

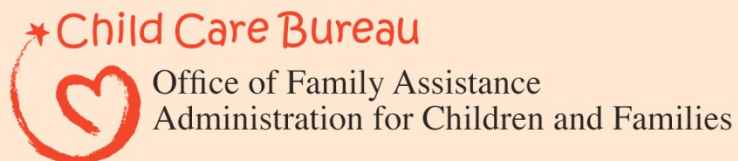


2009 Annual Meeting of the Child Care Policy Research Consortium

Washington, D.C. • October 28–30, 2009



U.S. Department of Health and Human Services



Assessing and Measuring Readiness for Change: Potential Applications to Quality Initiatives for Home-Based Child Care

October 30, 2009

**Presentation at the 2009 CCPRC Annual Meeting
Diane Paulsell**

MATHEMATICA
Policy Research, Inc.

Overview of the Presentation

- **Characteristics of home-based caregivers**
- **Initiatives to support quality in home-based care**
- **Potential applications of readiness-to-change concepts that could strengthen quality initiatives for home-based child care**

Characteristics of Home-Based Caregivers

- **Includes regulated and exempt caregivers; most are relatives.**
- **Ages vary—most caregivers in mid-40s.**
- **Most caregivers have low incomes.**
- **Family, friend, and neighbor caregivers tend to share same race/ethnicity and home language as parents and children.**
- **Family child care providers are more likely to have a high school degree.**

Motivations and Challenges Faced by Home-Based Caregivers

- **Motivation for family, friend, and neighbor caregivers: help the family or keep child care within the family**
- **Motivation for family child care providers: earn income; stay home with own children**
- **Challenges of home-based caregivers:**
 - Social isolation
 - Work-related stress and physical exhaustion
 - Conflicts with parents—childrearing styles, scheduling, payment, lack of respect for professional status

Initiatives to Support Quality in Home-Based Care: Goals

- **Recent national scan identified 90 recent or ongoing initiatives in all 50 states**
- **Primary goals of initiatives:**
 - **Quality improvement (72)**
 - **Support for licensing or registration (9)**
 - **Support for obtaining accreditation (5)**
 - **Certificate program or college credit or CDA (4)**

Initiatives to Support Quality in Home-Based Care: Strategies

- **Primary service delivery strategies:**
 - **High intensity:** home visiting (17), coaching and consultation (10), professional development through formal education (2)
 - **Moderate intensity:** workshops (46) play and learn groups (6), peer support (4)
 - **Low intensity:** materials and mailings (5), grants to caregivers (2), mobile reading vans (2)

- **Most initiatives combine strategies**
 - Core and supplemental services
 - Menu or continuum

Lessons on Designing Initiatives for Home-Based Care

- **No one size fits all.**
 - Need for targeting and tailoring
- **Caregivers are more likely to enroll in programs that address their interests/needs.**
 - Many examples of mismatches
- **Initiatives should be based on logic models with expected outcomes linked to program content and intensity.**
 - Many initiatives not well specified.
 - Outcomes not realistic given dosage and resources.

Potential Applications of Readiness-to-Change Concept

- **A screening tool**
- **A tool for targeting and tailoring**
- **A tool for motivation and sustaining participation**
- **A framework for staff supervision and development**

Potential Applications: A Screening Tool

- **For an intensive program that requires behavior change, use as a screening tool to identify motivated caregivers.**
 - Coaching and consultation
 - Home visits
 - Formal education
- **Screen caregivers not ready to change into lower intensity services that may prepare them for change before investing more resources.**
 - Peer support groups and social interactions
 - Materials and equipment to improve environment
 - Reading vans

Potential Applications: Targeting and Tailoring

- **For programs offering a continuum of services, use to place applicants in the appropriate track.**
 - **Not ready to change: low intensity such as grants, materials, mobile vans**
 - **Ready to change: high intensity: home visiting, coaching/consultation, formal education**
 - **Maintenance: access to peer support, professional development, support for accreditation**
- **Use as a factor for identifying target outcomes and services from a menu.**
 - **Relationship to children in care, motivation, interest in professionalization, education, regulation status, needs, *readiness-to-change***

Potential Applications: Motivating and Sustaining Participation

- **Use incentives to move caregivers along the readiness continuum.**
 - Informational incentives
 - Financial incentives
 - Social incentives
 - Public and professional recognition

Potential Applications: Staff Supervision and Development

- **Train staff to assess and reassess caregivers' readiness to change.**
- **Help staff in targeting services to caregivers' readiness to change.**
- **Help staff identify appropriate strategies for motivating participation of caregivers at each stage in the continuum.**
- **Train staff to support caregivers in maintaining change.**
- **Identify skills needed to effectively work with caregivers at different levels of readiness.**



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