Diversity of Child Care Programs Participating in Parent Aware

March 2016

Parent Aware, Minnesota’s Quality Rating and Improvement System, measures and supports the quality of Minnesota’s child care providers, increasing the availability of high quality early care and education options for Minnesota’s young children. A Parent Aware core principle of respect places value on a diverse array of early care and education programs to support all children and families served by these programs. This principle supports the Minnesota Department of Human Services’ goal that children of color and American Indian children have access to quality child care. To model this principle and make progress toward the goal of increasing the availability of high quality early care and education options for Minnesota’s young children, the department provides information in this brief on the linguistic and ethnic diversity of staff working in child care programs participating in Parent Aware.

Moving forward, the department is committed to the ongoing development of a robust set of measures related to diversity and inclusion in Parent Aware-participating child care programs. Of interest are data on where low-income children and children from diverse communities receive services and how early care and education programs support these children. In particular, department staff looks to develop measures of the linguistic and ethnic diversity of the staff providing care and education, the quality and availability of supports for non-English-speaking parents, and the in-classroom resources being used to support cultural inclusion. However, time and resources are needed to develop reliable measures and to collect data in a way that protects the privacy of children and families. The analysis provided below use data available to date.

Key data sources:

Child Care Aware of Minnesota’s annual Provider Business Update
Child Care Aware of Minnesota conducts an annual survey of licensed child care programs. Data shown here was collected from January to May of 2015. Survey responses are stored in the Minnesota NACCRRAware data system.

Linguistic data. In the survey, family child care providers are asked “What languages do you or your helper speak fluently?” and have the option to list multiple languages. Similarly, child care centers are asked “What languages do staff in your program speak fluently?” and have the option to list multiple languages. Note that 13 percent of child care centers and 8 percent of family child care providers either did not respond to the survey in 2015 or chose to not answer this question, so this data element is unavailable for those programs.

1 DHS Framework for the Future, found online at https://edocs.dhs.state.mn.us/Ifserver/Public/DHS-6464D-ENG
**Race/ethnicity data.** In the survey, family child care providers are asked, “Which of the following racial/ethnic groups best describes YOU?” and can check only one box. Note that 13 percent of family child care providers either did not respond to the survey in 2015 or chose to not answer this question, so this data element is unavailable for those programs.

**Parent Aware Ratings**
Parent Aware Ratings and participation status are imported daily into NACCRAware from Develop: Minnesota’s Quality Improvement and Registry Tool. Ratings data is from September 8, 2015.

**Participation in Parent Aware by languages spoken**
Percent of Minnesota licensed child care programs that are participating in Parent Aware, by language spoken and program type

![Graph showing participation in Parent Aware by languages spoken](image)

Source: NACCRAware as of Sept. 9, 2015. Participation is defined as programs that are either rated or have signed a Participation Agreement to pursue a full rating in the next year. In an annual survey of licensed child care programs, family child care providers were asked “What languages do you or your helper speak fluently?” and have the option to list multiple languages. Similarly, child care centers were asked “What languages do staff in your program speak fluently?” and have the option to list multiple languages. For each language, the first n is the total number of family child care providers in the state that identified themselves as speaking that language and the second n is the total number of child care centers in the state that identified themselves as speaking that language. Licensed child care centers that operate as Head Start sites or as school-based Pre-K sites were not included. Languages were excluded from the figure above if the number of self-reported speakers was less than five per program type.

**How many child care programs in Minnesota have staff who speak a language other than English?**
Twenty-one percent of centers and 4 percent of family child care providers report speaking (or having staff who speak) a language other than English (or English and American Sign Language). Of these, many report speaking (or having staff who speak) multiple languages other than English.
• In the seven-county metro area, 71 percent of centers and 92 percent of family child care providers who responded to the survey report having staff who speak only English (or English and American Sign Language).
• In greater Minnesota, 92 percent of centers and 98 percent of family child care providers who responded to the survey report having staff who speak only English (or English & American Sign Language).

Because non-English speakers are less likely to respond to the survey (conducted in English), these data likely under-report the linguistic diversity of providers. Minnesota does not have data available on the role of non-English speaking staff members within these child care programs. Nor can we report on the extent to which these staff’s language skills are used to support children or families. More comprehensive data is desired.

Are non-English-only programs participating in Parent Aware?
Yes, programs with staff that speak a language other than English are participating at higher rates than programs with staff that speak only English, as follows:

• Family child care providers who speak languages other than English are more likely to participate in Parent Aware than family child care providers who only speak English (33 percent compared to 12 percent).
• Child care centers that report having staff who speak languages other than English are more likely to participate in Parent Aware than child care centers that report staff speaking only English (53 percent compared to 44 percent).
  o In greater Minnesota, child care centers that speak languages other than English are more likely to participate in Parent Aware than child care centers that speak only English (61 percent compared to 48 percent). However, this difference is less significant than it looks because there are so few centers in greater Minnesota that report speaking languages other than English.
  o The difference in participation rates between English-only and non-English-only family child care providers is more pronounced in the metro area than in greater Minnesota.
  o The difference in participation rates between English-Only and Non-English-Only child care centers is more pronounced in greater Minnesota than in the metro area.

Star Ratings of Programs with Staff Speaking Languages other than English
Percent of Minnesota licensed child care programs Rated at each Star Level, comparing programs with staff that speak only English to programs that report at least one other language.
Source: NACCRRAware as of Sept. 9, 2015. In an annual survey of licensed child care programs, family child care providers were asked, “What languages do you or your helper speak fluently?” and have the option to list multiple languages. Similarly, child care centers were asked, “What languages do staff in your program speak fluently?” and have the option to list multiple languages. Licensed child care centers that operate as Head Start sites or as school-based Pre-K sites were not included. Programs that reported speaking American Sign Language in addition to English were included in the “English Only” category. Note that not all programs report on their languages spoken, so this analysis is limited to programs that answered the survey question.

Are non-English-only providers able to earn Three and Four-Star Ratings in Parent Aware?
Yes. The distribution of Star Ratings earned by programs that report staff speaking a language other than English is similar to the distribution of Star Ratings earned by programs that report staff speaking only English, though there are some differences:

- Rated programs that report staff speaking a language other than English are more likely to earn a Four Star Rating or One Star Rating – and less likely to earn a Three Star Rating or Two Star Rating – than are programs that report staff speaking only English.
- This pattern is true for both centers and family child care, but is stronger for family child care providers than for child care centers.

Coaching is available in the seven-county metro area in English, Somali, Hmong, and Spanish. No coaches in greater Minnesota are available in languages other than English.

Participation in Parent Aware by ethnicity -- family child care providers
Percent of Minnesota licensed family child care providers that are participating in Parent Aware, by racial/ethnic group.
Source: NACCRRAware as of September 9, 2015. Participation is defined as programs that are either rated or have signed a Participation Agreement to pursue a full rating in the next year. In an annual survey of licensed child care programs, family child care providers were asked, “Which of the following racial/ethnic groups best describes YOU?” and can check only one box. Note that not all providers respond to the survey and not all respondents choose to self-report their ethnicity.

**How many family child care providers in Minnesota are people of color?**

Eighteen percent of family child care providers self-identify as other than white/Caucasian. This is likely under-reporting the ethnic diversity of providers since the survey is conducted in English and may therefore exclude New American providers.

**Are providers of color participating in Parent Aware?**

Yes, family child care providers that self-identify as other than white are participating at higher rates than family child care providers that self-identify as white only (29 percent compared to 12 percent). This pattern is more significant in the seven-county metro (34 percent compared to 12 percent) than in greater Minnesota (15 percent compared to 12 percent). Across Minnesota, 12 percent of participating family child care providers self-identify as other than white, as follows:

- In Greater Minnesota, 3 percent of participating family child care providers identify as people of color (compared to 2 percent of non-participating family child care providers).
- In the seven-county metro, 26 percent of participating family child care providers identify as people of color (compared to 9 percent of non-participating family child care providers).

Culturally-specific coaching is available in the metro area to Somali, Hmong, Spanish, and African-American providers. Tribal coaches are available through a department grant contract with Minnesota Tribal Resources for Early Childhood Care.
Star Ratings of family child care providers of color
Percent of Minnesota licensed family child care providers Rated at each Parent Aware Star Level, by ethnicity.

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<thead>
<tr>
<th>Providers of color (n=111)</th>
<th>White/Caucasian providers (n=638)</th>
</tr>
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<tbody>
<tr>
<td>Parent Aware One Star 41%</td>
<td>Parent Aware One Star 35%</td>
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<tr>
<td>Parent Aware Two Star 25%</td>
<td>Parent Aware Two Star 33%</td>
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<tr>
<td>Parent Aware Three Star 8%</td>
<td>Parent Aware Three Star 13%</td>
</tr>
<tr>
<td>Parent Aware Four Star 26%</td>
<td>Parent Aware Four Star 19%</td>
</tr>
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Source: NACCRRAware as of Sept. 9, 2015. Data includes all providers that were rated as of Sept. 8, 2015. In an annual survey of licensed child care programs, family child care providers were asked, “Which of the following racial/ethnic groups best describes YOU?” and can check only one box. Note that not all providers respond to the survey and not all respondents choose to self-report their ethnicity.

Are providers of color able to earn Three and Four-Star Ratings in Parent Aware?
Yes. Providers of color are more likely to earn Four Stars than white providers. Providers of color are also more likely to earn One Star than white providers:

- In greater Minnesota, providers of color make up 3.5 percent of all rated family child care providers (but just 2 percent of unrated providers)
- In the seven-county metro, providers of color make up 28 percent of all rated family child care providers (but just 9 percent of unrated providers).

Other questions to explore in the future

- How many child care programs offer care in a language other than English? Are these programs participating in Parent Aware?
- Which child care programs do best in serving non-English speaking children and families? Are these programs participating in Parent Aware?
- Which child care programs do best in serving bilingual/bicultural children and families? Are these programs participating in Parent Aware?
- In which programs are children of color most often served? Are these programs participating in Parent Aware?
- What percentage of lead teachers in center-based programs are people of color?
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