

Shining the Light on You

*Integrating wellbeing focused supports for family child
care professionals into existing systems*



DELAWARE INSTITUTE FOR EXCELLENCE IN EARLY CHILDHOOD



INTRODUCTIONS



Rena A. Hallam, Ph.D.

Expertise in early care and education systems design and evaluation.

Director, Delaware Institute for Excellence in Early Childhood.



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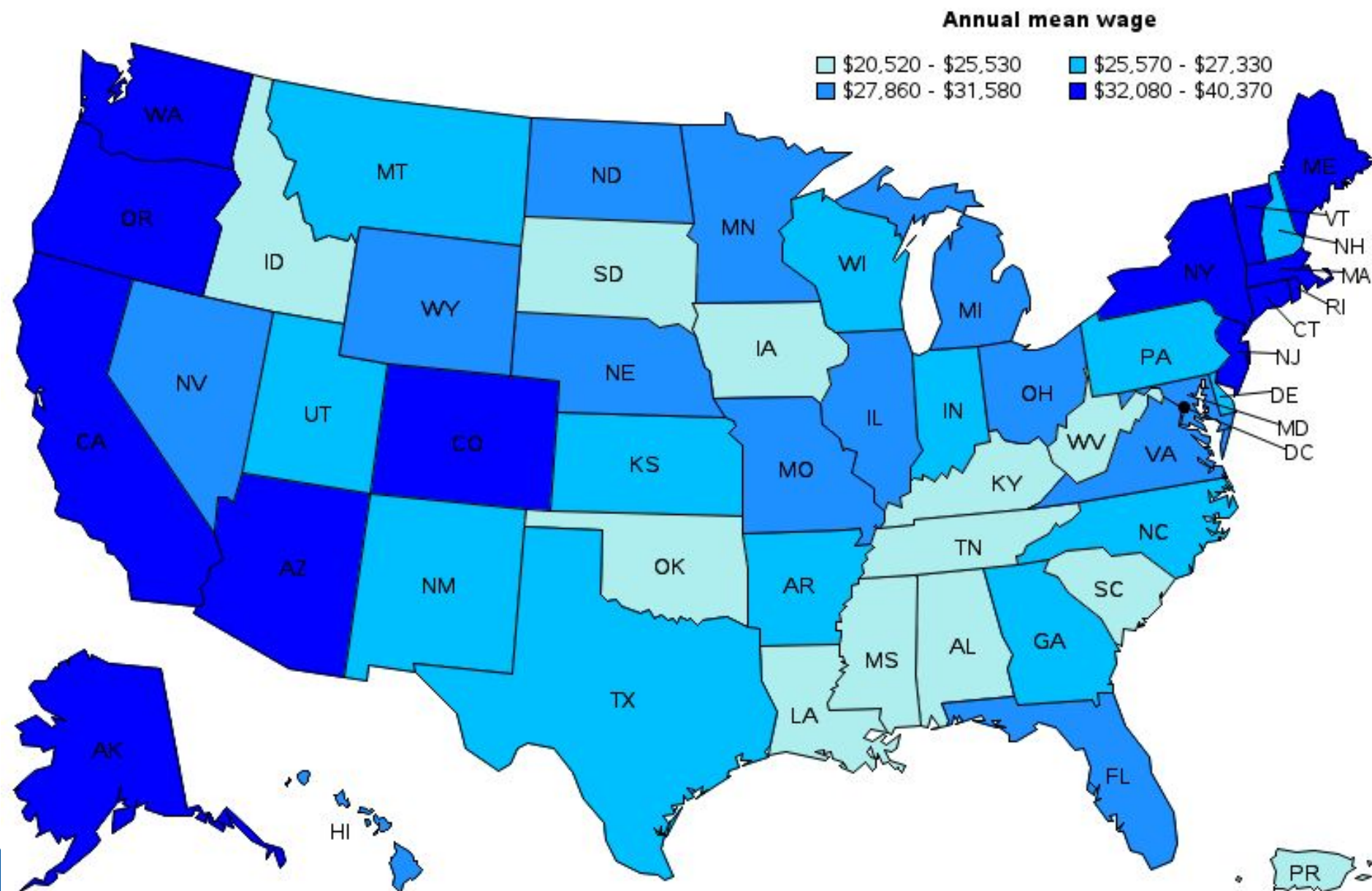
Expertise in public health, implementation science, health promotion and wellbeing in ECE settings.

Nationally recognized leadership in ECE workforce wellbeing



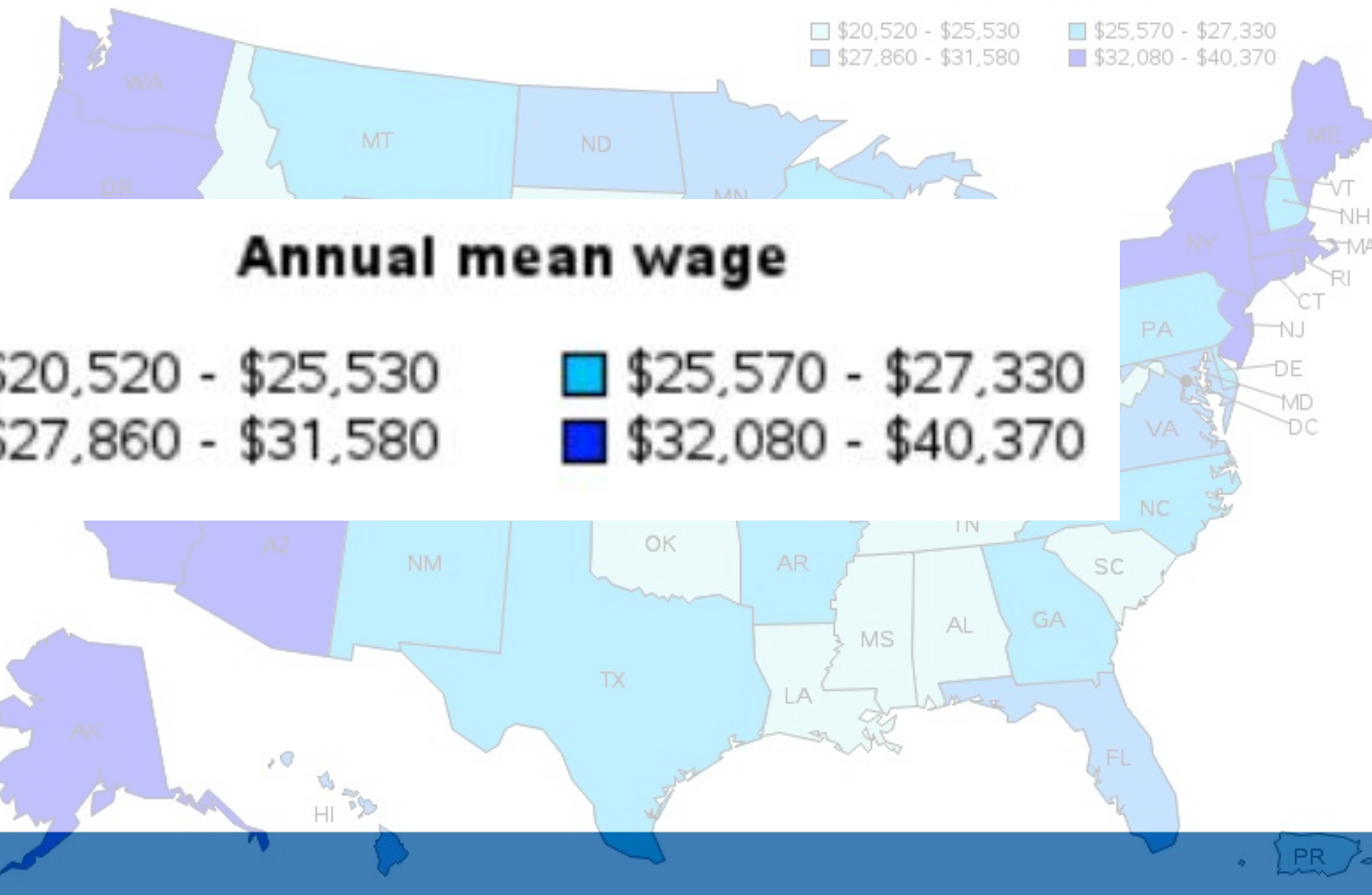
“If I’m not putting myself first then I’m not good for anybody. **If I don’t take care of me first then I can’t take care of the kids**, I can’t take care of my family.”

Annual mean wage of childcare workers, by state, May 2022



Annual mean wage of childcare workers, by state, May 2022

Annual mean wage



About the **family child care** workforce

\$13.71/hour

median income for
child care workers

~90%

have overweight or
obesity

>50%

eligible for public
benefits

>60%

report high stress

40%

have high blood
pressure

Case Study: Delaware FCC educators have strengths and face challenges to their wellbeing

Statewide survey of licensed FCC educators (n=168, 31% response rate) conducted in fall 2021 showed:



High rates of positive health behaviors like drinking 4+ cups of water per day (71%), eating 5+ fruits/vegetables each day (77%); health insurance coverage (87.6%)

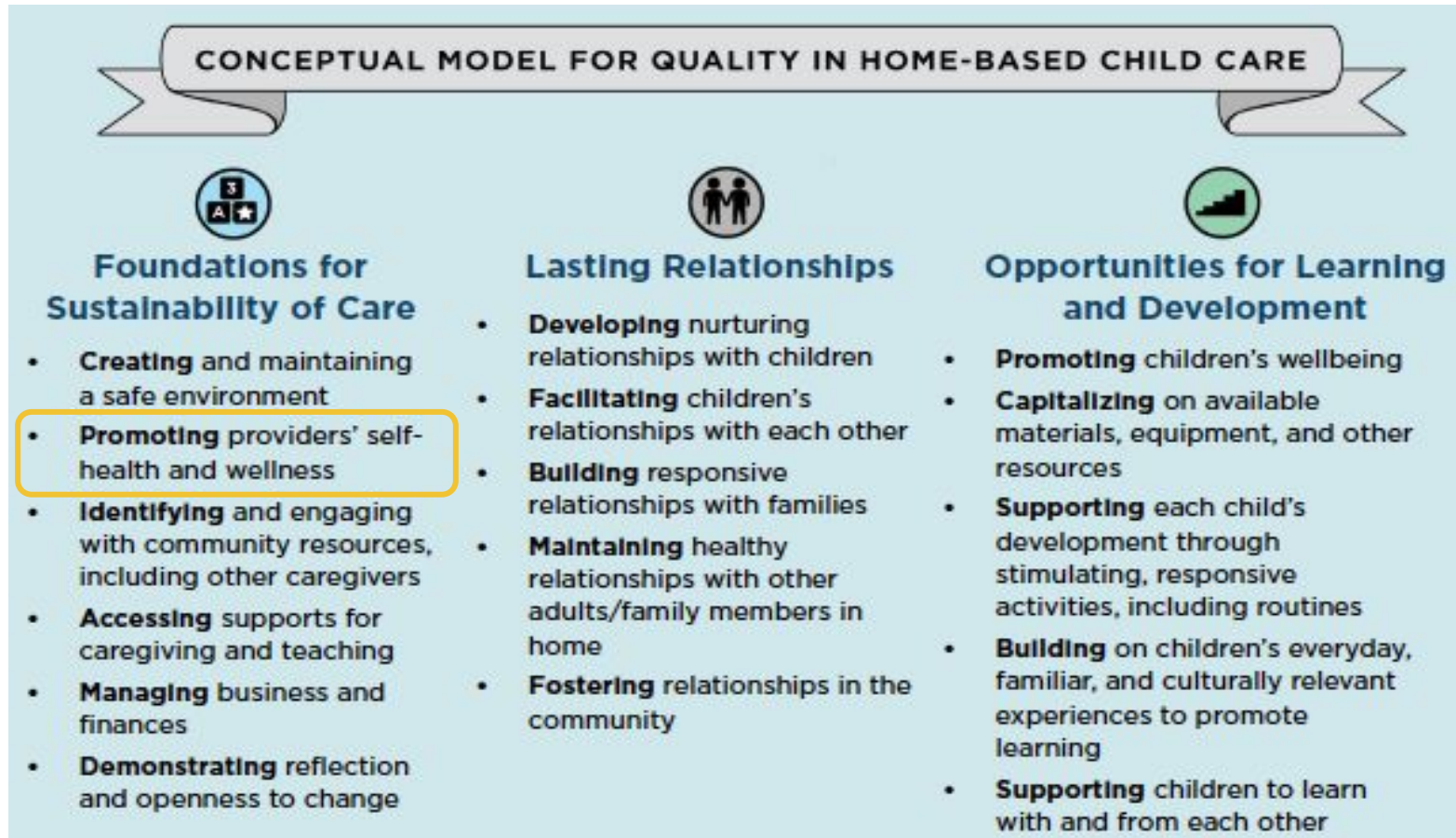


Elevated rates of **overweight or obesity (86%), diagnosed high blood pressure (41%) and asthma (18%)**

Poor worker health negatively impacts children and ECE systems

- Perceived stress predicts **consideration of exit from the profession** (Schwartz et al., 2016)
- Emotional exhaustion and poor working conditions predicts **intentions to move or leave the field** (Grant et al., 2019)
- Depressive symptoms are associated with **classroom quality and children's behavior problems** (Kwon et al., 2019)
- Job demands negatively associated with **quality ratings** (Forry et al, 2013)

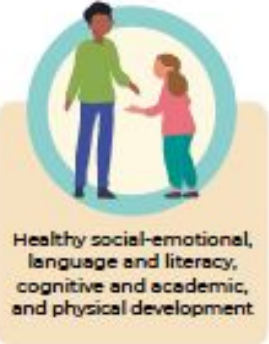
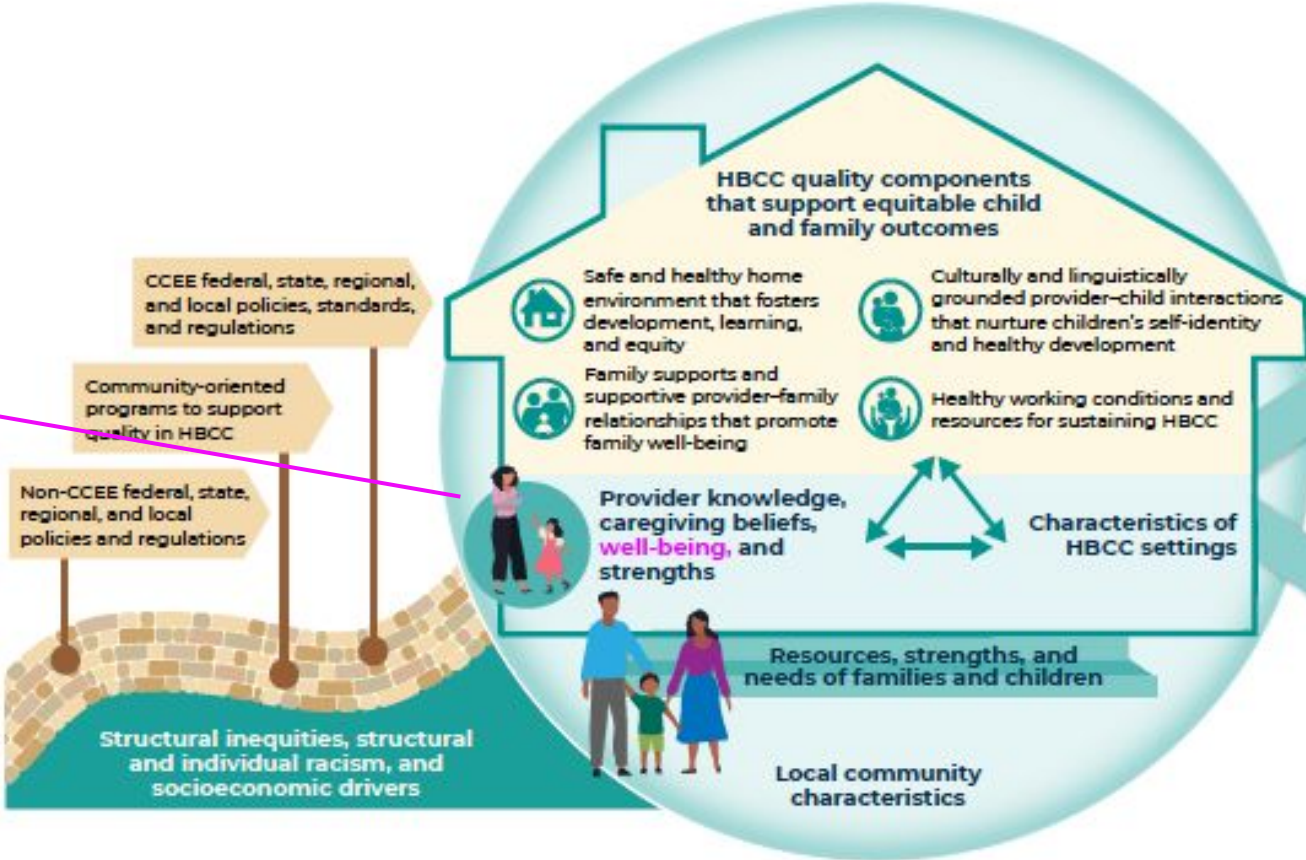
Educator health and wellness is a foundation for quality



Blasberg, A., Bromer, J., Nugent, C., Porter, T., Shivers, E.M., Tonyan, H., Tout, K., & Weber, B. (2019). A Conceptual Model for Quality in Home-Based Child Care. OPRE Report #2019-37. Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

HBCCSQ conceptual framework of quality in HBCC

Provider knowledge, caregiving beliefs, well-being, and strengths



Healthy social-emotional, language and literacy, cognitive and academic, and physical development

Child outcomes

Family outcomes



Positive family-provider and parent-child relationships, economic stability, and reduced stress

Orland, Jaimie, Juliet Bromer, Patricia Del Grosso, Toni Porter, Marina Ragonese-Barnes, and Sally Atkins-Burnett (2022). *Understanding Features of Quality in Home-Based Child Care That Are Often Overlooked in Research and Policy*. OPRE Brief #2022-76. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, US Department of Health and Human Services.

CCEE = child care and early education; HBCC = home-based child care

Despite the need, there is very little focus on wellbeing for FCC in ECE systems.

About Shining the Light on You



Shining the Light on You

Program goal

To improve the **health and wellbeing of family child care educators**, and by extension, the children and families they serve.

Program Model

Shining the Light on You integrates best practices from the fields of Early Childhood Education and Health and Wellness Coaching, which is built upon a foundation of behavior change theories and motivational strategies.



EMOTIONAL

Coping effectively with life and creating satisfying relationships

FINANCIAL

Satisfaction with current and future financial situations

SOCIAL

Developing a sense of connection, belonging, and a well-developed support system

SPIRITUAL

Expanding our sense of purpose and meaning in life

OCCUPATIONAL

Personal satisfaction and enrichment derived from one's work



ENVIRONMENTAL

Good health by occupying pleasant, stimulating environments that support well-being

INTELLECTUAL

Recognizing creative abilities and finding ways to expand knowledge and skills

PHYSICAL

Recognizing the need for physical activity, diet, sleep and nutrition

Adapted from Swarbrick, M. (2006).
A Wellness Approach.
Psychiatric Rehabilitation Journal,
29(4), 311-314

What is a Health Coach?

Health Coaches...

Are Board-Certified from an approved training program and receive consistent training across the country

Use a client-centered approach that meets participants where they are

Assist clients in making sustainable behavior change to promote wellbeing and manage chronic conditions

Program Components



Group Coaching

- 15 weekly sessions
- Educational presentations on wellbeing topics



Individual Health Coaching

- Three one-on-one sessions with health coach
- Support and guidance for reaching individual goals



Check-In Group Chats

- Small support groups of 3-5 participants
- Provide/receive support for goals

***Shining the Light on You* is embedded within Delaware ECE systems**

1. The program is run **within** the state's professional development system.
2. Sessions are co-facilitated by a Technical Assistance coach that **FCC educators know and trust.**
3. Participants receive up to **15 Quality Assured professional development hours.**

Existing Evidence

Evidence for Program

Cohort 1

- Fall 2020
- 12 participants

Cohort 2

- Spring 2021
- 7 participants

Cohort 3

- Spring 2022
- 14 participants

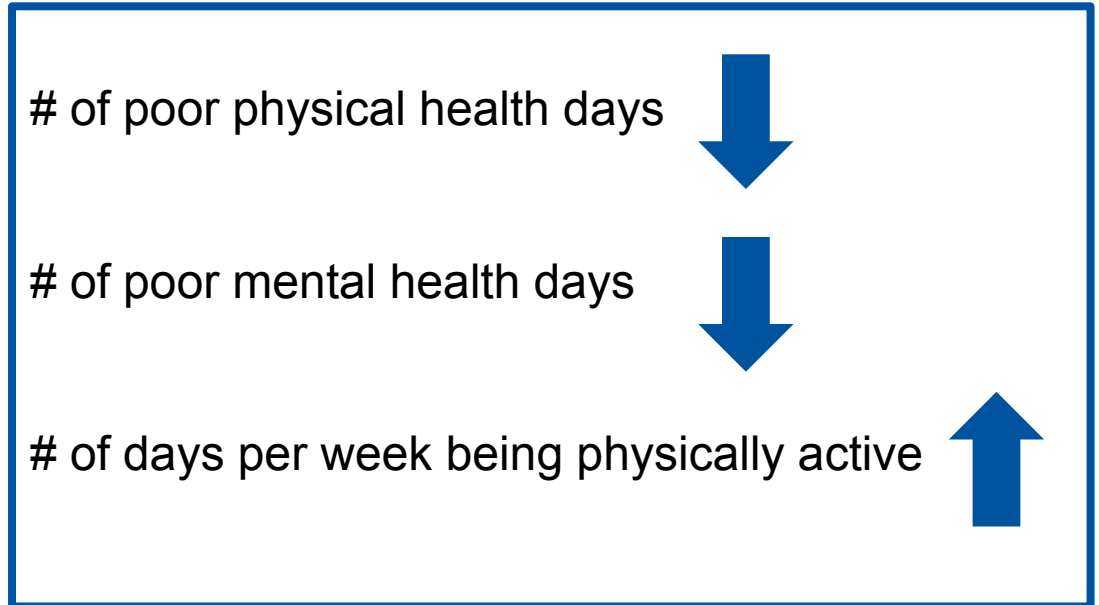
Cohort 4

- Fall 2022
- 10 participants

Cohorts 5 and 6

- Spring 2023 (data forthcoming)
- 7 participants (Spanish) 14 participants (English)

From the start of the program to the end of the program, the average...



Shining the Light on You: Perspectives from FCC Educators

"I'm more aware how important it is what I feed my body, not just food, you know... And how important it is to care for me so I can care for everybody else."

- Cohort 1 participant

"Listening to everybody's story made me realize mine wasn't so bad, it doesn't seem. And that we're all going through this together. We're all going through something and having that group felt like, okay I can say this and I feel good about it."

- Cohort 1 participant

"Because when you're stressed and you feel like everything's falling apart in the house, it's really hard to be pleasant and want to... sit and read books and enjoy time with the kids. So I do feel like [the program] has put me in a better frame of mind, which makes me react to the children in a much better way."

- Cohort 2 participant

"I would recommend [the program] to every last one of our child care providers... because it really, it's just, you're just so different when you come outta there. You're a different person."

- Cohort 2 participant

Opportunities for systems level wellbeing work across the country

Universal Pre-K

Q(R)IS/PD

FFC Supports

CCR&R

**Early Head Start
Partnership**

FFC Networks

Thanks for listening!



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