who receive support from multidisciplinary teams of child care health consultants that include a variety of discipline, levels and roles.
9. Health and safety resources and materials are easily accessible and available in caregiver and providers' preferred language.
10. Child care providers and caregivers know where to turn when they have concerns about a child's development, health, nutritional status or behavior.
11. Information about CCHC reaches caregivers, families, and consultants of all cultures, races, and languages.

Well-Prepared

3. **Goal: Child care health consultants are credentialed, licensed and/or trained and have experience to meet the variety of health and safety needs of providers, caregivers and children in care.**

Outcomes:

1. Child care health consultants reflect the diverse communities within the county.
2. Training and support are available to child care health consultants to provide culturally and linguistically appropriate consultation to providers, caregivers, families and children with diverse identities in care settings.
3. Child care health consultants focus on relationship-building and strength-based approaches in their work with child care providers and caregivers.
4. Child care health consultants are supported in furthering their personal anti-bias work and growth by routinely reflecting on their experiences, practices and how they approach their work with providers and caregivers.
5. Child care health consultants feel prepared to support child care providers and caregivers to eliminate expulsion practices and serve all children regardless of race, ethnicity, language, or culture, and behavior, disability or health conditions.

6. Child care health consultants have content expertise in pediatric health, environmental health, nutrition, mental health, child development and/or inclusion.
7. Child care health consultants have knowledge of child care regulations, early learning standards, and research/evidence-based practices appropriate to early learning and caregiving settings.
8. Child care health consultants can provide effective consultation and training for the purposes of improving health and safety practices in early learning and caregiving settings.
9. Child care health consultants have access to the most current information affecting their work with caregivers and providers.
10. Child care health consultants are supported in assessing, sequencing, and planning for continuous quality improvement (CQI) steps within their caseload.

Working Cohesively

4. **Goal: Child care health consultants work cohesively within the larger system that supports quality early learning environments and practices.**

Outcomes:

1. Early Achievers coaches and DCYF licensors know the role of child care health consultants and the services they provide to support and improve quality in early learning and caregiver settings.
2. Early Achievers coaches, DCYF licensors, and child care health consultants have the resources to communicate about shared programs and coordinate their approaches and services while including ECE faculty and teachers at the center of a community of practice.
3. Programs that work or interface with family, friend and neighbor caregivers (examples include: Help Me Grow, DCYF's subsidy program, Kaleidoscope Play & Learn, The Imagine Institute, SEIU and community agencies representative of FFN cultural groups) are aware of child care health consultation as a resource.