A MESSAGE FROM CCR’S CO-INTERIM CEOS

Welcome to 2020! This year has been off to an amazingly quick start and we’re excited to be providing an update to the CCR community. Many of you are hearing from the two of us for the first time. In December, we assumed the Co-Interim CEO roles for Child Care Resources and are so honored to be able to steward the team through this important leadership transition.

Thank you to Deeann
As you might imagine, it’s been a busy time as we helped honor and celebrate all Deeann Puffert brought to CCR over the past 29 years and celebrate with her as she transitioned into a new statewide leadership role as CEO at Child Care Aware of Washington. We continue to work very closely with her on behalf of providers and families in King and Pierce Counties, and feel fortunate to have someone who understands our work so deeply in a statewide funding and advocacy role!

2019 Success
We are incredibly proud of the work of CCR staff, who continue the whirlwind pace of serving our families and child care providers throughout this significant transition. Here are just a few of the recent accomplishments we are particularly proud of:

- 90% of the nearly 1,600 child care programs participating in Early Achievers in King and Pierce Counties have been rated a level three or higher! The investment our team is making in supporting providers through this process continues to pay dividends in the form of high-quality child care and a strong provider network.
- Pierce County Human Services invested in our Homeless Child Care Program—our first public funder in Pierce County, and enough to hire an additional team member based in our Tacoma office.
- Securing legislative funding to support the expansion of our Kaleidoscope Play & Learn Program and other facilitated play groups for Family, Friend and Neighbor caregivers.

Looking Ahead for 2020
As many of you are aware, Washington state’s legislative session started on January 13th. This is a short session with only two months to accomplish an ambitious agenda on behalf of children and families. Together with our statewide partners, we’re asking lawmakers to adopt and sustainably fund policies to expand access to high quality, culturally relevant opportunities for babies, toddlers and preschool-age children. Much of the rest of this newsletter is focused on our advocacy efforts. We appreciate your support of our work in Olympia!

Update on the Search for CCR’s next CEO
A transition committee was formed last fall and is being led by former CCR board chair, Sherri Wolson. The committee selected Clover Search Works as our partner in guiding the search process. The Clover team kicked off their engagement in December with a series of stakeholder interviews and a survey of the CCR staff. Following a CCR board retreat in January, the transition committee finalized a job description that reflects CCR’s mission, programs and impact with a very strong emphasis on racial equity. The formal job announcement just posted last Friday. Please have a look, and forward to any in your network who may be interested.

We are optimistic and excited about hiring our next leader and having them join the CCR team in the early part of the summer. We are confident that with our board and staff, CCR remains in a very positive and proactive space with much exciting work ahead of us. Many thanks for your ongoing support during this time of reflection, change and possibilities.

Phoebe Sade Anderson
Co-Interim CEO and Chief Operating Officer

Kathryn Flores
Co-Interim CEO and Chief Administrative Officer
**Staff Spotlight**

**Phoebe Sade Anderson**  
Co-Interim CEO & Chief Operating Officer  
1. **Favorite thing about your job or most memorable success story:**  
I love the variety my role offers: local, statewide and even national early learning conversations/policy work, program development, leadership development, agency-wide training and skill building, and so much more.

2. **A recent challenge in your work:**  
As CCR strives to become an antiracist organization, I am continuously evaluating policies, practices and broad agency culture with this lens and that can mean a lot of shift and change. And as an agency, we have gone through significant change over the last 8 years particularly around size and geographical focus, so this means a lot of change management awareness and work to keep us whole.

3. **Favorite children’s book or game:**  
Leo the Late Bloomer. This book is so 70s (my growing up era) especially the illustrations, and highlights differing developmental pacing (although ‘late bloomer’ is not very strengths based)

4. **Something cool that people don’t know about you:**  
I play Mah Jongg with my best friends monthly! We talk a lot so our games are very slow

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**Kathryn Flores**  
Co-Interim CEO & Chief Administrative Officer  
1. **Favorite thing about your job or most memorable success story:**  
I really love putting together complex financial issues and creating key strategies to bring voice to the financial stories!

2. **A recent challenge in your work:**  
Navigating the complex compliance updates and continuing to keep our staff well trained and supported!

3. **Favorite children’s book or game:**  
Mr. Machine was a Toy Robot, he was a walking, ringing toy, his arms and jaw moved with every step and periodically MM would emit a mechanical “Ah!”... I loved taking him apart and putting him back together, I used to time myself to see how fast I could do it!  

I would walk around the house mimicking his movements with joy in my heart, while I was playing & learning! “Ah!”

4. **Something cool that people don’t know about you:**  
I love hiking and being out in nature, I feel so grounded and spiritually replenished with Mother Earth!
Dear CCR Community,

We are getting better about talking about child care. I hear more media outlets sound the alarm on our child care crisis in Washington. More legislators are acknowledging that quality early learning opportunities in the first five years are vital for healthy brain development, but the high cost of child care makes it out of reach for far too many. And more community advocates are speaking clearly to the inequities in our system, where kids of color are more likely to live in areas without quality child care access and their caregivers must turn down professional advancement opportunities because they can’t find care.

While the momentum for action is building, our child care crisis is growing. This year, Child Care Resources is asking our legislature to take action on the issues with the most acute need: Access to child care for families experiencing homelessness, care for infants and toddlers from low-income families, and support for child care providers struggling to attain their required professional credentials while making lower wages than dog walkers.

We’d love for you to join us in 2020 to take action for early learning! On Feb. 20th CCR will participate in the first ever Early Learning Advocacy Day in Olympia. Please contact brady@childcare.org to get involved. Help us ask our legislators to address the areas of deepest inequality in our early learning system, while building the momentum we need to ensure access to quality, affordable child care for all kids in Washington State.

Thank you for your advocacy!

Sarah Brady, Policy and Advocacy Manager

“"A Day in the Life of Sarah Brady”

Sarah Brady, CCR’s Policy and Advocacy Manager was featured on our social media pages on Monday, February 10th. Check out our Facebook and Twitter to see what a typical day looks like for Sarah during the 2020 WA State Legislative Session.
2020 LEGISLATIVE PRIORITIES

High quality child care holds our communities together by: supporting children during the most critical years of their brain development; supporting working families; and bolstering our economy. But the crisis of affordability and access has left quality child care out of reach for more than half of Washington’s kids, with enormous barriers for those who need it most.

We call on the 2020 State Legislature to make the following investments to address the most acute areas of our child care crisis:

Improve access to the Working Connections Child Care (WCCC) subsidy for our most vulnerable families:

- Expand the Homeless Grace Period from 4 to 12 months to increase early learning opportunities for children experiencing homelessness.
- Adjust the WCCC copay structure so that small pay increases don’t lead to unbearable child care bills for hardworking families.
- Differentiate eligibility based on region and area median income to account for higher cost of living.

Stabilize the child care workforce:

- Increase WCCC subsidy reimbursement rates for infants and toddlers, enabling providers to open more of these high-demand slots.
- Fund community-based pathways for child care professionals to attain required credentials so high-quality providers can continue to serve their communities.

How the child care crisis is impacting real people:

For half of the families who used it last year, the four-month Homeless Grace Period eligibility window was not long enough to find child care and use the subsidy. 49% of families lost eligibility after the grace period ended.

A mere $2 hourly raise can result in a $477/month increase in a family’s WCCC copayment.

A family of four must earn less than $49,200 to qualify for WCCC, regardless of where they live in the state. A family of four making $72,000 in King and Snohomish Counties is considered low-income by the federal housing administration, but is ineligible for state child care support.

On average, child care providers in King County lose $389 a month for each subsidized infant slot they accept. The WCCC reimbursement rate for an infant in King Co. is $1,610 per month, while the 75th percentile market rate is $1,999.

We want a workforce that offers high-quality learning environments, yet child care providers in Washington make less than dog walkers. As a result, the education credentials that providers are now required to obtain are financially out of reach.