Overview
In many communities across the country, families are struggling to find quality, affordable child care that meets their needs. These families are often forced to choose between their economic survival and their children’s safe, healthy development. In this climate, family child care providers are uniquely well-positioned to meet the needs of the families that face the greatest barriers to accessing child care—including families with infants and toddlers, families that work nontraditional hours, and families in rural communities. And yet, family child care businesses are closing at alarming rates across the country; the number of licensed family child care homes fell by 35% between 2011 and 2017. As such, we are at a critical moment for family child care. By investing in, including, and valuing family child care in policy and practice, states and communities can stabilize family child care businesses, reverse the decline, and build the supply of high-quality home-based care, thereby transforming child care access for the children and families that need it most. With two decades of data-driven experience increasing the supply, quality, and sustainability of family child care, All Our Kin is pleased to offer an exciting new technical assistance opportunity—the Family Child Care Policy Cohort—to state and local leaders who are eager to create the conditions for family child care to thrive.

1 For the purposes of this Cohort, we define family child care as paid child care that takes place in the home of a licensed or regulated provider. We are not experts on supporting family, friend, and neighbor (FFN) care; however, we can offer guidance on moving unregulated providers into the regulated child care system.
By the end of the Family Child Care Policy Cohort, participants will have:

1. Developed an increased understanding of the family child care landscape in their state/community, including the major challenges and opportunities related to the supply, quality, and sustainability of family child care businesses.
2. Identified a policy/practice issue(s) to focus on for the duration of the cohort, shaped by factors including available data, parent and provider voice, and potential for impact.
3. Created a family child care policy agenda and action plan with short- and long-term goals, concrete benchmarks, and a timeline; made progress on implementation.
4. Built relationships with key stakeholders whose partnership is needed to move the action plan forward.
5. Increased their internal capacity to move the needle on family child care, including through a better understanding of the data, messages, stories, and strategies that garner support from multi-sector stakeholders.
6. Joined a community of innovative leaders from across the country who are dedicated to supporting and strengthening family child care and who can act as a brain trust for years to come.

Please review the information below to learn more and to apply.

Who Should Apply
Participants are small teams of 3-5 state and/or local leaders who:

1. Are deeply committed to family child care;
2. Are well-positioned to transform family child care policy and practice; and
3. Have the time and capacity to participate as full members of the cohort experience, as outlined below.

We define state and local leaders broadly – appointed advisors and commissioners, CCDF Administrators, QRIS leaders, advocates, union leaders, leaders of family child care associations, chairs of local early childhood councils, and more. If you see yourself as a leader in this work, please feel free to apply. Teams can and should include members from different organizations. There should be one lead person per team; this is the person who should fill out the application on behalf of the entire team, and who will be the primary contact throughout the cohort experience.

Note: Only one team will be accepted per state/community. If we receive multiple competitive applications from the same location, we may ask applicants to consider combining teams.

About the Cohort
Participants will join All Our Kin’s first ever Family Child Care Policy Cohort, a group of 6-8 teams of state and local leaders who are ready to address key child care gaps in their communities by creating the policy and practice conditions for family child care to thrive. Participants will receive individualized consultation and support from All Our Kin’s Policy Advisor and team of subject matter experts—as well as national partners, as necessary—to build a robust child care system that truly meets the diverse needs of all families. In addition, there will be opportunities for information sharing, peer learning, and collaboration, allowing participants to benefit from engaging in this work alongside fellow cohort participants.

The structure of the Family Child Care Policy Cohort is as follows:

<table>
<thead>
<tr>
<th>Time</th>
<th>Description</th>
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<tbody>
<tr>
<td>April 2020</td>
<td>Introductory webinar for the full cohort (date TBD). Individual virtual meeting with the Policy Advisor: introductions, defining and</td>
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<tr>
<td>Period</td>
<td>Description</td>
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<tr>
<td>May 2020 – June 2020</td>
<td><strong>In-person site visit:</strong> Policy Advisor will travel to participant communities to facilitate a team discussion that will lead to the creation of a policy agenda and action plan. These visits may also include: meetings with key early childhood stakeholders, a visit to a family child care program, a family child care focus group(s), and more. <strong>In-person visit subject to the latest public health guidance. May be changed to virtual meeting.</strong></td>
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<tr>
<td>July – August 2020</td>
<td>Two peer learning sessions and/or sessions with content experts from within All Our Kin and our network of national partners to support implementation of action plans.</td>
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<tr>
<td>September 2020</td>
<td>In-person family child care policy convening: participation in a half day convening (in New York City) that will bring together a diverse group of national and regional leaders across sectors to dream big on family child care. <strong>In-person convening subject to the latest public health guidance.</strong></td>
</tr>
<tr>
<td>October – November 2020</td>
<td>Two peer learning sessions and/or sessions with content experts from within All Our Kin and our network of national partners to support implementation of action plans.</td>
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<tr>
<td>December 2020</td>
<td>Virtual meeting of the full cohort to de brief the experience and discuss potential next steps. Evaluation to determine the impact of the Policy Cohort on participant capacity and family child care policy and practice. <strong>In-person convening subject to the latest public health guidance.</strong></td>
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In addition to the structure outlined above, each team is eligible to receive 4 hours per month of individualized consultation and support from All Our Kin’s Policy Advisor. These hours can include activities such as calls and virtual meetings, research, drafting and editing materials, and responding to time-sensitive questions and opportunities. Participants will also have access to an online hub to share and access resources, interact with fellow cohort participants, and highlight their work.

**When**

Applications are due on **Monday, March 30th**. Applicants will be notified about their acceptance by **Friday, April 10th**. The cohort will run from **April 2020** through **December 2020**. The need for, and depth of, potential follow up supports in 2021 will be assessed at the end of the initial cohort period.

**Cost**

Thanks to the generosity of the Pritzker Children’s Initiative, the package of supports and services outlined above will be made available to cohort participants at no cost for this initial pilot. This is the only opportunity to participate in All Our Kin’s Family Child Care Policy Cohort for free; after this first cohort, participation in policy services will come at a cost.

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2 Only one representative from each team is guaranteed participation in the in-person policy convening. Additional participants may be invited based on funding and capacity.

3 This is the inaugural Family Child Care Policy Cohort. As such, this framework reflects our best thinking at this time, but offerings are subject to adjustment based on the needs of the cohort and learnings throughout the process. Participants are expected to participate in evaluation related to the Cohort experience—which will involve sharing qualitative and quantitative data with All Our Kin—to inform future technical assistance offerings.
If additional services are requested beyond the offerings detailed in this document—for example, another in-person site visit, more hours of individualized consultation, other strands of All Our Kin’s technical assistance offerings—there will be a cost based on the scope of services requested.

How to Apply
Please apply online by 5 pm ET on Monday, March 30th at the following link: https://forms.gle/XPucLXZdErXhkcjh8

The application requests short answers to a series of questions designed to assess the readiness of each team to participate in the Family Child Care Policy Cohort, as well the potential impact of participation. Applicants are encouraged to review the application early, as answering some questions may require reflection and collaboration among team members.

For More Information
In October 2019, All Our Kin released a foundational report: Creating the Conditions for Family Child Care to Thrive: Strategies for Increasing the Supply, Quality, and Sustainability of Family Child Care in States and Communities. The report outlines the conditions that All Our Kin believes must be present in every community to create a robust child care system that truly meets the needs of all children from birth to five, their families, and those who care for them. In addition, it shares concrete strategies and recommendations for state and local leaders to realize those conditions. The recommendations and approach outlined in Creating the Conditions provide a framework for the Family Child Care Policy Cohort and will serve as a resource for participants. The full report, along with an Executive Summary, can be found here: http://allourkin.org/policy

If you have questions about the Cohort, please reach out to policy@allourkin.org.

About All Our Kin
All Our Kin is a nationally recognized nonprofit organization that trains, supports, and sustains family child care providers to ensure that children and families have the foundation they need to succeed in school and in life. All Our Kin’s work results in a triple win: child care providers succeed as early childhood educators and as business owners; working parents find stable, high-quality care for their children; and children gain an educational foundation that lays the groundwork for achievement in school and beyond. The organization has a proven track record of success in raising the quality, supply, and sustainability of family child care. Today, All Our Kin partners with more than 875 family child care educators across Connecticut and in the Bronx; these educators are caring for more than 5,000 of our youngest children. In addition, All Our Kin offers technical assistance to agencies and communities across the country on educational coaching, business training, network development, and family child care policy. To learn more, visit www.allourkin.org.