

## Comparison of Financial Incentives in States' Quality Rating and Improvement Systems Updated July 2008

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The information in this table was collected in April and May 2008 from publicly available information on websites and in publications.

	<b>Colorado Qualistar Rating System (2000)</b>	<b>District of Columbia Going for the Gold (2000)</b>	<b>Indiana Paths to QUALITY (2008)</b>	<b>Illinois Quality Counts (2008)</b>
<b>Structure</b>	<p>4 Levels – point system</p> <p>Components:</p> <ul style="list-style-type: none"> <li>• Learning environment,</li> <li>• Family partnerships,</li> <li>• Training and education,</li> <li>• Ratios and group size,</li> <li>• Accreditation</li> </ul>	<p>3 Levels – block system: Bronze, Silver and Gold</p> <p>Home provider criteria: accreditation, compliance with licensing regulations, child development home provider qualification and training, parent involvement and consumer education, and home environment and evaluation (<i>UDC</i>, 2000 p. 20).</p> <p>Centers criteria: accreditation, compliance with licensing regulations, Director qualifications and training, staff qualifications and training, and staff compensation (<i>UDC</i>, 2000 p. 20).</p>	<p>4 levels – block system each level builds on the foundation of the previous one.</p> <p>Level One: Health and safety needs of children met.</p> <p>Level Two: Environment supports children's learning.</p> <p>Level Three: Planned curriculum guides child development and school readiness.</p> <p>Level Four: National accreditation (the highest indicator of quality) is achieved.</p>	<p>4 progressive star levels (block)</p> <p>The quality criteria are in four areas:</p> <ul style="list-style-type: none"> <li>• regulatory compliance,</li> <li>• learning environment,</li> <li>• program administration, and</li> <li>• qualifications and training.</li> </ul> <p>Reference: <a href="http://cecl.nl.edu/public/issues/dlfo7.pdf">http://cecl.nl.edu/public/issues/dlfo7.pdf</a></p>
<b>Participation Rate</b>	16%	About 45%, based on regulated universe of 237 family child care and 360 centers (NCCIC DC Profile, 2005) and award of 69 Gold, 98 Silver, and 206 Bronze ( <i>DC Action for Children</i> , 2004, p.6).	In 2007, the participation rate for the PTQ pilot programs in Northeast and Southwest Indiana were 60% and 46% respectively. Reference: <a href="http://www.in.gov/fssa/files/PurduValidityReport2007.pdf">http://www.in.gov/fssa/files/PurduValidityReport2007.pdf</a>	Unknown; new system
<b>QRS Website</b>	Qualistar Rating System <a href="http://www.qualistar.org">http://www.qualistar.org</a>	Going for the Gold Web site not available	Paths to Quality <a href="http://www.in.gov/fssa/carefinder/6447.htm">http://www.in.gov/fssa/carefinder/6447.htm</a>	The Quality Counts: Quality Rating System (QRS) <a href="http://www.inccrra.org/overview.aspx?id=3801">http://www.inccrra.org/overview.aspx?id=3801</a>
<b>Quality Grants, Bonuses, and Awards</b>	School Readiness Grant - In 2002, Colorado established a school readiness child care subsidization		Providers enrolled in Paths to QUALITY receive a Participation Incentive. Homes, Centers, and	Quality Counts Grants are intended to improve the quality and/or increase the capacity of child care

	<p>program (HB 1297) that used private funds (from Qualistar) to match federal child care funds. The three-year initiative made grants available to child care centers that feed into low performing public schools. To receive funding the centers were required to obtain a quality rating and show improvement within 18 months (Stoney, 2004, p. 24).</p> <p>In school readiness sites, local organizations receive funds for one-time awards of up to \$3,000 per classroom for program improvements. Up to \$1,000 per classroom is reserved for conducting assessments for the rating (Paula Neth, private communication, December 5, 2006).</p> <p>Capital Grant to support quality improvement in child care facilities. This funding is obtained through the Boettcher Foundation Early Learning Capital Fund, which Qualistar will administer through 2010. Grants up to \$25,000 must demonstrate a 4:1 match with other funds, and grants up to \$5,000 must demonstrate a 1:1 match with other funds. More information available at <a href="http://www.qualistar.org/pdf/Facility_Improvement_Grant_Final.doc">http://www.qualistar.org/pdf/Facility_Improvement_Grant_Final.doc</a></p>		<p>Ministries receive \$50 non-cash.</p> <p>Providers who successfully complete Levels 2 and 3 are eligible for one time non-cash Recognition Awards. Homes receive \$300 non-cash, and Centers and Ministries receive \$1,000 non-cash.</p> <p>Providers at Level 4 who become accredited by an approved national accrediting body are eligible for financial support and technical assistance. Recognition Award recognizes their achievement of the highest level of quality. Homes receive \$500 cash, and Centers and Ministries receive \$1,500 cash.</p> <p>Providers who annually maintain the standards for level 4 and accreditation are eligible to receive an Annual Level 4 Accreditation Maintenance Award. Homes receive \$300 cash, and Centers and Ministries receive \$1,000 cash. Additionally, Providers who maintain accreditation are eligible to receive a 10% higher reimbursement rate through the Child Care and Development Fund (CCDF) Voucher Program. Reference: <a href="http://www.in.gov/fssa/files/PTQP_articipationbenefits.pdf">http://www.in.gov/fssa/files/PTQP_articipationbenefits.pdf</a></p>	<p>programs. There are two categories.</p> <p><u>Maximum Category 1 Funds</u>, (all programs are eligible to apply). License Exempt FCC Homes receive up to \$750, Licensed FCC Homes receive up to \$1,000 and Group FCC Homes up to \$1,300.</p> <p>Licensed and License-Exempt Centers of: 50 or fewer children receive up to \$2,700, 51-100 receive up to \$5,400 101 or more receive up to \$8,000.</p> <p>To qualify for <u>Maximum Category 2 Funds</u> programs must be accredited, enrolled in an accreditation self-study and/or have completed a program self-assessment. License Exempt FCC Homes receive up to \$1,500, Licensed FCC Homes receive up to \$2,000 and Group FCC Homes receive up to \$2,600</p> <p>Licensed and License-Exempt Centers of 50 or fewer children receive up to \$5,400, 51-100 receive up to \$10,800 101 or more receive up to \$16,000.</p> <p>Reference: <a href="http://www.cccconnect.org/PDFs/2008%20Quality%20Counts%20Grant%20Application%20Packet.pdf">http://www.cccconnect.org/PDFs/2008%20Quality%20Counts%20Grant%20Application%20Packet.pdf</a></p>
<b>Tiered Subsidy</b>	Yes, county option – no	<a href="http://seo.dc.gov/seo/frames.asp?d">http://seo.dc.gov/seo/frames.asp?d</a>	None	Yes, a quality add on to the

<b>Reimbursements</b>	<p>information available on the web</p> <p>Rates are set at county option; one county currently pays higher rates for higher quality.</p>	<p><a href="#">oc=/seo/lib/seo/pdf/child_care_provider_rates.pdf</a></p> <p>Going for the Gold encourages the improvement of quality and rewards achievements with higher reimbursement rates as facilities move up the system (<i>DC Action for Children</i>, 2004, p.5).</p> <p>Rate enhancements vary for infant, toddler, preschool, and school-age. For preschoolers the center daily rate is Bronze, \$29.21, Silver \$35.60, and Gold \$42.00. For family child care- Bronze \$22.03, Silver \$24.53, and Gold, \$28.00.</p>		<p>standard subsidy reimbursement rate: 5% for 1 star, 10% for two stars, 15% for three stars, 20% for four stars.</p> <p>Reference: <a href="http://cecl.nl.edu/public/issues/dlf07.pdf">http://cecl.nl.edu/public/issues/dlf07.pdf</a></p>
<b>Loans Linked to Quality Rating Systems</b>	None	None	None	None
<b>Scholarships</b>	<p>Participation in the T.E.A.C.H. Early Childhood Scholarship program in Colorado does not appear to be linked to program participation in Qualistar.</p>	<p>CDA scholarships through federal and private funds offered by the Office of Early Childhood Development (<i>DC Action for Children</i>, 2004, p.6) do not appear to be linked to participation in Going for the Gold.</p>	None	<p>The Gateways to Opportunity Scholarship Program is for practitioners working in the Illinois Department of Children and Family Services (IDCFS) licensed centers and homes. The Gateways Scholarship Program does not appear to be linked to participation in Quality Counts. <a href="http://www.inccrra.org/overview.aspx?id=5765">http://www.inccrra.org/overview.aspx?id=5765</a></p>
<b>Wage Supplements</b>	None	<p>None</p> <p>Compensation is one criterion in Going for the Gold: Bronze- Meet DHS Provider Agreement Silver- All Bronze plus percentage increase for staff in salary and/or benefits, and staff that completes advanced education or credential receive percentage or bonus</p>	None	<p>None linked to participation in Quality Counts.</p> <p>Great START Wage Supplement Program rewards eligible early care and education practitioners in IDCFS licensed childcare centers, family/group family child care providers for receiving higher education and for remaining at</p>

		contingent on funding. Gold- All Silver plus higher salary and benefits percentage for all staff, and individual staff that completes advanced education receive percentage or bonus contingent on funding ( <i>UDC</i> , 2000 p. 20).		their current place of employment. More specific details are available at <a href="http://www.inccrra.org/overview.aspx?id=171">http://www.inccrra.org/overview.aspx?id=171</a>
<b>Tax Credits</b>	None linked to quality.	None linked to quality.	None linked to quality.	None linked to quality.

	<b>Iowa Child Care Rating System (2006)</b>	<b>Kentucky Stars for Kids (2001)</b>	<b>Louisiana Quality Start (2007)</b>	<b>Maryland Child Care Tiered Reimbursement Program (2001)</b>
<b>Structure</b>	<p>5 Levels – block and points</p> <p>Level 1= has met Iowa’s registration or licensing standards.</p> <p>Level 2= has received additional training and made the first steps toward improving quality.</p> <p>Level 3-5= have made significant steps in meeting key indicators of quality in the areas of professional development, health and safety, environment, family and community partnership, and leadership and administration.</p>	<p>4 Levels</p> <p>Components:</p> <ul style="list-style-type: none"> <li>• Staff/child ratios,</li> <li>• Group size,</li> <li>• Curriculum,</li> <li>• Parent involvement, training/education of staff,</li> <li>• Regulatory compliance, and personnel practices.</li> </ul>	<p>5 levels – block and points</p> <p>One star is licensed, 2 stars is block (4 components: Administration Practices, Family &amp; Community Involvement, Program, and Staff Qualifications). Stars 3-5 earn points in 2 components (Program, and Staff Qualifications) plus an additional Quality Point can be earned by meeting additional requirements in both the Administrative Practices and Family/Community Involvement areas.</p>	<p>4 Levels – Level 1, Bronze, Silver &amp; Gold</p>
<b>Participation Rate</b>	New system	30%	New system	unknown
<b>QRS Website</b>	<p>Iowa Child Care Quality Rating System</p> <p><a href="http://www.dhs.state.ia.us/iqrs/">http://www.dhs.state.ia.us/iqrs/</a></p>	<p>STARS for KIDS Child Care Quality Rating System</p> <p><a href="http://www.kde.state.ky.us/KDE/Instructional+Resources/Early+Childhood+Development/STARS++for+KIDS+NOW+(Quality+Rating+System).htm">http://www.kde.state.ky.us/KDE/Instructional+Resources/Early+Childhood+Development/STARS++for+KIDS+NOW+(Quality+Rating+System).htm</a></p>	<p>Quality Start</p> <p><a href="http://www.qrslouisiana.org">http://www.qrslouisiana.org</a></p>	<p>Maryland Child Care Tiered Reimbursement Program</p> <p><a href="http://63.236.98.116/cca/creden/tiered.htm">http://63.236.98.116/cca/creden/tiered.htm</a></p> <p><a href="http://www.marylandpublicschools.org/msde/divisions/child_care/credentials/tiered">http://www.marylandpublicschools.org/msde/divisions/child_care/credentials/tiered</a></p>
<b>Quality Grants, Bonuses, and Awards</b>	<p>Achievement Bonus - The amount of the bonus is determined by the size of the program and the quality level achieved. Achievement bonuses are paid each time a rating is re-determined or renewed. A quality rating level is in effect for two years. Award amounts for child development (regulated family child care) homes range from \$400 at Level 2 to \$1,000 at Level 5. Awards for licensed child care</p>	<p>The Participation/Star Achievement Award is a one-time cash award upon reaching each star level. These awards are available to all participating programs, not just those that serve children receiving child care subsidies. For Star 1 the award is \$200 for centers and \$100 for homes. At levels 2–4, the size of the award is based on the enrollment size of centers and star level, ranging from \$500 (Star 2 with less than 50</p>	<p>The School Readiness Tax Credits took effect on January 1, 2008. The School Readiness Tax Credits are a comprehensive effort to support Quality Start through tax breaks to families, child care providers, child care teachers and directors and businesses that support child care.</p> <p><a href="http://www.qrslouisiana.org/pg-17-26-school-readiness-tax-credits.aspx">http://www.qrslouisiana.org/pg-17-26-school-readiness-tax-credits.aspx</a></p> <p>Families with a child under age six</p>	<p>Child care programs participating in the tiered reimbursement program must actively pursue program accreditation.</p> <p>Funds are available to registered family child care providers and licensed child care centers to pay for the cost of the program accreditation application fee. A maximum of: \$700 for a family child care home, or \$1,000 for a child care center.</p>

	<b>Iowa Child Care Rating System (2006)</b>	<b>Kentucky Stars for Kids (2001)</b>	<b>Louisiana Quality Start (2007)</b>	<b>Maryland Child Care Tiered Reimbursement Program (2001)</b>
	<p>centers range from \$400 for programs at Level 2 serving up to 25 children to \$4,000 for programs at Level 5 serving more than 100 children.</p> <p>The Web site is available at <a href="http://www.dhs.state.ia.us/iqrs/faqs/index.html">http://www.dhs.state.ia.us/iqrs/faqs/index.html</a></p>	<p>children) to \$5,000 (Star 4 with more than 100 children). Family child care awards range from \$250 for Star 2 to \$1,000 for Star 4.</p>	<p>enrolled in child care will be eligible for a refundable tax credit based on the star rating of the center their child attends. The tax credit increases with the rating from a 50% increase for a 2 star program, up to 200% for a 5 star program. Annual maximum amounts range from \$575 to \$3,150.</p> <p>Child care providers participating in Quality Start will receive a refundable tax credit based on the number of stars they earn and on the number of children they serve in the Child Care Assistance Program or children in foster care. The annual amount per eligible child ranges from \$750/child for a 2 star program, up to \$1500/child for a 5 star program</p> <p>Child care teachers and directors will be eligible for a refundable tax credit if they teach in centers participating in Quality Start at any level. The annual amount is based on education levels, ranging from \$1500 to \$3000.</p> <p>Businesses that support quality child care will also be eligible for a tax credit based on the star rating of the center. These credits may include businesses that construct, renovate, or expand a child care center, purchase equipment for a center, maintain or operate a center, or subsidize child care for their employees. Credits range from 5% of eligible expenses for a 2 star facility</p>	<p>Awards are assigned a priority by the Child Care Administration, with the highest priority given to programs serving Title 1 school districts. <a href="http://www.marylandpublicschools.org/msde/divisions/child_care/credentials/tiered">http://www.marylandpublicschools.org/msde/divisions/child_care/credentials/tiered</a></p>

	Iowa Child Care Rating System (2006)	Kentucky Stars for Kids (2001)	Louisiana Quality Start (2007)	Maryland Child Care Tiered Reimbursement Program (2001)
			to 20% for a 5 star. Maximum credit is \$50,000/year. Businesses may also receive a tax credit for donations made to Child Care Resource and Referral agencies. Maximum annual credit is \$5,000. <a href="http://www.partnershipforsuccess.org/uploads/200712_StoneyMitchellpaper.pdf">http://www.partnershipforsuccess.org/uploads/200712_StoneyMitchellpaper.pdf</a>	
<b>Tiered Subsidy Reimbursements</b>	None	<p>Star Quality Incentive Awards - an annual award paid quarterly to star level 2, 3 and 4 programs serving subsidized children.</p> <p>Reimbursement rates for child care centers depend on the percentage of subsidized children being served, the child's age and the star level of the program. For centers, the additional per child subsidy for children under age ranges from \$8.00 per subsidized child per month for a star 2 center serving 1-10% subsidized children to \$17.00 per subsidized child per month for a star 4 center serving 76% or more subsidized children.</p> <p>Centers that are nationally accredited (NAEYC, NAA, NAECP) receive an additional \$2 per subsidized child per day (\$40+ per month). For family child care homes, the amount of the Incentive Award (tiered subsidy) depends on the program's star level. For a child under age three, a star 2 family child care home would receive \$10.00/child/month and a star 4 would receive \$15.00/child/month. NAFCC accredited homes receive an</p>	<p>It is anticipated that state reimbursement rates for children in the Child Care Assistance Program will increase depending on the rating level of a center. A four star center would receive a higher state reimbursement than a two star center. But final decisions are still under consideration. Reference: <a href="http://www.qrslouisiana.org/pg-17-4-frequently-asked-questions.aspx#FAQ16">http://www.qrslouisiana.org/pg-17-4-frequently-asked-questions.aspx#FAQ16</a></p>	<p>Participation in the Tiered Reimbursement program is voluntary and programs at Level 2 or higher are paid a higher reimbursement for Purchase of Care Vouchers. The additional amounts are based on the level achieved (Bronze, Silver, Gold) and the child's subsidy level for the Purchase of Care program. Specific information about the amount of the differential payment is not available on web.</p> <p>Information about the Tiered Reimbursement program is available on the Maryland Department of Education, Division of Early Childhood Development, Office of Child Care Web site at <a href="http://63.236.98.116/cca/creden/tiered.htm">http://63.236.98.116/cca/creden/tiered.htm</a></p> <p>Information about subsidy rates is at <a href="http://www.mdchildcare.org/mdcfc/or_providers/cc_reimb.html">http://www.mdchildcare.org/mdcfc/or_providers/cc_reimb.html</a></p>

	Iowa Child Care Rating System (2006)	Kentucky Stars for Kids (2001)	Louisiana Quality Start (2007)	Maryland Child Care Tiered Reimbursement Program (2001)
		additional \$2/child/day.		
<b>Loans Linked to Quality Rating Systems</b>	None	None	None	None
<b>Scholarships</b>	Participation in the T.E.A.C.H. Early Childhood Scholarship program in Iowa does not appear to be linked to program participation in the QIRS.	None The Early Childhood Development Scholarship created as part of the KIDS NOW early childhood initiative does not appear to be linked to participation in Stars for Kids. <a href="http://www.kheaa.com/website/kheaa/ecds?main=1">http://www.kheaa.com/website/kheaa/ecds?main=1</a>	Teachers join the Louisiana Pathways Career Development System and receive scholarships to pay for additional training required. No other additional information is posted on website.	None The Child Care Provider Scholarship run by the Maryland Higher Education Commission's State Scholarship Administration, helps potential child care providers pay for college does not appear to be linked to participation in Maryland's Tiered Reimbursement Program. ( <i>Child Care and Early Education in Maryland</i> , 2005, p.8).
<b>Wage Supplements</b>	None	None	The School Readiness tax credits are available staff. Staff enroll with LA Pathways, must be working for at least six months at the same center that is participating in the Quality Rating System, and be a member of an early childhood professional organization. The range is from a teacher with a CDA and 1 year of experience who is eligible for \$1500 to a teacher with a BA and 2 years of experience, who is eligible for \$3000. Similar tax credit amounts apply for directors. Reference: <a href="http://www.qrslouisiana.org/pg-17-26-school-readiness-tax-credits.aspx">http://www.qrslouisiana.org/pg-17-26-school-readiness-tax-credits.aspx</a>	Achievement Bonuses – To be eligible for an achievement bonus for professional development, an individual must: apply, be accepted, participate in the credential program for a least one year, and complete continued training and professional activities as well as one year of continued employment in a child care facility. A one-time bonus, at each credential level, is paid directly to the participating individual upon completion of all requirements. The bonus amounts are: Credential Level Two - \$200 Credential Level Three - \$300 Credential Level Four - \$500 Credential Level Five - \$750 Credential Level Six - \$1,000  Child care centers are required to include plan incentives for staff including an incremental salary scale

	Iowa Child Care Rating System (2006)	Kentucky Stars for Kids (2001)	Louisiana Quality Start (2007)	Maryland Child Care Tiered Reimbursement Program (2001)
				based on education and experience. Child care centers participating in the highest level of tiered reimbursement need to have a benefits package for staff as well. At Level 1, licensing requirements, it is not applicable; at Level 2, incremental salary scale based on education and experience is required; at Level 3, programs must have an incremental salary scale based on education and experience; and at Level 4, programs have an incremental salary scale based on education and experience, and a benefits package.
<b>Tax Credits</b>	None linked to quality.	None linked to quality.	See above.	None linked to quality.

	<b>Montana Star Quality Rating System (2002)</b>	<b>New Hampshire Licensed Plus (2006)</b>	<b>New Mexico Look for the Stars (2005)</b>
<b>Structure</b>	<p>3 Levels – Licensed/registered, Star 1 &amp; 2 (National Accreditation)</p> <p>Components for Star 1: quality indicators in cognitive, physical, social/emotional and creative development. At least 75% of the staff in centers are at or above Level 2 on the Montana Early Child Care and Education Career Registry; personnel policies are aimed at professional child care career development. Staff turnover is less than 50%. A pre-enrollment policy and regular parent communications methods are in place.</p> <p>Star 2 = NAEYC, NAFCC or NAA accreditation</p>	<p>Block system with 3 Levels – Licensed, Licensed Plus and Nationally Accredited (NAEYC, NAFCC or NAA)</p> <p>Components for Licensed Plus:</p> <ul style="list-style-type: none"> <li>• Administration and business practices;</li> <li>• Learning environment;</li> <li>• Parent/family involvement;</li> <li>• Children with special needs;</li> <li>• Professional development;</li> <li>• Staff qualifications and compensation;</li> <li>• Program evaluation.</li> </ul>	<p>Block system with 5 Levels – Star 1 to 5</p> <p>Components:</p> <ul style="list-style-type: none"> <li>• Staff training and education;</li> <li>• Environment;</li> <li>• Daily learning activities;</li> <li>• Family involvement;</li> <li>• Child assessment;</li> <li>• Ratios and group size</li> </ul>
<b>Participation Rate</b>	Unknown	Participation increased from 1 to 60 Licensed+ providers in first 6 months.	Unknown
<b>QRS Website</b>	<p>Star Quality Rating System</p> <p><a href="http://www.dphhs.mt.gov/programsservices/starqualitychildcare.shtml">http://www.dphhs.mt.gov/programsservices/starqualitychildcare.shtml</a></p>	<p>Licensed Plus</p> <p><a href="http://www.dhhs.state.nh.us/DHHS/CDB/licensedplus.htm">http://www.dhhs.state.nh.us/DHHS/CDB/licensedplus.htm</a></p>	<p>Look for the Stars</p> <p><a href="http://www.newmexicokids.org/caregivers">http://www.newmexicokids.org/caregivers</a></p>
<b>Quality Grants, Bonuses, and Awards</b>	<p>Montana has two on-going quality grant programs—mini grants and large provider grants—that are linked to participation in the QRS or other quality improvement efforts such as professional development. Mini-grants are between \$1,000 and \$1,500 per year. Large Provider Grants can be up to \$15,000 a year for up to three years (Stoney, 2004, p. 24).</p> <p>Additional information is available on Montana’s Child Care Resource and Referral Network Web site at <a href="http://www.montanachildcare.com/provider_grants.htm">http://www.montanachildcare.com/provider_grants.htm</a></p>	<p>Annual recognition awards for participation in Licensed Plus are \$250 (homes) and \$500 (centers).</p>	

	Montana Star Quality Rating System (2002)	New Hampshire Licensed Plus (2006)	New Mexico Look for the Stars (2005)
<b>Tiered Subsidy Reimbursements</b>	<p>In Montana's system, according to the State Child Care and Development Plan for FY 2006-2007, reimbursement rates for a 1- star facility are increased by 10% above the base rate; and 15% for a 2–star facility.</p> <p>Section 3.2 Payment rates  <a href="http://www.dphhs.mt.gov/publications/childcaresateplan.pdf">http://www.dphhs.mt.gov/publications/childcaresateplan.pdf</a></p>	<p>Programs that participate and are certified to serve children in protective and preventive care are eligible for cash rewards.  <a href="http://www.dhhs.state.nh.us/DHHS/CDB/licensedplus.htm">http://www.dhhs.state.nh.us/DHHS/CDB/licensedplus.htm</a></p> <p>National accreditations accepted are NAEYC, NAA or NAFCC.</p> <p>In addition to annual awards, Licensed Plus programs receive an annual payment equal to 5% of total subsidy payments for the previous year. Nationally accredited programs receive an annual payment equal to 10% of total subsidy payments for the previous year.</p>	<p>NM's tiered reimbursement rates are based on the star level achieved by the program. The differential per month per subsidized child increases in \$25.00 increments. The range is from \$25.00 for a 2-Star program to \$100.00 for a 5-Star (nationally accredited) program.</p> <p>Regulations are available at:  <a href="http://www.nmcpr.state.nm.us/nmac/parts/title08/08.015.002.htm">http://www.nmcpr.state.nm.us/nmac/parts/title08/08.015.002.htm</a></p>
<b>Loans Linked to Quality Rating Systems</b>	None	None	None
<b>Scholarships</b>	None	None	<p>Participation in the T.E.A.C.H. Early Childhood Scholarship program in New Mexico does not appear to be linked to program participation in Look for the Stars. Information on NM's T.E.A.C.H. program is not available on the web. According to a written report, T.E.A.C.H. is administered in New Mexico by the New Mexico Association for the Education of Young Children (NMAEYC). In 2007, 237 scholarships were awarded. Degrees sought by T.E.A.C.H. scholars are 70% Associate's Degree, 19% Bachelor's Degree 10% Master's Degree, and 1% Alternative Degree. (<i>Growing On Your Own, n.d.</i>).</p>
<b>Wage Supplements</b>	None	<p>None</p> <p>Programs must have a written salary scale, indicating compensation ranges for positions based on qualifications and tenure (<i>NH Licensed Plus Quality Rating System, p. 5</i>).</p> <p>The New Hampshire Childcare Advisory Council</p>	None

	Montana Star Quality Rating System (2002)	New Hampshire Licensed Plus (2006)	New Mexico Look for the Stars (2005)
		discussed in their 5 year plan the desire to “Develop and implement strategies to improve salary compensation and benefits.” (p. 1) <a href="http://www.dhhs.state.nh.us/NR/rdonlyres/en6upx6m7k7qlsondi2h37woeptqf33u2ulumylg7pfmyyefzocjus4sed3nf7hec6l6eicybo5lidijk35mnxayslf/5yrplan.pdf">http://www.dhhs.state.nh.us/NR/rdonlyres/en6upx6m7k7qlsondi2h37woeptqf33u2ulumylg7pfmyyefzocjus4sed3nf7hec6l6eicybo5lidijk35mnxayslf/5yrplan.pdf</a>	
<b>Tax Credits</b>	None linked to quality	None linked to quality	None linked to quality

	<b>North Carolina NC Star Rated License (1999)</b>	<b>Ohio Step Up To Quality (2006)</b>	<b>Oklahoma Reaching for the Stars (1998)</b>
<b>Structure</b>	<p>Point system with 5 Levels – Star 1 to 5</p> <p>Two components:</p> <ul style="list-style-type: none"> <li>• Program standards (environment, ratios and interactions)</li> <li>• Education standards (education, credentials and experience levels of the administrator, lead teachers and teachers)</li> </ul>	<p>Three-level -- Step One, Step Two and Step Three</p> <p>Block system with 5 components</p> <ul style="list-style-type: none"> <li>• Ratios and group size;</li> <li>• Staff education and qualifications;</li> <li>• Specialized training;</li> <li>• Administrative practices;</li> <li>• Early learning</li> </ul> <p>Centers in the preparation phase are called ‘emerging stars.’</p>	<p>4 Levels – 1 Star, 1 Star Plus, 2 Star, 3 Star</p> <p>One Star programs meet minimum licensing requirements. One Star Plus programs meet additional quality criteria which include: additional training, reading to children daily, parent involvement and program assessment. Two Star programs meet additional quality criteria <u>or</u> are nationally accredited. Three Star programs meet additional quality criteria <u>and</u> are nationally accredited.</p>
<b>Participation Rate</b>	<p>100% since Star 1 equals licensed; 80% are above Star 1 according to a recent statistical report at <a href="http://ncchildcare.dhhs.state.nc.us/pdf_forms/august_2007_Statistical_Report.pdf">http://ncchildcare.dhhs.state.nc.us/pdf_forms/august_2007_Statistical_Report.pdf</a></p>	<p>As of June 2008, of the universe of 3,876 centers, 450 centers are rated (12%), 120 are waiting for a rating (3%) and 200 (5%) are ‘emerging stars.’</p>	<p>53% at 1 Star Plus or above</p> <p>In 2002, 189 family child care homes rated: One Star 61%, One-Star Plus 63%, Two-Star 62%, Three-Star 3% (Early Childhood Collaborative of Oklahoma, 2004, p.11).</p>
<b>QRS Website</b>	<p>North Carolina Star Rated License <a href="http://ncchildcare.dhhs.state.nc.us/parents/pr_sn2_ov_sr.asp">http://ncchildcare.dhhs.state.nc.us/parents/pr_sn2_ov_sr.asp</a></p>	<p>Step Up To Quality <a href="http://jfs.ohio.gov/cdc/stepUpQuality.stm">http://jfs.ohio.gov/cdc/stepUpQuality.stm</a></p>	<p>Reaching for the Stars <a href="http://www.okdhs.org/divisionsoffices/visd/dcc/">http://www.okdhs.org/divisionsoffices/visd/dcc/</a></p>
<b>Quality Grants, Bonuses, and Awards</b>	<p>Local Partnerships for Children (Smart Start) may offer grants for quality improvement.</p> <p>To support the move from the 3 component rating system to the 2 component rating system (licensing compliance was omitted beginning 1/1/06), North Carolina offered Rated License Transition Grants for two years (2006 and 2007). The goal was to help child care programs that had achieved 3 Stars or above in the current rated-license system to transition to the new two-component system by providing financial support to help providers to maintain the education of their staff and the quality of their child care settings.</p> <p>Quarterly payments were based on (1) the number of points earned by the program for education and program and (2) the number of children enrolled</p>	<p>Quality Achievement Awards (QAA)</p> <p>The Quality Achievement Awards for Centers range from \$3,000 to \$36,000, and are given in one installment. Note: 25% of a program’s payment must be spent on approved program improvements such as critical repairs, classroom supports, and early learning resources. Reference available at <a href="http://jfs.ohio.gov/cdc/docs/QAAspaymentmatrixupdated3-1-08.pdf">http://jfs.ohio.gov/cdc/docs/QAAspaymentmatrixupdated3-1-08.pdf</a></p> <p>Quality Achievement Awards for Type A Homes range from \$600 to \$3,600, and are paid in one installment. The Awards are contingent on compliance with serious risk licensing criteria, the maintenance of Step Up rating requirements and availability of funding. Reference is available at</p>	<p>None</p>

	<b>North Carolina NC Star Rated License (1999)</b>	<b>Ohio Step Up To Quality (2006)</b>	<b>Oklahoma Reaching for the Stars (1998)</b>
	<p>in a program. The maximum payment amount was \$3,000.00 per quarter. Amounts range from \$7.50 per child per quarter for a program with 5 points to \$20 per child per quarter for a program with 10 points.</p> <p>Rated License Transition Grants  <a href="http://ncchildcare.dhhs.state.nc.us/pdf_forms/transition_grants.pdf">http://ncchildcare.dhhs.state.nc.us/pdf_forms/transition_grants.pdf</a></p>	<p><a href="http://jfs.ohio.gov/cdc/docs/QAApaymentmatrixtypeahomes12-7-07.pdf">http://jfs.ohio.gov/cdc/docs/QAApaymentmatrixtypeahomes12-7-07.pdf</a></p>	
<b>Tiered Subsidy Reimbursements</b>	<p>Tiered reimbursement rates are determined for each star level and vary by county. The web links below provide details on the rates by county and star level. For example, according to the market rates effective 10/01/2007 the subsidized rate for an infant in Robeson County in a one star center is \$289/month as compared to \$735/month in a five star center (increase is \$446/month). In Wake County, the rate for an infant in a one star center is \$592/month and in a five star center is \$972/month center (increase is \$380/month).</p> <p>Division of Child Development Subsidized Child Care Market Rates for Child Care Centers  <a href="http://ncchildcare.dhhs.state.nc.us/pdf_forms/center_market_rate_table_effective_100107.pdf">http://ncchildcare.dhhs.state.nc.us/pdf_forms/center_market_rate_table_effective_100107.pdf</a>            Division of Child Development Subsidized Child Care Market Rates for Family Child Care Homes  <a href="http://ncchildcare.dhhs.state.nc.us/pdf_forms/home_market_rate_table_effective_100107.pdf">http://ncchildcare.dhhs.state.nc.us/pdf_forms/home_market_rate_table_effective_100107.pdf</a></p>	None	<p>Oklahoma's reimbursement rates are determined by star status, geographic area, setting and the child's age. For example, the full time daily reimbursement rate for an infant (0-12 months) in a one star center is \$15.50/day and increases to \$28.75/day for a three star center. The age breakdown is different in a family child care home. For an infant (0-24 months) in a one star family child care home the full time daily rate is \$14.50 and increases to \$24.75 for a three star child care home.</p> <p>Child Care Eligibility/Rates Schedule  <a href="http://www.okdhs.org/NR/rdoonlyres/6C1E2B9A-A97A-45E3-BF42-7E0BB6360209/0/OKDHS_ApC4.pdf">http://www.okdhs.org/NR/rdoonlyres/6C1E2B9A-A97A-45E3-BF42-7E0BB6360209/0/OKDHS_ApC4.pdf</a></p>
<b>Loans Linked to Quality Rating Systems</b>	<p>Early childhood programs in North Carolina can access special loans to assist with needed repairs. These loans are linked to the quality rating system. Programs that improve their star rating during the loan term may have all or part of the loan converted to a grant, depending on the degree of quality improvement in the star system.</p>	None	None
<b>Scholarships</b>	<p>T.E.A.C.H. Early Childhood® Project offers scholarships, health insurance and salary supplements to child care workers. Information about T.E.A.C.H. in North Carolina (the founding</p>	<p>Eligibility for T.E.A.C.H. Early Childhood Ohio is not tied to program participation in QRS but participants are eligible for assistance for an Associate Degree if they participate Step Up To</p>	<p>The Scholars for Excellence initiative provides scholarships to individuals to help pay for tuition and books; Scholar Coordinators in each community college publicize the program and</p>

	North Carolina NC Star Rated License (1999)	Ohio Step Up To Quality (2006)	Oklahoma Reaching for the Stars (1998)
	State) is available on the Web at <a href="http://www.childcareservices.org/ps/teach.html">http://www.childcareservices.org/ps/teach.html</a> .	Quality. References is available at <a href="http://www.occrra.org/TEACH.htm">http://www.occrra.org/TEACH.htm</a>	<p>assist students to participate (Mitchell, 2005, p. 42). To qualify for the Scholars for Excellence in Child Care program, an individual must work in a program rated one-star plus or above at time of application. Scholars for Excellence in Child Care program applicants must:</p> <ul style="list-style-type: none"> <li>• Work in a one-star plus or above DHS- or tribal-licensed child care facility with a minimum of 10 percent subsidy children at time of application</li> <li>• Work at least 30 hours per week as follows: Teachers: with children Family child care providers: paid to care for children other than their own Directors: performing administrative duties and/or working with children</li> <li>• Be employed at a child care facility at least three months before beginning coursework.</li> </ul> <p>Additional information about the Scholars for Excellence in Child Care program is available on the Oklahoma State Regents for Higher Education Web at <a href="http://www.okhighered.org/secc/">http://www.okhighered.org/secc/</a></p> <p>Scholarships from the center for Early Childhood Professional Development (CECPD) TEACH Project link Education and compensation for child care staff wanting to attain specialized education in early childhood.</p> <p>The Oklahoma Child Care Services offered vouchers in the amount of \$25 to attend child care conferences from July 1, 2006 to June 30, 2007.</p>
<b>Wage Supplements</b>	WAGES - Salary supplements are tied to the education level of the recipient, the position the recipient holds in her/his program and the "Tier" level chosen by each participating county.	None	<i>R.E.W.A.R.D.<sup>TM</sup></i> Oklahoma provides education-based salary supplements to practitioners based on their qualifications. This program is not directly tied to Oklahoma's QRS but these supports are

	<b>North Carolina NC Star Rated License (1999)</b>	<b>Ohio Step Up To Quality (2006)</b>	<b>Oklahoma Reaching for the Stars (1998)</b>
	<p>(Counties choose which of 3 tiers of financial support they will provide.) For example, a teacher or family child care provider is eligible for a \$450 or \$600 annual supplement for having attained the Early Childhood Certificate. The award is \$1,500 or \$2,000 more per year for an AAS in Early Childhood Education. Directors are funded on a different scale than teachers and home providers. In all Tiers, the amount of the supplement increases as the level of education increases. Supplements for part-time employees are prorated based on a 40 hour work week Information available at: <a href="http://www.childcareservices.org/ps/wage.html">http://www.childcareservices.org/ps/wage.html</a></p>		<p>targeted to staff in programs with ratings above the One-Star level (Mitchell, 2005, p. 42 and Center for Early Childhood Professional Development Web site). The <i>R.E.W.A.R.D. Oklahoma</i> program is offered Statewide with funding provided by the Oklahoma Department of Human Services (OKDHS) Division of Child Care. These Participants in the <i>R.E.W.A.R.D. Oklahoma</i> program may increase their supplement amounts by gaining more education. Maximum annual award is \$2,000. <a href="http://www.cccpd.org/Reward/rewardoklahoma_new.html">http://www.cccpd.org/Reward/rewardoklahoma_new.html</a></p>
<b>Tax Credits</b>	None linked to quality.	None linked to quality.	<p>Beginning in tax year 1998, Oklahoma enacted a tax credit for child care businesses that are at least at the Two Star level, working toward accreditation. The credit is equal to 20% of the expense incurred to comply with standards of national accrediting bodies recognized by Oklahoma's Reach for the Stars. The expenses cannot have been incurred to comply with Oklahoma's child care licensing act. The credit can be carried forward into four subsequent tax years.</p> <p>For more information, see <a href="http://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=92595">http://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=92595</a> <a href="http://www.oktax.state.ok.us/oktax/forms00/511cr00.pdf">http://www.oktax.state.ok.us/oktax/forms00/511cr00.pdf</a></p>

	<b>Pennsylvania Keystone Stars (2002)</b>	<b>Tennessee Child Care Evaluation and Report Card Program &amp; Star-Quality Child Care Program (2001)</b>	<b>Vermont Steps Ahead Recognition System (2003)</b>
<b>Structure</b>	4 Levels – 1 Star to 4 Stars  Components: <ul style="list-style-type: none"> <li>• Staff Qualifications, Professional Development &amp; Compensation</li> <li>• Early Learning Program</li> <li>• Partnerships with Family and Community</li> <li>• Leadership and Management</li> </ul>	4 Levels – Licensing, 1 Star to 3 Stars  Components: <ul style="list-style-type: none"> <li>• Qualifications or experience, education, and training (director and teaching staff)</li> <li>• Regulatory compliance history</li> <li>• Parent and family involvement</li> <li>• Ratios and group sizes</li> <li>• Compensation</li> <li>• Program assessment (on-site observation)</li> </ul>	5 Levels – point system 1 Star to 5 Stars  Components: <ul style="list-style-type: none"> <li>• Compliance history</li> <li>• Qualifications and training</li> <li>• Families and community</li> <li>• Program assessment</li> <li>• Administration</li> </ul>
<b>Participation Rate</b>	70% of centers; 30% of family child care homes	100% in Report Card; unknown for Star Quality In 2004, 3172 child care agencies were evaluated and received report cards. The proportion of agencies that were eligible to participate in the Star Quality Program rose by 76.3% by the end of the 3 <sup>rd</sup> year an increase of about 9% from the first year of the program (Cheatham, Pope, & Myers, 2005, p.12)  Whereas, 2,076 centers were evaluated, 79.6% of them achieved the equivalent of an overall rating of 1, 2, or 3 stars and were eligible for the Star-Quality Program (Cheatham, Pope, & Myers, 2005, p.10)	200 participating, approximately 10% of providers As of July 6, 2007, 255 programs have submitted applications to STARS ( <i>Learning Partners</i> , p.1) Number of STARS achieved out of a total of 209 programs: 1 star 21 (10%), 2 stars 33 (16%), 3 stars 55 (26%), 4 stars 68 (33%), 5 stars 32 (15%) ( <i>STARS Program Guide</i> , p. 4)
<b>QRS Website</b>	Keystone STARS <a href="http://www.dpw.state.pa.us/child/childcare/KeystoneStarChildCare">http://www.dpw.state.pa.us/child/childcare/KeystoneStarChildCare</a>	Star-Quality Child Care Program <a href="http://www.tnstarquality.org">http://www.tnstarquality.org</a> <a href="http://state.tn.us/humanserv/adfam/ccrcsq.htm">http://state.tn.us/humanserv/adfam/ccrcsq.htm</a>	STEP Ahead Recognition System for Child Care Programs (STARS) <a href="http://www.STARSstepahead.org">http://www.STARSstepahead.org</a>
<b>Quality Grants, Bonuses, and Awards</b>	Pennsylvania's Keystone STARS offers 2 grant programs. The award amounts are based on the type of program, size of program, and percentage of subsidized children.  STARS Support Awards are for programs that are beginning to participate in the QRS, and are at the Start with Stars and Star 1 levels. Start with Stars is a one time award; amounts range from \$315 for a family day care home serving one subsidized child to \$6300 for a very large center (more than 181 children) with at least 26% subsidy enrollment. Programs that attain	None	Quality Incentive Bonus is a one-time financial incentive payment based on the number of stars earned. The incentive payments for programs are in addition to the current Child Development Division (CDD) system of \$1,000 bonuses for accreditation, credentialing, and renewals.  The 2008 incentive payments are: One Star - \$250 Two Stars - \$500 Three Stars - \$1,000 Four Stars - \$1,150

	<b>Pennsylvania Keystone Stars (2002)</b>	<b>Tennessee Child Care Evaluation and Report Card Program &amp; Star-Quality Child Care Program (2001)</b>	<b>Vermont Steps Ahead Recognition System (2003)</b>
	<p>a Star 1 rating are eligible for a Support Awards twice; amounts range from \$450 for a family day care home serving one subsidized child to \$9450 for a very large center (more than 181 children) with at least 26% subsidy enrollment.</p> <p>Annual STARS Merit Awards are for programs with 2–4 stars. At the Star 2 level awards are available to programs three times and the awards range from \$788 for a family day care home serving one subsidized child to \$31,500 for a very large center (more than 181 children) with at least 26% subsidy enrollment. Awards at the Star 3 and 4 levels are awarded on an on-going basis and range from \$1,181 for a Star 3 family child care home to \$63,000 for a very large Star 4 center.  <a href="http://www.pakeys.org/docs/STARS_Awards_07-08.pdf">http://www.pakeys.org/docs/STARS_Awards_07-08.pdf</a></p> <p>Information about STARS financial support is available on the Pennsylvania Early Learning Keys to Quality Web site at  <a href="http://www.pakeys.org/stars/FinancialSupports.aspx">http://www.pakeys.org/stars/FinancialSupports.aspx</a></p> <p>Site Environment Checklist and Start with STARS Grant request. A Start with STARS Grant may be requested to help address the facilities environment safety needs that are identified on the site environment checklist.</p>		<p>Five Stars - \$1,550</p> <p>STARS programs are given preference for facilities grants from the Building Bright Spaces for Bright Futures Facilities Panel.</p> <p>Programs with three or more stars become eligible to receive a Young Explorers computer learning center donated by IBM in support of STARS.</p> <p>Additional information is available under Provider Incentives in the FAQ section of the STep Ahead Recognition System (STARS) Web site at <a href="http://www.starsstepahead.org/">http://www.starsstepahead.org/</a>.</p>
<b>Tiered Subsidy Reimbursements</b>	<p>The Office of Child Development and Early Learning (OCDEL) will provide Keystone STARS at the STAR 2 level or above a subsidy add-on for every child that served enrolled in Child Care Works, starting September 1, 2007. This subsidy add-on or 'tiered reimbursement' is applicable to family, group, and centers at the STAR 2 level or higher.</p>	<p>Programs that participate in the Star-Quality Child Care program receive reimbursements based on the level achieved. Programs that have achieved one-star overall rating receive a reimbursement rate bonus that is 5% above the base, two-star programs receive a 10% bonus and three-star programs receive 20% above the base. The state rate ceiling for full-time infants is \$110/week. The 20% bonus increases the payment to \$132/week.</p>	<p>Participants are eligible for increased reimbursement rates through the Vermont Child Care Subsidy program.</p> <p>The 2008 increased reimbursement rates:  One Star – 4%  Two Stars – 8%  Three Stars – 12%  Four Stars – 17.5%</p>

	<b>Pennsylvania Keystone Stars (2002)</b>	<b>Tennessee Child Care Evaluation and Report Card Program &amp; Star-Quality Child Care Program (2001)</b>	<b>Vermont Steps Ahead Recognition System (2003)</b>
	Daily increase for STAR 2 is \$ 0.25 for full-time and \$0.15 for part-time; STAR 3 is \$0.75 for full-time and \$0.40 for part-time; STAR 4 \$1.00 for full-time and \$0.50 for part-time. <a href="http://www.pakeys.org/stars/Default.aspx#awards">http://www.pakeys.org/stars/Default.aspx#awards</a>	<a href="http://www.tnstarquality.org/html/star-quality.htm">http://www.tnstarquality.org/html/star-quality.htm</a>  FY 05-06 Reimbursement Rates (see page 71) <a href="http://tennessee.gov/humanserv/adfam/06-07-State-Plan-6.21.05_4.pdf">http://tennessee.gov/humanserv/adfam/06-07-State-Plan-6.21.05_4.pdf</a> More recent information does not appear to be available.	Five Stars – 20% <a href="http://www.starsstepahead.org/providers/FAQs.html#incentives">http://www.starsstepahead.org/providers/FAQs.html#incentives</a>
<b>Loans Linked to Quality Rating Systems</b>	None	None	None
<b>Scholarships</b>	T.E.A.C.H. PENNSYLVANIA gives priority to practitioners who work in programs at a two-star or higher level.  T.E.A.C.H. Early Childhood® PENNSYLVANIA is administered by the Pennsylvania Child Care Association (PACCA). Additional information is available on the Web at <a href="http://www.pacca.org/TEACH/">http://www.pacca.org/TEACH/</a> or contact PACCA at (717) 657-9000.	None	None
<b>Wage Supplements</b>	Education and Retention Awards are available to staff that have worked for a minimum of 12 months in same program. The program must also have a 5% subsidy enrollment. Award amounts are prorated for part time staff. For directors (with a BA in ECE) award amounts range from \$3,090 in Star 2 center to \$4,120 in a Star 4 center. A staff person with a CDA in Star 2 center qualifies for \$540 award and in a Star 4 center a \$720 award. <a href="http://www.pakeys.org/docs/STARS_Awards_07-08.pdf">http://www.pakeys.org/docs/STARS_Awards_07-08.pdf</a>	None By the end of the 3 <sup>rd</sup> year, 86.4% of centers earned 3-star ratings in this component, indicating that staff received compensation based on their child care qualifications and some benefits.  Only 4.4% did not earn stars for staff compensation component (Cheatham, Pope, & Myers, 2005, p.13)	None
<b>Tax Credits</b>	None linked to quality	None linked to quality	Vermont has a refundable child care tax credit and allows taxpayers a higher credit (from 24% to 50% more) if the program meets national accreditation. For more information on the credit and a list of accredited programs, go to

	<b>Pennsylvania Keystone Stars (2002)</b>	<b>Tennessee Child Care Evaluation and Report Card Program &amp; Star-Quality Child Care Program (2001)</b>	<b>Vermont Steps Ahead Recognition System (2003)</b>
			<a href="http://www.state.vt.us/tax/creditslowincome.shtml">http://www.state.vt.us/tax/creditslowincome.shtml</a>

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