

# Perspectives on Supports for Family Child Care in Harris County



Project  
Report  
May 2025

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# Supports for Family Child Care in Harris County

Project Summary - May 2025

## Background

In 2024, the National Association for Family Child Care (NAFCC) received a grant from the Powell Foundation to explore opportunities to serve home-based family child care (FCC) educators in Harris County. They partnered with Channel Change to understand the landscape of supports, its strengths, existing gaps, common supports sought, and how NAFCC might support educators.

## What We Did

To answer these questions, the project engaged agencies in the early childhood education sector and FCC educators in Harris County through the following activities:

1. Conducting a Landscape Scan
2. Organizing Community Advisors
3. Fielding an Educator Survey
4. Hosting a Project Workshop
5. Reporting to Project Participants

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## What We Learned

### Landscape of Supports



The landscape scan identified 42 capacity building supports available to FCCs. 88% of surveyed FCC educators in the region participated in one or more supports in the past 2 years.

### Landscape Strengths

***"There are a few, but of good quality..." ~FCC Educator***



- The availability of resources
- Increasing attention on FCCs
- Strong organic networks
- An existing early childhood education ecosystem

### Landscape Gaps

***"This is an often overlooked group." ~FCC Educator***



- Agencies lack strategies to engage with FCCs.
- Available resources are not fully accessible to FCCs.
- FCCs are chronically under-represented.
- The ecosystem specifically for FCCs is not well coordinated.
- Many resources available are not tailored for FCCs
- Spanish and Vietnamese resources are especially lacking

### Educator Interests

***94% of surveyed FCC educators are interested in utilizing more educator supports in the future.***



- There is interest in more child development training, financial assistance (e.g., grants/scholarships), quality improvement programs & ECE accreditation.
- Top training topics include managing natural disasters & heat and managing your business finances.
- Top NAFCC Policy Priorities for educators are:
  - Increased overall funding for early childcare & education
  - Strengthened food program
  - Ensuring sustainable home child care businesses

### Recommendations

- Help organizations with existing resources that are available to FCCs maintain momentum in making resources more accessible (e.g., language, times offered, eligibility reqs) and creating more connection opportunities for FCCs educators.
- Organize the FCC network and leaders and ensure FCC representation in the early childhood education community.
- Invest in a local program manager, a directory of services & resources available to FCCs, advocacy capacity building & leadership development, paid FCC educators as peer and community advisors, more accreditation, quality, and professional development for FCCs, and dedicated FCC events.

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## Acknowledgements

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This project was commissioned by the [National Association for Family Child Care](#) and generously sponsored by the [Powell Foundation](#). We thank the FCC educators that served as Community Advisors for this project and the early childhood education agencies that informed the landscape scan. We also acknowledge the FCC educators that participated in the survey and project workshop.

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This project was completed with people and organizations in Harris County, TX. Harris County sits on the traditional territory of the Coahuiltecan, Esto'k Gna, Karankawa, Ishak, and Sana peoples, who have lived on and cared for this land for countless generations. It is the 3rd largest county in the US with 4.8 million residents, including nearly 1.4 million children ages 14 and younger and 937 listed, registered and licensed FCCs (known in Texas as child care homes).

**About Channel Change:** Channel Change is a participatory policy studio that's increasing representation of community voice in social innovation. We partner with changemakers in think tanks, policy research institutions, and nonprofits to develop, prove up, and optimize policy ideas and programs. Learn more at [www.letschannelchange.com](http://www.letschannelchange.com).



## About the Participants

### Early Childhood Education Agencies (ECE Agencies)

For the Landscape Scan, the project team consulted with 11 agencies in the early childhood education ecosystem in Harris County and 1 in Travis County were interviewed. Most interviews were conducted in September to December 2024 and were 45 minutes to 1 hour. One agency was consulted via a site visit. One agency was interviewed in April 2025. The interview guide for agency interviews is available in [Appendix A: Agency Interview Guide](#).

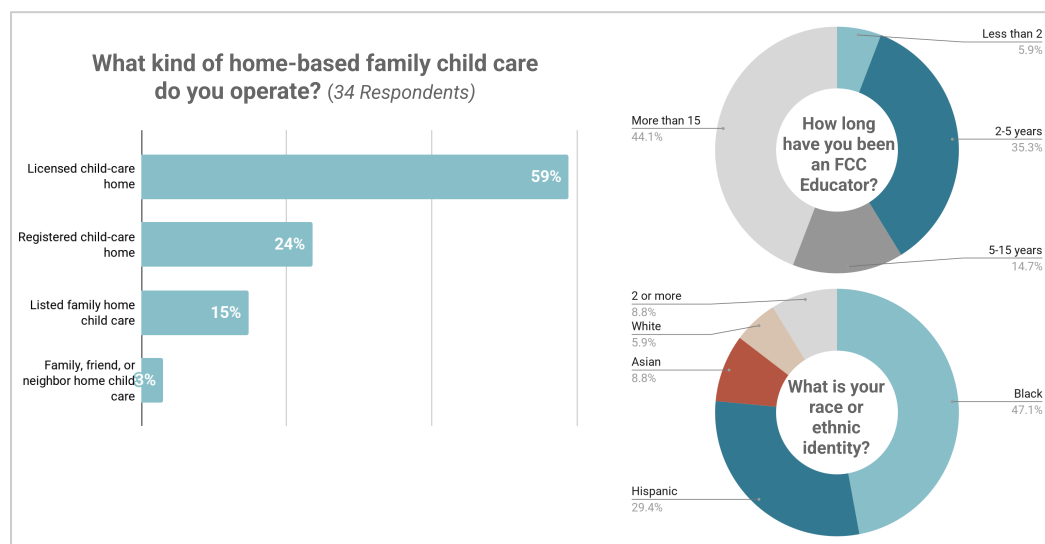
### Community Advisors

From November to December 2024, NAFCC sought nominees for Community Advisors to collaborate with the project team. Calls for nominations were distributed via partner agencies, NAFCC email and social media channels, curated FCC educator email lists, and distribution of fliers at a community meeting. Twenty-five nominations were submitted via the nominations form and two were submitted by a partner agency. Nominees were verified as FCC educators in Harris County and selected by a committee with representation from NAFCC leadership and FCC leaders working with NAFCC. Five FCC educators were invited to serve as Community Advisors. The group included FCC educators from different geographic areas, race and ethnic groups, language preferences, and experiences as FCCs across Harris County. Selected Community Advisors were offered a free NAFCC annual membership, complimentary entry to educator events, and \$500 for 5 hours of engagement and attending the NAFCC professional development conference in March. More details are available in [Appendix B: Community Advisor Nomination Form](#).

### Family Child Care Educators Surveyed (FCC Educators)

From January to March 2025, NAFCC invited FCC educators in Harris County to participate in a survey on educator supports in Harris County in English, Spanish, Vietnamese, and Chinese. Educators were invited via emails, social media, and communications to partner agencies. Thirty-four verified FCC educators in Harris County completed the survey. Details and results on the survey are available in [Appendix C: NAFCC Educator Survey Harris Count](#) and [Appendix D: Results for the NAFCC Educator Survey Harris County](#).

Profile of FCC Educators Surveyed



This project was commissioned by NAFCC and generously sponsored by the Powell Foundation.

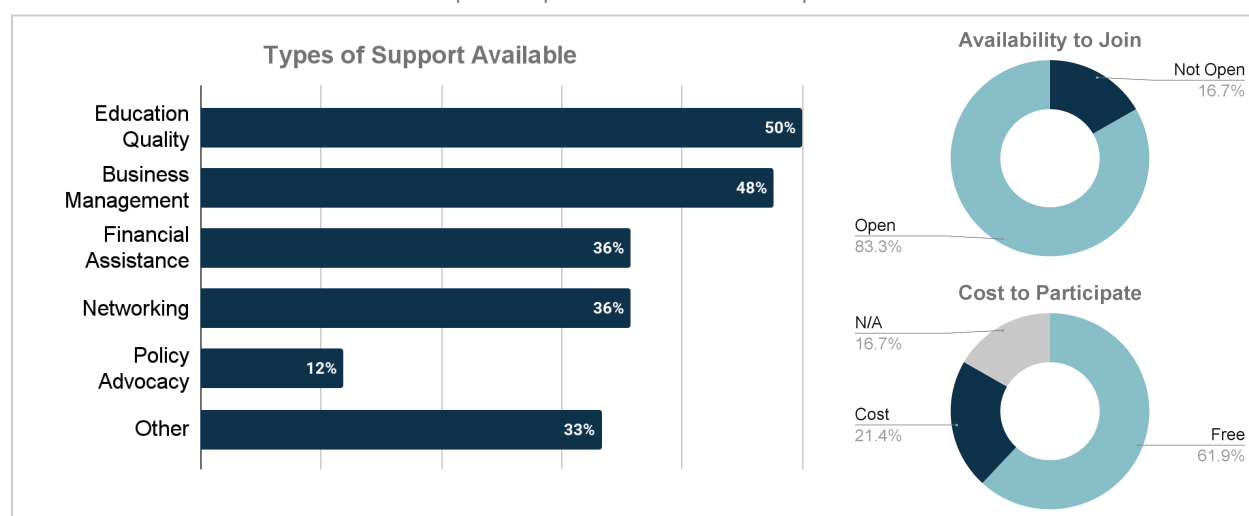
# Insights & Perspectives: Perspectives on the landscape of support for FCC educators

## What supports are available to FCC educators in Harris County?

### Landscape of Supports from Landscape Scan

Through the Landscape Scan, we identified forty-two programs offering capacity building support to FCC educators in Harris County. The types of support are distributed across all categories. About half of the programs offer education quality and/or business management training. Over 80% of programs are open for enrollment and over 60% are free to educators.

Landscape Snapshot from Landscape Scan<sup>1</sup>



### List of Supports for FCC Educators in Harris County from Landscape Scan

Available at [https://docs.google.com/spreadsheets/d/1rVJt4QNI7u9dZl66\\_lxqbOgkTdG6lsjiFjCmWqdE-A0/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1rVJt4QNI7u9dZl66_lxqbOgkTdG6lsjiFjCmWqdE-A0/edit?usp=sharing)

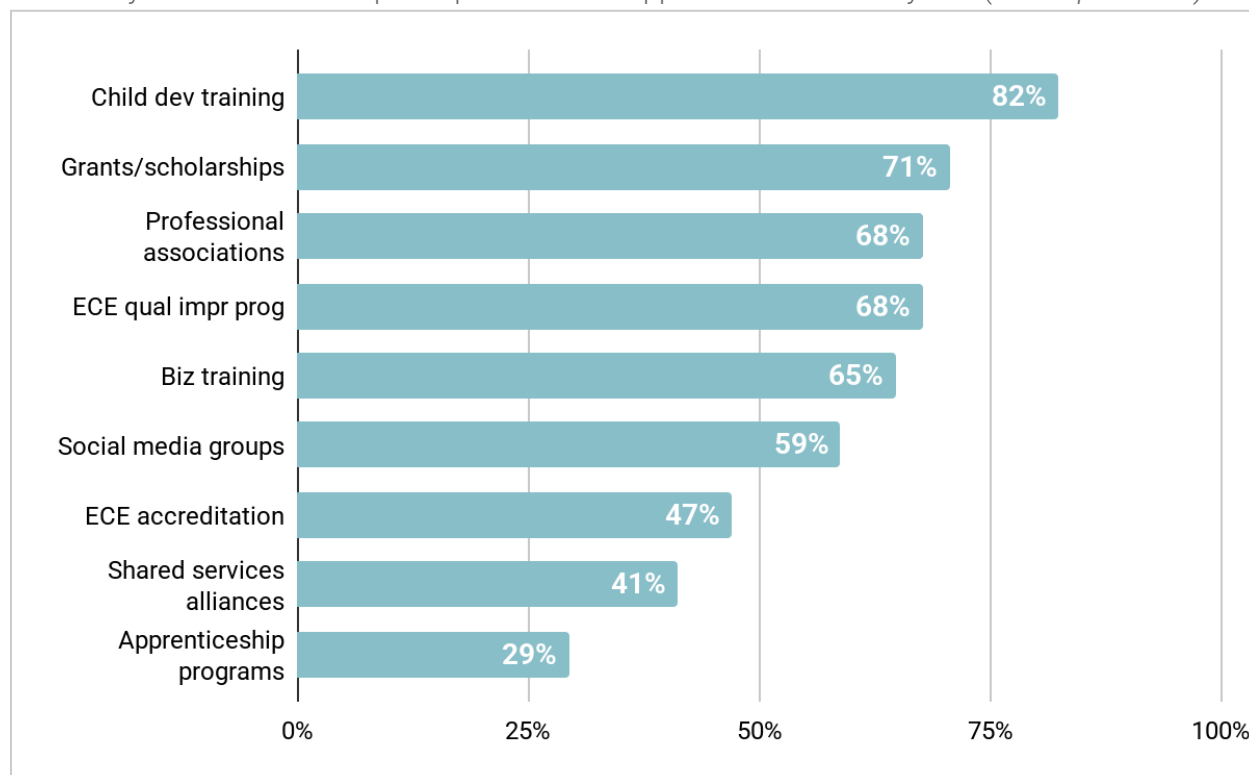
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75% 123 Default... - 10 + B I A												
A2	Support											
1	Capacity Building Support for Child Care Homes / Family Child Care available in Harris County As of April 2025											
2	Support	Program Description	Program Geography	Status	CCHs?	Eligible Child Care Home	Open?	Cost?	Expected End?	Child	Biz M	Type of Support
3	Beginning Education: Early Childhood Education at Home (BEECH)	An online professional development system specifically designed for home-based child care providers. The system includes 20 sessions, over 4 modules to cover a broad range of topics to support family-based child care providers and build their knowledge in key school readiness areas to support the children in their care.	State (Texas)	Active	Yes	FFN: Listed Registered Licensed	Yes	Free	N/A			
4	Brain Builders	Brain Builders is free, online, in person and offers moms/caregivers 6 weekly, 1.5-hour meet-ups hosted by professionally trained Brain Builders facilitators. Our program is open to women 18 and older who are pregnant or moms/caregivers to children three years old or younger. Each meet-up centers around a specific topic and gives moms/caregivers a chance to connect, share life experiences, and form new friendships.	Local (City/County)	Active	No	FFN: Listed Registered Licensed Other	Yes	Free	N/A			
5	Rebels Reunions	An innovative early education program designed to help children from lower-income families achieve social, emotional, physical and cognitive milestones and enter school ready to succeed. Center and home-based child care providers are supported to deliver high quality early childhood education.	Local (City/County)	Active	No	Registered Licensed	Yes	Free	N/A			

<sup>1</sup> The "Other" category for Types of Support available include family engagement or education activities, equipment and materials, and mental health resources.

## Current Participation in Educator Supports

In the Educator Survey, 88% of FCC educators said that they participated in one or more educator supports in the past 2 years. 68% participated in Texas Rising Star the last 2 years. 60% hold a higher education certificate or college degree in early childhood education.

Surveyed educators that participated in the support over the last 2 years (34 Respondents)



## What are the strengths of the existing landscape of support?

### ECE Agency Perspectives

Interviewed agencies identified 4 key strengths in the landscape of support for FCC educators.

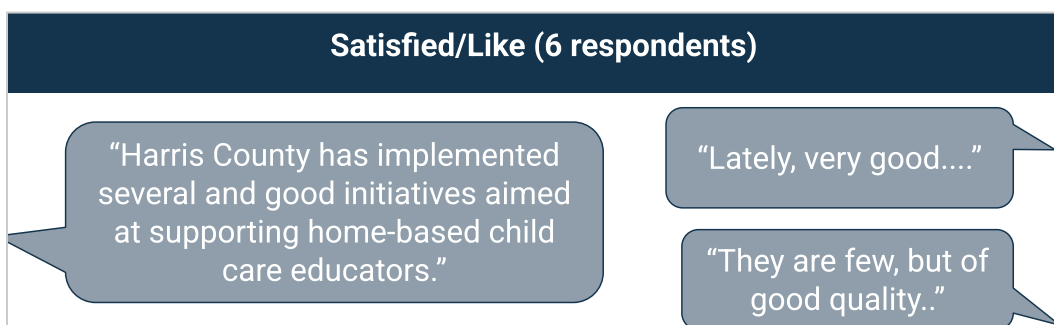
ECE Agency Sentiments on Current Landscape - Strengths from Landscape Scan

01	<b>Available Resources in the Region</b>	"I will say that the success is that we have like workforce boards that can sort of tailor the needs of how best to support the child care providers based on their region."
02	<b>Increasing Attention on FCCs</b>	"[A] strength too is I think there is there's more focus and more attention now being placed [on FCCs]. I think people are getting it."
03	<b>Strong Organic Networks</b>	"Home providers, they're entrepreneurs, right? They're going to find a way to get it done...creating their own spaces and their own networks..."
04	<b>Existing Early Childhood Education Ecosystem</b>	"You can tell that the Early Childhood Initiative team at the county level is really thinking about like, how do we create more cohesion and more collaboration, more connection?"

## FCC Educator Perspectives

Several respondents independently complimented the quality of educator support when asked, “What feedback do you have on the existing supports in Harris County for home-based family child care educators?”

### Surveyed Educator Sentiments on Current Landscape

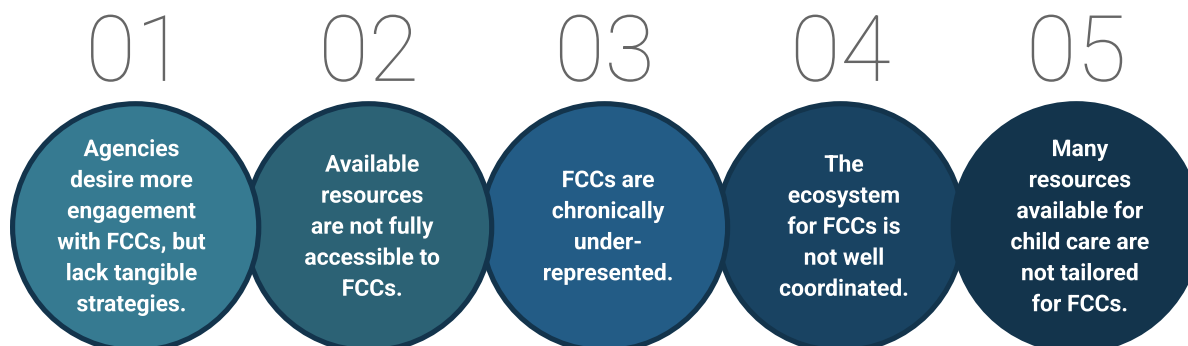


## What are the gaps and additional support needed?

### ECE Agency Perspectives

Interviewed agencies observed 5 major challenges in the landscape of support for FCC educators in Harris County. Themes related to each challenge emerged from their comments.

### ECE Agency Sentiments on Current Landscape - Gaps from Landscape Scan



#### **Gap 1: Agencies desire more engagement with FCCs, but lack tangible strategies.**

Agencies report that they could deepen engagement or more directly serve FCCs, but are limited because of:

- Beliefs that there is not a strong enough business case or benefits for FCCs to engage with their program;
- Recognition there is more outreach to be done;
- Struggles with sparking an educator identity from the beginning;
- Programs that may not match what FCC educators need at the moment; and
- Feelings that programs may be too intrusive or intimidating for FCCs educators.



One clearly identified area where there is strong FCC engagement is in organic networks. However, there is respect that these are guarded and protected spaces for educators, and recognition that capacity building organizations cannot (and potentially) should not be in those spaces.

**Gap 2: Available resources are not fully accessible to FCCs.**

This is because available resources have eligibility requirements that many FCCs cannot meet.

- Require registration and licensing or participation in a state program
- Some available resources charge fees, tuition or memberships that FCC educators cannot afford.

Also, available resources often do not have capacity to serve additional FCCs.

- FCCs have more variables that make it difficult for capacity building organizations to serve compared to center based child care.
- Capacity building organizations have uncertain funding - limiting how long and how many educators they can serve.

Unfortunately, this means the landscape of available resources is difficult to navigate, and there is limited organizational capacity to meaningfully engage FCCs at the level needed.

- There is not a single place where FCCs can find all available resources for FCCs in the Houston area.
- It is difficult for FCC educators and capacity building organizations to keep up with what's available.

**Gap 3: FCCs are chronically under-represented.**

Representation of FCC educators is challenging because:

- It puts a burden on educators.
- Many are not documented and therefore, not visible.

FCC representation would be helpful in:

- Policy meetings for suggestions to the state regulators
- Legislative advocacy (letter writing, meetings)
- Early Childhood Initiative activities coordinated by Harris County
- Connected with early childhood policy organizations
- The Texas Child Care directory
- The Greater Houston Disaster Alliance

Alternative ways to represent FCCs include:

- Creating a larger frame of reference to guide child care rules and regulation development.
- Having a contact person or group to be a point person or representative for FCCs.

**Gap 4: The ecosystem for FCCs is not well coordinated.**

Agencies are often siloed and competitive, rather than collaborative.

- Support resources in the region are not aligned.
- Not able to serve as many FCC educators as possible.

There is not enough uniformity and language, and it is not easy for FCC educators to come in and engage or network.

### Gap 5: Many resources available for child care are not tailored for FCCs.

Child care resources (both educational quality and business resources) are designed more for center based child care.

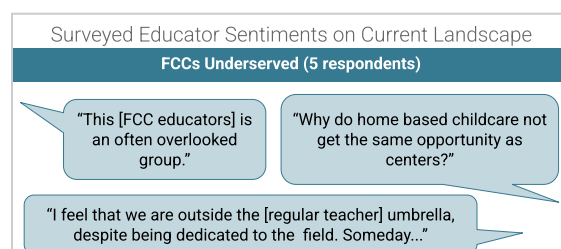
- Centers are larger and more prominent.
- Regulators aren't used to considering FCCs in regulations and programs.

There are also policy barriers that make it difficult or impossible to formalize home-based child care.

- Some policies are intentional to keep home child care out of communities.
- Others are unintentional oversights.

## FCC Educator Perspectives

FCC educators are aware of the gaps in support for their sector. When asked for open feedback on educator supports in Harris County, several note how FCC educators are underserved.



Surveyed Educators: Is enough educator support available in your preferred language?				
	# of FCC Educators	Yes	Maybe	No
<b>English</b> preferred	25	92%	4%	4%
<b>Spanish</b> preferred	7	29%	29%	43%
<b>Vietnamese</b> preferred	2	0%	50%	50%
All Respondents	34	74%	12%	15%

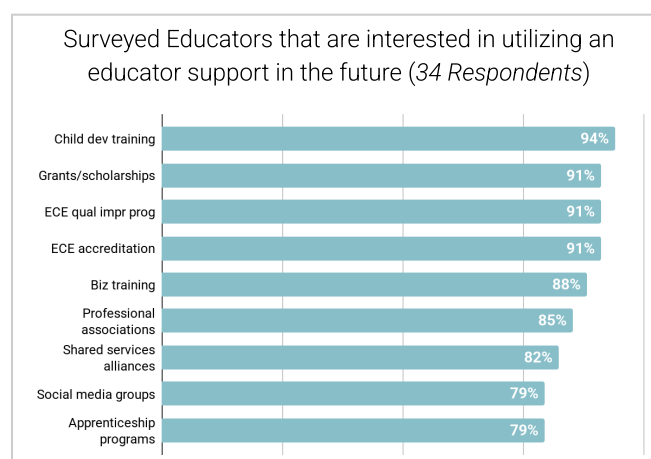
**FCC educators that prefer languages other than English are particularly underserved.** Approximately 25% of the survey respondents prefer Spanish or Vietnamese languages. Approximately half of the educators that prefer another language said there is not enough educator support available in their preferred language. This is particularly notable among the 2 Vietnamese speaking educators neither felt there is enough educator support available in Vietnamese.

"We need more bilingual training." ~ FCC Educator Survey Respondent

## Direction & Opportunities: What common support do FCC educators in Harris County seek?

### Interest in Educator Supports

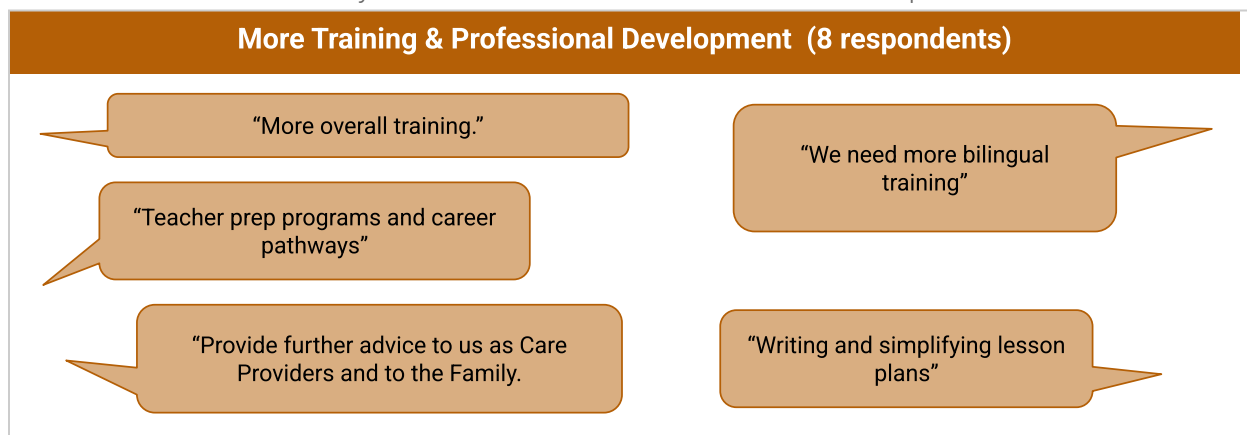
According to FCC educators in the survey, nearly all are somewhat or very interested in utilizing educator supports in the future. The most popular are child development training, grants or scholarships, early childhood education improvement programs and early childhood education accreditation.



Additionally, 85% of FCC educators report that they would be interested in future opportunities to participate in Texas Rising Star and higher education in early childhood education.

Teacher prep, writing and simplifying lessons plans, and career pathways were mentioned as helpful training and professional development topics. More free training was also a mentioned request.

#### Surveyed Educator Wish List: What Would Be Helpful?



"More free training! This year, trainings are costing fees that I can't afford to take..."  
 ~FCC Educator Survey Respondent

### Interest In Topics & NAFCC Policy Priorities

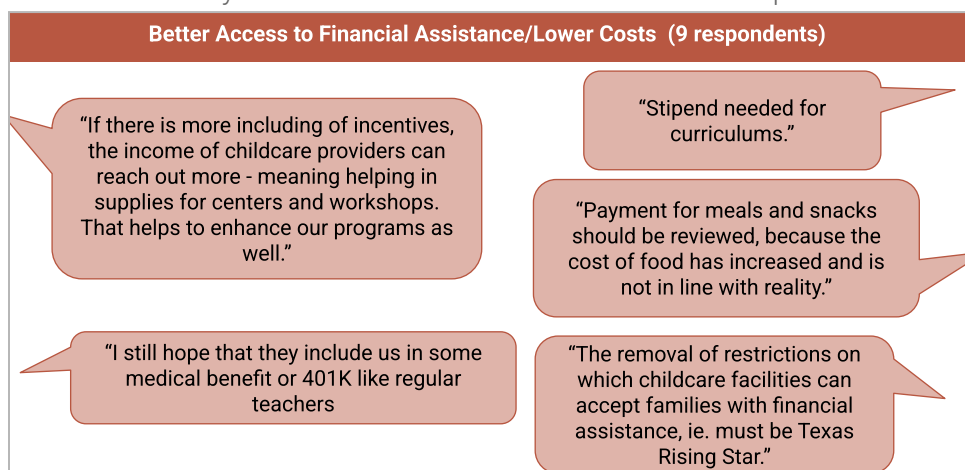
Surveyed FCC educators are most interested in supports related to maintaining a home child care service. In terms of topics, support in managing natural disasters and extreme heat, purchasing supplies and equipment, managing business finances and applying and complying with licensing and regulatory standards. Interest in NAFCC Public Policy Priorities are highest for resources that help address the topical areas with increased overall funding for early care and education, strengthened food program, and ensuring sustainable home child care businesses. Reactions to all Topics & NAFCC Public Policy Priorities are available in [Appendix D: Results for the NAFCC Educator Survey Harris County](#).

Surveyed Educators: Top 3 Interest Areas by % that said they Extremely Interested or Somewhat Interested (34 respondents)

Topics		NAFCC Public Policy Priorities	
Managing natural disasters and extreme heat	91%	Increased overall funding for early care & education, ensuring home-based child care is accessible and affordable to families	97%
Purchasing supplies and equipment	88%	Strengthened child care and adult care food program (CACFP)	97%
Managing your business finances	88%	Ensuring sustainable home child care businesses	97%
Applying and complying with licensing & regulatory standards	88%		

Better access to financial assistance or lower costs for operating a home-based child care business was the most mentioned area of support that would be helpful to FCC educators in the survey.

#### Surveyed Educator Wish List: What Would Be Helpful?



One interesting idea related to applying and complying with licensing and regulatory standards was a request to better understand rights FCC educators have when licensing representatives come into their home. The educator suggested, "It would be great if there were more training specific to this group, especially regarding licensing and the rights [licensing representatives] have as they come into people's personal homes and bedrooms."

### Other Areas of Interest

While requests for more training and financial assistance were more commonly identified among the FCC educators surveyed, several additional opportunities for additional support were mentioned.

#### Surveyed Educator Wish List: What Would Be Helpful?



### Emerging FCC Educator Segments & Outreach Advice

The Community Advisor meetings and the Project Workshop held on March 29 at the Inaugural NAFCC Regional Conference in Houston yielded some interesting insights into the support different FCC educators sought. Observations of the conversations between educators and the questions they asked of

NAFCC and other educators suggest there may be two different segments of educators seeking different types of support.

### Emerging FCC Educator Segments *Observations from the Project Workshop & Community Advisor Meetings*

Systems Savvy	Realizing Resources
<p>FCC educators in the Systems Savvy segment have extensive knowledge of the local early education ecosystem and are likely licensed and positively rated in Texas Rising Star. They solidly identify as an educator and can talk to common challenges FCCs face from governmental and home owners association policies and in business. They are more likely looking to be seeking more networking and public policy engagement and often serve formally or informally as peer advisors.</p> <p><i>Example: An educator started her own FCC after years of experience in early education - including a university degree and work experience in the Texas education system. She is interested in learning more about policy change and seeks more training as part of her professional development accreditation.</i></p>	<p>FCC educators in the Realizing Resources segment may be new to the field or have experience as educators in another country. They may view themselves as “babysitters” but actively practice child development educator skills. They are more likely to serve immigrant families or families who prefer child care in a language other than English. These educators may be interested in learning about existing resources, especially discounts or benefits available to educators, and advise on how to better support and enrich the children in their care.</p> <p><i>Example: An FCC educator started with caring for grandchildren and evolved her work into a childcare business. She is highly experienced in caring and developing children, but does not realize she’s an educator. She wants to know how she can better care for a child on the autism spectrum and talk with parents about child enrichment.</i></p>

Community Advisers were also quite insightful on advice for outreach to FCC educators over the course of the project. Recommendations include:

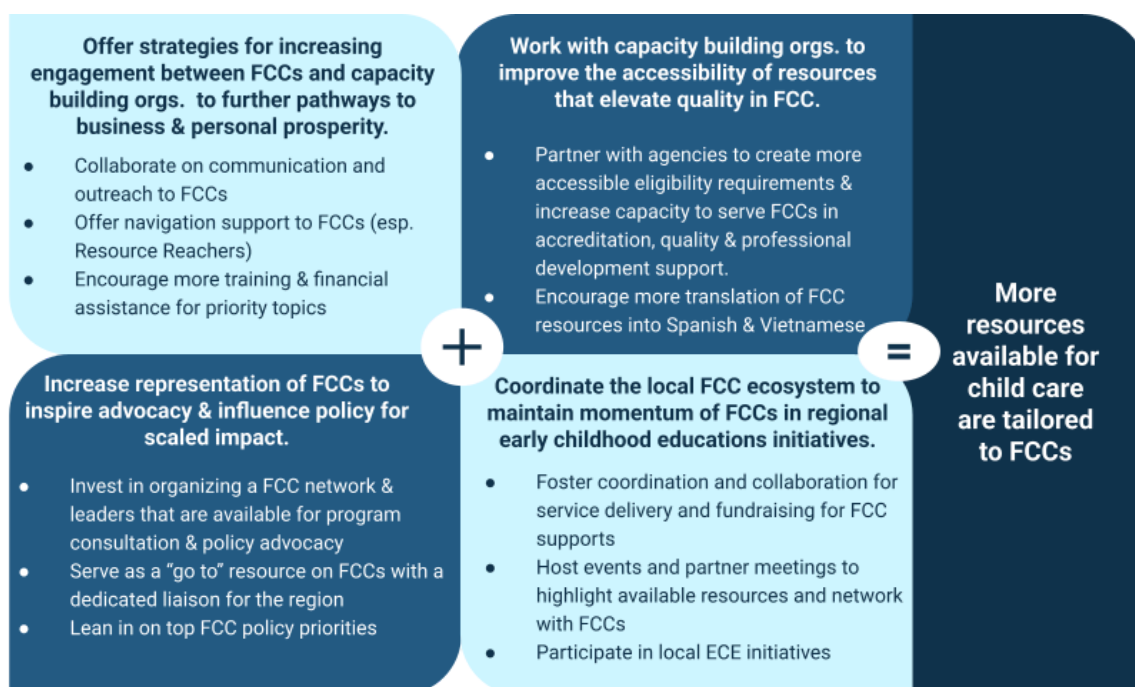
- Offering meaningful compensation for engagement as an incentive.
- Supporting the development of local, grassroots associations.
- Communicating through channels such as mail and in person events in addition to email.
- Messaging to reach those who do not self-identify as “educators.”

## Recommendations: How might NAFCC support FCC educators in Harris County?

### Strategic Opportunities<sup>2</sup>

To help enhance the system of support in Harris County so that FCCs have more access to training and financial assistance, NAFCC could help organizations with existing resources that are available to FCCs maintain momentum in offering the resources and create more opportunities and connections for FCCs educators. With FCC educators, NAFCC could organize the network and leaders and ensure FCCs are well represented in the early childhood education community.

<sup>2</sup> Strategic Opportunities were identified out of the project activities and worded with language from [NAFCC’s 2025-2027 Strategic Plan](#) to reflect areas of alignment.



## Implementation Opportunities

To successfully implement the strategies to address gaps in the landscape of support for FCC educators, NAFCC should consider investing in:

- A **local program manager** to serve as a liaison between FCCs and the early childhood education ecosystem and organize a starting network of FCC educators and leaders;
- Maintaining a **directory of services and resources available to FCCs** as a resource navigation tool;
- Supporting **advocacy capacity building & leadership development**, such as starting and expanding local or grassroots associations so that FCC educator networks can expand across geographic locations and communities with different language preferences;
- A network of **paid FCC educators** (current and former) that can lend their expertise to the sector by serving as peer advisors to other FCC educators or community advisors to help tailor programs and policies in the region for FCCs;
- Local partnerships to deliver **more accreditation, quality, and professional development for FCCs**; and
- Continuing **dedicated FCC events** to foster a community of FCC educators and supporting organizations in the region.

By building on the strong presence of FCC educators in Harris County and network of early childhood education resources, NAFCC can collaboratively enhance the landscape of supports in the region.



## NAFCC in Travis County

With support from the Powell Foundation, NAFCC is also working in Travis County to expand support for FCC educators in the Austin area. This included engaging with a strong early childhood education coalition and a celebration of educators.



Image Credit: Public Domain, Kids Encyclopedia Facts

### Conversation with the Austin/Travis County Success By 6 Coalition

In October 2024, NAFCC and Channel Change met with a representative of the [Austin/Travis County Success By 6 Coalition](#) (SX6) to learn about the landscape of supports for FCC educators in Travis County. The SX6 Coalition's long-term goal is "to ensure – at the end of each child's first 2,000-day journey – that they are happy, healthy, and ready to succeed in school and in life." They employ different strategies to engage parents, early childhood service providers, policymakers, philanthropists, business owners in their mission.

The SX6 Coalition has a family-based child care workgroup that builds partnerships with organizations and providers in the region to support FCCs with professional development, business support, etc. For example, they hosted a marketing workshop with a local partner, Economic Growth Business Incubator (EGBI), called the Family Based Child Care Bootcamp. The workgroup and Coalition in general also engage FCC educators in policy advocacy that support FCC educators and child care.

To expand support for FCC educators in the region, the SX6 coalition is advocating for programs that would offer a Shared Service Alliance to FCCs, raise funds to continue the professional development and business support and individualized coaching for free, and grants to seed more early childcare providers.

### Celebration of Family Child Care Educators

On February 1, 2025, NAFCC hosted an evening to celebrate FCC educators in Austin at the Holy Cross Family Life Center. The celebration brought together 75 attendees including:

- 25 FCC educator honorees;
- Dr. Libby Doggett, former Deputy Assistant Secretary for Policy and Early Learning at the U.S. Department of Education;
- Vanessa Fuentes, Austin Mayor Pro Temp; and
- Local State Representatives.

### Advocating for Affordable Child Care

Throughout 2024, NAFCC testified and campaigned to make child care more affordable in Travis County. In November, 60% of voters approved Proposition A, a 2.5-cent property tax hike that will create 1,900 childcare slots for babies and toddlers of low-income households, along with 3,900 slots for afterschool and summer school activities for elementary-age students. [The measure was supported by nearly 60% of voters and is expected to generate \\$75 million for child care in Travis County within one year of implementation.](#)

### Sharing Solutions to Address the Child Care Crisis

In August 2024, Tamitha Blackmon, the NAFCC Representative for San Antonio, Houston, and Austin participated in the ["Child Care Crisis" panel at the Texas Tribune Festival](#). Ms. Blackmon spoke to the need for more funding and diverse income options for child care providers. The panel also included State Representative Armando Walle who talked about the need for child care reform. In April 2025, the [Texas House passed HB 500, securing \\$100 million for child care scholarships.](#)

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## Appendix A: Agency Interview Guide

### Opening

#### *About NAFCC*

The National Association for Family Child Care (NAFCC) is a nationwide non-profit organization dedicated to promoting high quality child care by strengthening the profession of family child care. NAFCC's national network includes nearly one million paid home-based early learning programs.

#### *About the Project*

NAFCC is exploring opportunities to serve educators in Harris and Travis counties. They are interested in engaging with potential agency partners and educators in the region to better understand the landscape of support for home-based early childhood educators and perspectives on what's needed. As a part of this project, we're conducting individual conversations with agencies engaged in home-based early childhood education and convening an advisory group of educators in the region this fall, and launching a broader survey in early 2025.

NAFCC will also be hosting 3 events in the region over the next year:

- A Mini Professional Development Conference in Houston;
- An Austin-Area FCC Gathering; and
- The national NAFCC conference in Dallas in July.

### Landscape Questions

#### *\*indicates priority questions*

What services or programs does your agency offer to home-based family child care educators?\*

How long have you been doing this work?

Approximately how many educators do you reach?

How did you start doing this work with educators?

What do home-based family child care educators utilize to operate their businesses?\*

Formal or informal support?

Professional groups or training?

Social media or networks?

What do educators utilize for policy change in the region?\*

Local, state, federal level?

Past initiatives? Ongoing initiatives?

What are the strengths of the existing supports in the region?\*

What challenges do home-based family child care educators in the region face?\*

What additional support do home-based child care educators the region seek?\*

How might NAFCC programs support home-based family child care educators in the region?

What should we look more into as we're exploring educator support in the region?

Do you have suggestions for centrally located community-based venues to hold up to 175 people for the regional conference in Houston in March?

Would you be interested in offering a workshop at the regional conference?

What questions do you have for us?

Is there anyone else we should interview for this landscape scan?

**Closing**

*Thank you!*

**Next Steps**

Will be completing agency interviews. Channel Change will be sharing a draft list of educator support in the region and insights from these first conversations. Would you be willing to review and offer feedback?

## Appendix B: Community Advisor Nomination Form

The [National Association of Family Child Care \(NAFCC\)](#) seeks 5 Community Advisors to inform an exploration of perspectives on educator support in Harris County. Community Advisors will collaborate with NAFCC and their project partner, [Channel Change](#), to identify opportunities for NAFCC to improve support for home-based family child care educators in the region. Select Community Advisors will receive a free NAFCC annual membership, complimentary entry to educator events, and \$500 for 5 hours of engagement and attending the NAFCC professional development conference on March 22, 2025. As a nominator, you may submit this form to nominate yourself or someone else.

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**To view this page in another language, select Translate from your browser menu and choose a language. Depending on your browser, the menu can be found to the right or left of the address bar, or by pressing your right-click button**

Para ver esta página en otro idioma, seleccione Traducir en el menú de su navegador y elija un idioma. Dependiendo de su navegador, el menú se puede encontrar a la derecha o izquierda de la barra de direcciones, o presionando el botón derecho.

Để xem trang này bằng ngôn ngữ khác, hãy chọn Dịch từ menu trình duyệt của bạn và chọn một ngôn ngữ. Tùy thuộc vào trình duyệt của bạn, menu có thể được tìm thấy ở bên phải hoặc bên trái của thanh địa chỉ hoặc bằng cách nhấn nút nhấp chuột phải.

要以其他语言查看此页面，请从浏览器菜单中选择翻译并选择一种语言。根据您的浏览器，可以在地址栏的右侧或左侧找到该菜单，或者通过按右键单击按钮找到该菜单

لعرض هذه الصفحة بلغة أخرى، حدد ترجمة من قائمة المتصفح الخاص بك واختار لغة. اعتمادًا على المتصفح الذي تستخدمه، يمكن العثور على القائمة على يمين أو يسار شريط العناوين، أو عن طريق الضغط على زر النقر بزر الماوس الأيمن.

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Educator First Name:  
Educator Last Name:  
Educator Email:  
Educator Phone Number:  
Educator Address:  
Operation Number:  
Business Name (if different from Educator First and Last Name):

Languages Spoken by the Educator (select all that apply):

- English
- Spanish (Español)
- Vietnamese (Tiếng Việt)
- Chinese (中文)
- Arabic (العربية)
- Other, please specify

Preferred Language of the Educator (select one):

- English
- Spanish (Español)
- Vietnamese (Tiếng Việt)
- Chinese (中文)
- Arabic (العربية)
- Other, please specify

Racial/Ethnic Identity of the Educator (select all that apply):

- Asian
- Black
- Hispanic
- White
- Other

Why are you nominating this Educator as a Community Advisor? If this is a self-nomination, why would you like to participate as a Community Advisor? (up to 250 words)

Does the Educator agree to the following schedule of activities? They must complete all to receive full compensation.

- **December 14, 10:00-11:30a CT:** Orientation call
- **By December 18 at 11:59p CT:** Test survey
- **January 11, 10:00a-11:00a:** Committee Meeting
- **February 22, 10:00a-11:00a:** Committee Meeting
- **March 8 at 10:00a-11:00a CT:** Committee Meeting
- **March 22:** NAFCC Professional Development Conference in Houston

*Additionally, Community Advisors will be provided the options to review early drafts of the survey and results, receive communications about the survey results, provide feedback on project results, and attend the NAFCC Annual Conference in July 2025.*

- Yes
- No

**Nominator Information (if different from the Educator being nominated)**

Your Name:

Your Email:

Your Phone Number:

*By submitting this nomination form, you consent to receiving communications from NAFCC and Channel Change. Questions about the opportunity can be directed to Pamela at [pamela@letschannelchange.com](mailto:pamela@letschannelchange.com). Frequently Asked Questions related to this opportunity are posted [here](#).*

## Appendix C: NAFCC Educator Survey Harris County

The [National Association of Family Child Care \(NAFCC\)](#), a nationwide non-profit organization, is dedicated to empowering family child care professionals. NAFCC and its partner, [Channel Change](#), are looking to pinpoint ways to enhance support for home-based family child care educators in Harris County. If you are a home-based family child care educator in Harris County, please complete this survey.

The first 100 educators to complete this survey will receive a free NAFCC membership and a \$20 prepaid virtual Visa gift card. The survey should take 15 minutes or less.

Links to complete the survey in another language: [Español](#) | [Tiếng Việt](#) | [中文](#)

1. Do you operate or work at a home-based child care provider?

a. Yes

b. No → Go to the termination “TY for your interest”.

### Enrollment

2. How many unrelated children (under the age of 13) are enrolled in your home-based child care?

a. 1-2 unrelated children → Go to “TY for your interest”.

b. 3-6 unrelated children

c. 7-12 unrelated children

d. 13 or more unrelated children → Go to “TY for your interest”.

### Location

3. Is your home-based child care operating in Harris County?

a. Yes

b. No → Go to “TY for your interest”.

### Supports Utilized

4. Did you participate in any of the following supports for home-based family child care educators in the last 2 years?

Yes-No

a. Child development training or workshops

b. Business training or workshops

c. Early childhood education quality improvement programs

d. Early childhood education accreditation programs

e. Shared services alliances

f. Social media groups (Facebook, WhatsApp, etc)

<p>g. Grants or scholarship program (facilities funds, tuition scholarship, income stipend)</p> <p>h. Apprenticeship programs</p>
<p>5. Did you participate in any professional associations, membership organizations, or networks</p> <p>a. Yes</p> <p>b. No → <i>Go to Texas Rising Stars</i></p>
<p><b>Professional Associations, Membership Organizations, &amp; Networks Utilized</b></p>
<p>6. Which professional associations, membership organizations, or networks did you participate in the last 2 years?</p> <p><i>Select all that apply.</i></p> <p>a. Associate Degree Early Childhood Educators Association (ACCESS)</p> <p>b. First3years for Professionals</p> <p>c. National Association for Family Child Care</p> <p>d. National Association for the Education of Young Children (NAEYC)</p> <p>e. Southern Early Childhood Association (SECA)</p> <p>f. Texas Association for the Education of Young Children (TX NAEYC)</p> <p>g. Other</p>
<p><b>Texas Rising Stars</b></p>
<p>7. Did you participate in the <u>Texas Rising Stars</u> program in the last 2 years?</p> <p>a. Yes</p> <p>b. No</p>
<p><b>Higher Education &amp; College</b></p>
<p>8. Do you hold a higher education certification or college degree in early childhood education?</p> <p>a. Yes</p> <p>b. No</p>
<p><b>Preferred Language</b></p>
<p>9. What is your preferred language for educator support?</p> <p><i>Choose one.</i></p> <p>a. English</p> <p>b. Spanish</p> <p>c. Vietnamese</p> <p>d. Chinese</p> <p>e. Arabic</p> <p>f. Other</p>

<p>10. Is enough educator support available in your preferred language?</p> <ul style="list-style-type: none"> <li>a. Yes</li> <li>b. No</li> <li>c. Maybe</li> </ul>
<p><b>Feedback on Supports for Educators</b></p>
<p>11. What feedback do you have on the existing supports in Harris County for home-based family child care educators?</p>
<p><b>Future Interest</b></p>
<p>12. Would you be interested in utilizing any of the following support in the future?</p> <p><b>Yes-No</b></p> <ul style="list-style-type: none"> <li>a. Child development training or workshops</li> <li>b. Business training or workshops</li> <li>c. Professional associations, membership organizations, or networks</li> <li>d. Early childhood education quality improvement programs</li> <li>e. Early childhood education accreditation programs</li> <li>f. Shared services alliances</li> <li>g. Social media groups (Facebook, WhatsApp, etc)</li> <li>h. Grants or scholarship program (facilities funds, tuition scholarship, income stipend)</li> <li>i. Apprenticeship programs</li> <li>j. Texas Rising Stars</li> <li>k. Higher education certification or college degree in early education</li> </ul>
<p><b>Topics of Interest</b></p>
<p>13. How interested are you in the following <b>EARLY EDUCATION</b> topics?</p> <p><i>Not interested at all-Not very interested-Neutral-Somewhat Interested-Extremely Interested</i></p> <ul style="list-style-type: none"> <li>a. Supporting children with disabilities and special needs</li> <li>b. Communicating with parents on child engagement and enrichment</li> <li>c. Working with services for children with special needs</li> <li>d. Participating in publicly funded programs, including public pre-kindergarten and Early Head Start</li> </ul>
<p>14. How interested are you in the following <b>OPERATIONS</b> topics?</p> <p><i>Not interested at all-Not very interested-Neutral-Somewhat Interested-Extremely Interested</i></p> <ul style="list-style-type: none"> <li>a. Facilities set up and maintenance</li> <li>b. Purchasing supplies and equipment</li> <li>c. Managing natural disasters and extreme heat</li> <li>d. Accessing educator discounts as a home-based family child care</li> </ul>

<p><b>15. How interested are you in the following BUSINESS topics?</b>  <i>Not interested at all-Not very interested-Neutral-Somewhat Interested-Extremely Interested</i></p> <ul style="list-style-type: none"> <li>a. Making strategic business decisions</li> <li>b. Managing your business finances</li> <li>c. Marketing and recruiting new customers</li> </ul>
<p><b>16. How interested are you in the following REGULATORY &amp; FIELD BUILDING topics?</b>  <i>Not interested at all-Not very interested-Neutral-Somewhat Interested-Extremely Interested</i></p> <ul style="list-style-type: none"> <li>a. Applying and complying with licensing &amp; regulatory standards</li> <li>b. Starting a licensed or registered home-based family child care</li> <li>c. Providing input on public policies affecting home-based family child care</li> <li>d. Networking with other home-based family child care educators</li> </ul>
<p><b>Public Policy Priorities</b></p>
<p><b>17. How interested are you in the following ECONOMIC policy priorities?</b>  <i>Not interested at all-Not very interested-Neutral-Somewhat Interested-Extremely Interested</i></p> <ul style="list-style-type: none"> <li>a. Increased overall funding for early care &amp; education, ensuring home-based child care is accessible and affordable to families</li> <li>b. Increased home child care educator and staff compensation, including benefits like retirement, paid time off and insurance</li> <li>c. Ensuring sustainable home child care businesses</li> </ul>
<p><b>18. How interested are you in the following REGULATORY &amp; FIELD BUILDING policy priorities?</b></p> <ul style="list-style-type: none"> <li>a. Inclusion of home-based child care in all early childhood education systems &amp; programs, including universal Pre-K</li> <li>b. Friendly policy, regulations and systems that are easy for families and educators to navigate and respect the uniqueness of home-based child care</li> <li>c. Expanded use of equitable measures to assess and recognize quality in home-based family child care programs</li> <li>d. Engage home child care leaders as equal partners and build in opportunities for peer learning</li> </ul>
<p><b>19. How interested are you in the following policy priorities for OPERATIONS SUPPORT?</b></p> <ul style="list-style-type: none"> <li>a. Strong ecosystem of support for family child care educators</li> <li>b. Supportive housing policies for home-based child care programs</li> <li>c. Strengthened child care and adult care food program (CACFP)</li> </ul>
<p><b>Other Supports Needed</b></p>
<p>20. What other support would be helpful in Harris County?</p>



## About You

We appreciate your perspective on support for home-based family child care educators in Harris County. Before you go, we have a few questions about you.

21. What kind of home-based family child care do you operate?

- a. Listed family home child care provider with the State of Texas
- b. Registered child-care home provider with the State of Texas
- c. Licensed child-care home provider with the State of Texas
- d. Family, friend, or neighbor home child care provider (not listed, registered, or licensed with the State of Texas)
- e. Other

22. What zip code is your home-based family child care located in?

23. How long have you been a home-based family child care educator?

- a. Less than 2 years
- b. 2-5 years
- c. 5-15 years
- d. More than 15 years

24. How long do you intend to continue providing home-based family child care?

- a. Less than 2 years
- b. 2-5 years
- c. 5-15 years
- d. Indefinitely - as long as I can

25. What languages do you speak? Select all that apply.

- a. English
- b. Spanish
- c. Vietnamese
- d. Chinese
- e. Arabic
- f. Other

26. What if your race or ethnic identity?

Select all that apply.

- a. Asian
- b. Black
- c. Hispanic
- d. White
- e. Other

**27. Do you agree with this statement: The responses I provided to this survey are true to the best of my knowledge. By submitting this survey, I consent to receiving communications from NAFCC and Channel Change.**

**a. Yes, I AGREE with this statement**

**b. No, I DO NOT agree with this statement →Go to “TY for your interest”.**

**Share Contact Information or Submit Anonymously**

**28. Would you like to share contact information for a chance to win a \$100 Visa gift card?**

**Yes, share contact information →Survey Complete - Contact Information**

**a. No, submit anonymously →Survey Complete - Anonymous Submission**

**Thank you for your interest!**

**It appears you do not qualify for the survey. We appreciate your interest. If you’d like to learn more about family child care and NAFCC, please visit us at <https://nafcc.org/>.**

**Survey Complete - Anonymous Submission**

**Thank you for completing this survey! To submit your responses anonymously, click the “submit” button below. Anonymous submissions will not be entered for the thank you gift. If you would like to provide your contact information for a chance to win a \$100 virtual Visa gift card, go back and select “Yes, share contact information.”**

**To learn more about family child care and NAFCC, please visit us at <https://nafcc.org/>.**

**Survey Complete - Contact Information**

**Thank you for completing this survey! Submit your name and contact information below for a chance to win a \$100 virtual Visa gift card.**

**For security, Channel Change may contact you to verify your information prior to sending payment.**

**To learn more about family child care and NAFCC, please visit us at <https://nafcc.org/>.**

**First Name:**

**Last Name:**

**Business Name:**

**Business Address:**

**Phone Number:**

**Operation Number:**

**NAFCC Membership:**

## Appendix D: Results for the NAFCC Educator Survey Harris County

The full set of results from the survey are available at:

[https://docs.google.com/spreadsheets/d/1q1bgpCImQu0aP\\_seGBqWt-PQx7K9pHH9T61UFKuiO48/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1q1bgpCImQu0aP_seGBqWt-PQx7K9pHH9T61UFKuiO48/edit?usp=sharing)

### Interest in Utilizing Educator Support - Past and Future

	Participated in supports for home-based family child care educators in the last 2 years	Interest in utilizing supports in the future
<b>Count</b>	34	34
<b>Child development training or workshops</b>	82%	94%
<b>Grants or scholarships</b>	71%	91%
<b>Early childhood education quality improvement programs</b>	68%	91%
<b>Early childhood education accreditation programs</b>	47%	91%
<b>Business training or workshops</b>	65%	88%
<b>Professional associations, membership organizations, or networks</b>	68%	85%
<b>Shared services alliances</b>	41%	82%
<b>Social media groups</b>	59%	79%
<b>Apprenticeship programs</b>	29%	79%
<b>Participated in Any Supports in the last 2 years</b>	88%	n/a

### Interest in Utilizing Texas Rising Star & Higher Education - Past and Future

Texas Rising Stars (TRS)			Higher Education		
Did you participate in the Texas Rising Stars program in the last 2 years?	Count	%	Do you hold a higher education certification or college degree in early childhood education?	Count	%
Yes	23	68%	Yes	20	59%
No	11	32%	No	14	41%
Grand Total	34	100%	Grand Total	34	100%

Would you be interested in utilizing [Texas Rising Star] in the future?	Count	%	Would you be interested in utilizing [Higher education certification or college degree in early education] in the future?	Count	%
Yes	29	85%	Yes	29	85%
No	5	15%	No	5	15%
	34	100%	Grand Total	34	100%

#### Preferred Language & Available Support

What is your preferred language for educator support?	Count	%		
English	25	74%		
Spanish	7	21%		
Vietnamese	2	6%		
Grand Total	34	100%		
Is enough educator support available in your preferred language? (By preferred language)	Count	Yes	Maybe	No
English	25	92%	4%	4%
Spanish	7	29%	29%	43%
Vietnamese	2	0%	50%	50%
All Respondents	34	74%	12%	15%

#### Participation in Professional Associations

Which professional associations, membership organizations, or networks did you participate in the last 2 years?	Count	%
<b>Total Respondents</b>	34	
National Association for the Education of Young Children (NAEYC)	14	41%
Texas Association for the Education of Young Children (TX NAEYC)	12	35%
National Association for Family Child Care (NAFCC)	6	18%
First3years for Professionals	4	12%
Associate Degree Early Childhood Educators Association (ACCESS)	3	9%
Southern Early Childhood Association (SECA)	2	6%
Other	2	6%
None	11	32%

<b>Others Mentioned</b>		
Northeast Childcare Association		
Childcare Millionaires		
One Love		

## Interest in Topics

<b>How interested are you in the following topics?</b>			
	<b>Extremely or Somewhat Interested*</b>	<b>Extremely Interested*</b>	<b>Somewhat interested</b>
<b>Total Respondents</b>	<b>34</b>	<b>34</b>	<b>34</b>
Managing natural disasters and extreme heat	91%	71%	21%
Purchasing supplies and equipment	88%	76%	12%
Managing your business finances	88%	71%	18%
Applying and complying with licensing & regulatory standards	88%	71%	18%
Networking with other home-based family child care educators	85%	68%	18%
Accessing educator discounts as a home-based family child care	82%	82%	0%
Making strategic business decisions	82%	74%	9%
Facilities set up and maintenance	82%	68%	15%
Communicating with parents on child engagement and enrichment	82%	62%	21%
Supporting children with disabilities and special needs	82%	59%	24%
Participating in publicly funded programs, including public pre-kindergarten and Early Head Start	79%	65%	15%
Marketing and recruiting new customers	79%	62%	18%
Providing input on public policies affecting home-based family child care	76%	65%	12%
Working with services for children with special needs	76%	44%	32%
Starting a licensed or registered home-based family child care	56%	53%	3%
*Top 5 highlighted in green			

## Interest in NAFCC Policy Priorities

<b>How interested are you in the following policy priorities?</b>			
	<b>Extremely or Somewhat Interested*</b>	<b>Extremely Interested</b>	<b>Somewhat interested</b>
<b>Total Respondents</b>	<b>34</b>	<b>34</b>	<b>34</b>
Increased overall funding for early care & education, ensuring home-based child care is accessible and affordable to families	97%	85%	12%
Strengthened child care and adult care food program (CACFP)	97%	85%	12%
Ensuring sustainable home child care businesses	97%	76%	21%
Friendly policy, regulations and systems that are easy for families and educators to navigate and respect the uniqueness of home-based child care	94%	79%	15%
Strong ecosystem of support for family child care educators	91%	82%	9%
Increased home child care educator and staff compensation, including benefits like retirement, paid time off and insurance	91%	79%	12%
Inclusion of home-based child care in all early childhood education systems & programs, including universal Pre-K	91%	79%	12%
Supportive housing policies for home-based child care programs	91%	76%	15%
Engage home child care leaders as equal partners and build in opportunities for peer learning	88%	76%	12%
Expanded use of equitable measures to assess and recognize quality in home-based family child care programs	88%	74%	15%
*Top 5 highlighted in green			

## Respondent Demographics

<b>How many unrelated children (under the age of 13) are enrolled in your home-based child care?</b>	<b>Count</b>	<b>%</b>
3-6 unrelated children	15	44%
7-12 unrelated children	19	56%
<b>Grand Total</b>	<b>34</b>	<b>100%</b>

<b>What kind of home-based family child care do you operate?</b>	<b>Count</b>	<b>%</b>
Licensed child-care home provider with the State of Texas	20	59%
Registered child-care home provider with the State of Texas	8	24%
Listed family home child care provider with the State of Texas	5	15%
Family, friend, or neighbor home child care provider (not listed, registered, or licensed with the State of Texas)	1	3%
<b>Grand Total</b>	<b>34</b>	<b>100%</b>
<b>How long have you been a home-based family child care educator?</b>	<b>Count</b>	<b>%</b>
Less than 2 years	2	6%
2-5 years	12	35%
5-15 years	5	15%
More than 15 years	15	44%
<b>Grand Total</b>	<b>34</b>	<b>100%</b>