

May 2011



# better beginnings

EVERY CHILD DESERVES OUR BEST

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## SURVEY REPORT TECHNICAL APPENDICES

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# Non-Participant Survey

1. What is your license number? \_\_\_\_\_
2. Do you plan to apply to Better Beginnings?

Yes  No

3. Where do you get information about Better Beginnings?

	Yes	No	Not Sure
a. Training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Newsletters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Licensing Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (Specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. If you decide to participate in Better Beginnings, please rate the importance of the following reasons from 1= 'no importance' to 4= 'great importance'.

<i>Reasons:</i>	No Importance	A little Importance	Some Importance	Great Importance	Not sure
a. Desire to increase quality of care for children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Desire to show/document our program's quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Desire to promote our program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Participating means eligibility to get incentives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Participating leads to benefits for our families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Participating leads to benefits for our children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Felt pressure from parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt pressure from licensing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other (specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Do you have any concerns about participating in Better Beginnings? Please rate the level of concern of the following reasons from 1= 'no concern' to 4= 'great concern'.

<i>Concerns:</i>	No concern	A little concern	Some concern	Great Concern	Not sure
a. Costs associated with meeting requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Training time for program staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Training time for administrative tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

d. Time to complete application process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Lack of support from program leadership (ex, owner, advisory board, governing body)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Lack of support from program staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Lack of availability of required trainings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Staff turnover	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Increasing costs for parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. The level will not matter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Parents may not choose our program if our program does not have the highest level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. The system would not provide a fair representation of our program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Other (specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Have you reviewed the Better Beginnings application process?

Yes  No

7. Have you reviewed the Better Beginnings components?

Yes  No

8. How difficult do you think it would be to **attain** each of the following components for your current level, where 1 = very difficult and 5 = very easy? Please note the reason for the difficulty or ease of attaining each of the requirements.

Requirements:	Very Difficult	Somewhat Difficult	Neither	Somewhat Easy	Very Easy	Not sure
a. Administration (PAS/BAS assessment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
b. Strengthening Families (participation in webinar, self-assessment and creation of program action step)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
c. Administrator Qualifications (TAPP Intermediate Level 1 or higher - CDA or 135 Clock Hours or 9 Sem. Hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
d. Staff Qualifications (TAPP Foundation Level 1 or higher - Registered 15 Clock hours incl. Orientation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
e. Administrator Professional Development (21 or more clock hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Entry Field)						
f. Staff Professional Development (50% or more of staff complete Framework Basics training; 2 hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
g. Daily scheduling/planning of children's activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
h. Inclusion of a minimum of 2 interest centers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
i. Use of a written curriculum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
j. Maintaining portfolios for children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
k. Environmental Assessment (ERS/YPQA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
l. Distributing information to parents (ARKids First, information on child development, nutrition & physical activity)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
m. Maintaining and implementing medical/educational care plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
n. Planning and implementing daily developmentally appropriate physical activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						

9. Would your program have to make any changes in budgeting to meet the requirements listed above? If yes, describe (Entry Field)

10. The State has set up a system to support child care providers as they try to improve the quality of their care. Please tell me if you are aware of each, and if you plan to use the support:

Support:	Not Aware	Aware, Will Not Use	Aware, Might Use	Aware, Will Use
a. Technical Assistance for Program Administration (PAS/BAS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

b. Technical Assistance for Environmental Ratings (ERS/YPQA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Technical Assistance for program curriculum development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Training required for Better Beginnings (TAPP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Better Beginnings Toolkit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Better Beginnings Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Strengthening Families Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Better Beginnings Helpline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Better Beginnings Grant Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Better Beginnings Administrative Staff (DHS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Other (Specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Please note below any specific supports you need or internal changes you must make to apply for Better Beginnings.  
Entry Field

12. Do you maintain staff-child ratios that are smaller than those required in minimum licensing?

Yes  No

13. In the past year, what percentage of children in your program receives support from vouchers?

0-10% 11-20% 21-30% 31-40% 41-50% 51-60% 61-70% 71-80% 81-90% 91-100%

14. Do you use one or more developmentally appropriate curricula?

<i>Curricula:</i>	<b>Yes</b>	<b>No</b>	<b>Unsure</b>
a. Creative Curriculum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Creative Curriculum for Infants, Toddlers, and Twos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Project Approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. High/Scope	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Program for Infant and Toddler Caregivers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Reggio Emilia Inspired	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Theme-based	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Montessori	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Adventures in Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Adventures for Toddlers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. All About Preschoolers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

l. Other purchased curriculum:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name: _____				
m. Publisher: _____				
n. Other purchased curriculum:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name: _____				
o. Publisher: _____				
p. Other purchased curriculum:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name: _____				
q. Publisher: _____				

15. Is your program nationally accredited?

*Accreditation:*

	<b>Yes</b>	<b>No</b>	<b>Unsure</b>
a. National Association for the Education of Young Children (NAEYC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. National Association for Family Child Care (NAFCC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Council on Accreditation (COA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Commission on the Accreditation of Rehabilitation Facilities (CARF)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (Specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other (Specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. If yes, has your accreditation prevented you from also participating in BB? Please explain your answer.

Yes                       No

Entry Field

17. Please note below any suggestions you have for improving the Better Beginnings system.

Entry Field

# Participant Survey

1. What is your license number (used to enter into incentive lottery)? \_\_\_\_\_

2. When did you first apply to Better Beginnings? \_\_\_\_\_

3. Have you been rated?

Yes

No

4. What is your current Better Beginnings level? \_\_\_\_\_

5. Was your center previously Quality Approved?

Yes

No

6. When did you first apply to Quality Approval? \_\_\_\_\_

7. Why did you decide to participate in BB? Please rate the importance of the following reasons from 1= 'no importance' to 4= 'great importance'.

<i>Reasons:</i>	No Importance	A little Importance	Some Importance	Great Importance	Not sure
a. Desire to increase quality of care for children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Desire to show/document our program's quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Desire to promote our program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Participating means eligibility to get incentive grants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Participating leads to benefits for our families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Participating leads to benefits for our children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Requests from parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt encouragement from licensing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Free child mental health consultation (not currently offered, pending consideration)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Other (specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. How difficult has it been to **attain** each of the following components for your current level, where 1 = very difficult and 5 = very easy? Please note the reason for the difficulty or ease of attaining each of the requirements.

<i>Requirements:</i>	Very Difficult	Somewhat Difficult	Neither	Somewhat Easy	Very Easy	Not sure
a. Administration (PAS/BAS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Entry Field)

b. Strengthening Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
c. Administrator Qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
d. Staff Qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
e. Administrator Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
f. Staff Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
g. Learning Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
h. Environmental Assessment (ERS/YPQA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
i. Child Health & Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						

9. How difficult has it been to **document** each of the following components for your current level, where 1 = very difficult and 5 = very easy? Please note the reason for the difficulty or ease of documenting each of the requirements.

<i>Requirements:</i>	<b>Very Difficult</b>	<b>Somewhat Difficult</b>	<b>Neither</b>	<b>Somewhat Easy</b>	<b>Very Easy</b>	<b>Not sure</b>
a. Administration (PAS/BAS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
b. Strengthening Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
c. Administrator Qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
d. Staff Qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
e. Administrator Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Entry Field)						
f. Staff Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Entry Field)

g. Learning Environment

(Entry Field)

h. Environmental Assessment (ERS/YPQA)

(Entry Field)

i. Child Health & Development

(Entry Field)

10. The State has set up a system to support child care providers as they try to improve the quality of their care. Please tell me if you are aware of each, and if you accessed the support whether it has been very helpful, somewhat helpful, or not helpful:

<i>Support:</i>	Not Aware	Aware, But Did Not Use	Used, Very Helpful	Used, Somewhat Helpful	Used, Not Helpful
a. Technical Assistance for Program Administration (PAS/BAS)	~ <input type="checkbox"/>	~ <input type="checkbox"/>	~ <input type="checkbox"/>	~ <input type="checkbox"/>	~ <input type="checkbox"/>
b. Technical Assistance for Environmental Ratings (ERS/YPQA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Technical Assistance for program curriculum development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Training required for Better Beginnings (TAPP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Better Beginnings Toolkit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Better Beginnings Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Strengthening Families Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Better Beginnings Helpline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Better Beginnings Grant Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Better Beginnings Administrative Staff (DHS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Other (Specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Since entering the Better Beginnings quality system, how important have the following **incentives** been to your participation, where 1= 'no importance' to 4= 'great importance'?

<i>Incentives:</i>	No Importance	A little Importance	Some Importance	Great Importance	Not sure
a. Better Beginnings Incentive Grants	~ <input type="checkbox"/>	~ <input type="checkbox"/>	~ <input type="checkbox"/>	~ <input type="checkbox"/>	~ <input type="checkbox"/>
b. Better Beginnings Professional Development Grants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Better Beginnings Parental Tax Credits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Media Kits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- e. Promotion of Program for New Clients
- f. Other (specify: \_\_\_\_\_)

12. The state is also considering an additional incentive. How important would it be to your participation?

- |   | <b>No<br/>Importance</b> | <b>A little<br/>Importance</b> | <b>Some<br/>Importance</b> | <b>Great<br/>Importance</b> | <b>Not<br/>sure</b>      |
|---|--------------------------|--------------------------------|----------------------------|-----------------------------|--------------------------|
| <i>Incentives:</i>                            |                          |                                |                            |                             |                          |
| a. Early Childhood Mental Health Consultation | <input type="checkbox"/> | <input type="checkbox"/>       | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> |

13. Below we list the broad components of the Better Beginnings system. Did you make any changes in budgeting/fiscal priorities in order to meet costs associated with the Better Beginnings requirements? Please describe costs that were required to meet the requirements.

- |   | <b>Yes</b>               | <b>No</b>                | <b>Not<br/>sure</b>      |
|---|--------------------------|--------------------------|--------------------------|
| <i>Requirements:</i>                      |                          |                          |                          |
| a. Administration (PAS/BAS)               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| b. Strengthening Families                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| c. Administrator Qualifications           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| d. Staff Qualifications                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| e. Administrator Professional Development | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| f. Staff Professional Development         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| g. Learning Environment                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| h. Environmental Assessment (ERS/YPQA)    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |
| i. Child Health & Development             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (Entry Field)                             |                          |                          |                          |

14. Do you think participation in Better Beginnings has improved the quality of child care in your center, where 1 = 'not improved' and 5 = 'greatly improved'? Also, please rank the top three areas where improvements

have been made where 1=most improved area, 2=second most improved area, and 3=third most improved area.

<i>Areas of Improvement:</i>	<b>Not Improved</b>	<b>A little</b>	<b>Average</b>	<b>A lot</b>	<b>Greatly Improved</b>	<b>Not sure</b>	<b>Rank: Top 3</b>
a. Administration (PAS/BAS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Strengthening Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Administrator Qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Staff Qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Administrator Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Staff Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Learning Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Environmental Assessment (ERS/YPQA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Child Health & Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. How likely is it that the Better Beginnings requirements will lead to continued improvement for your center?

<b>Very Unlikely</b>					<b>Very Likely</b>	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>		<b>Not sure</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. For Levels 1 and 2: Do you plan to apply for a higher level in the future?

Yes  No

17. For Levels 1 and 2: Will you apply for a higher level before you are required to renew your level?

Yes  No

18. For Levels 1 and 2: Please note below any specific supports you need or internal changes you must make to attain a higher step level.

Entry Field

19. For Level 3: Please note below any specific supports you need or internal changes you must make to maintain your level.

Entry Field

20. For Level 3: If there were higher levels would you apply for a higher level?

Yes  No

21. Do you think your staff members have a better understanding of the components of a quality program after participating in Better Beginnings?

Yes  No

22. Do you think parents have a better understanding of the components of a quality program after enrolling their children in a Better Beginnings rated center?

Yes  No

23. Have you used the Better Beginnings level to promote your center?

Yes  No

24. Have you used Better Beginnings materials in your center? (Please mark all that apply):

<i>Materials:</i>	<b>Yes, Used</b>	<b>No, Not Used</b>	<b>Not sure</b>
a. Brochures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Media Kits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Posters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other (specify: _____ )	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (specify: _____ )	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. Have parents reported that the Better Beginnings level was important in choosing your center for their child's enrollment?

Yes  No

26. Do you feel that the Better Beginnings, as currently implemented, provides a fair representation of your program?

Yes  No

Entry Field

27. How likely are you to refer colleagues at other centers to the Better Beginnings initiative; 1 = very unlikely and 5 = very likely?

<b>Very Unlikely</b>						<b>Very Likely</b>	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>			<b>Not sure</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

28. Please note below any suggestions you have for improving the Better Beginnings system.

Entry Field

29. Do you maintain staff-child ratios that are smaller than those required in minimum licensing?

Yes  No

30. In the past year, what percentage of children in your program receives support from vouchers?

0-10%    11-20%    21-30%    31-40%    41-50%    51-60%    61-70%    71-80%    81-90%    91-100%

31. Do you use one or more developmentally appropriate curricula?

<i>Curricula:</i>	<b>Yes</b>	<b>No</b>	<b>Unsure</b>
a. Creative Curriculum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Creative Curriculum for Infants, Toddlers, and Twos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Project Approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. High/Scope	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Program for Infant and Toddler Caregivers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Reggio Emilia Inspired	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Theme-based	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Montessori	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Adventures in Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Adventures for Toddlers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. All About Preschoolers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Other purchased curriculum: Name: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Publisher: _____			
n. Other purchased curriculum: Name: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Publisher: _____			
p. Other purchased curriculum: Name: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Publisher: _____			

32. Is your program nationally accredited?

<i>Accreditation:</i>	<b>Yes</b>	<b>No</b>	<b>Unsure</b>
a. National Association for the Education of Young Children (NAEYC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. National Association for Family Child Care (NAFCC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Council on Accreditation (COA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Commission on the Accreditation of Rehabilitation Facilities (CARF)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (Specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other (Specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. If yes, did the information/documentation required by Better Beginnings duplicate information required for your national accreditation? Please estimate the percentage overlap and explain areas of overlap (Entry Field)

<b>None</b>	<b>1-25%</b>	<b>25%-50%</b>	<b>50%-75%</b>	<b>75%-100%</b>	<b>Not sure</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. If yes, do you believe participating in BB will be helpful to your program? Please explain your answer.

Yes  No

# Non-Participant Open-Ended Responses

## Appendix A: Open-Ended Responses for Concerns about Participating

<b>Coding</b>	<b>Response</b>
Part Time	Program less than 3 hours and no summer or holidays--hard to meet all requirements
Part Time	We are part time and Quality did not work for us due to time restraints
Part Time	Doesn't take into account that we are not all day every day program
Part Time	"We applied for quality and made it, but have chosen not to renew. While a great idea for daycare and less skilled staff, it does not address the needs of part time preschools with highly skilled staff. Whether we like it or not, kindergarten is now highly academic and expectations in NWA are much greater than central and southern AR. We took all we felt was beneficial from quality, but we teach our children so they are ready for school. As long as we can fulfill the benchmarks for 3's and 4's, have them start at the top of their kindergarten class AND they think they have played all day, we (and our parents) will continue the way we have been doing. My parents don't want a strictly play approach with no ""formal teaching"" and are very pleased with what we do now. "
Difficulty	Difficult for a small center
Difficulty	Difficult to understand and qualify
Costly	Employee cost to program
Personnel	Staff unwilling to comply with new standards
Personnel	High levels can be achieved even without employed quality care teachers
Unsure	BB does not provide differentiations for preschool versus daycare
Unsure	Sustainability of daycare due to voucher problem
Useful?	Program seems to be focused more on cleanliness, rather than on actual quality of care or education or relationships

## **Appendix B: Open-Ended Responses for Difficulty Attaining Better Beginnings' Components**

### **Program or Business Administration Scales**

<b>Coding</b>	<b>Response</b>
Assessment	There seem to be a lot of variables that can count against you or for you depending on the evaluator.
Assessment	Understanding what the inspector expects.
Availability of Training	There are no open classes in the saline county area. I had to get an override to get in the class and I still have 5 directors that work for me that cannot get in it and you cannot fill out a form stating that you are working on it without PAS certificate.
Children	Focus is taken away from the children.
General Difficulty	We are a family home and although I know a budget is recommended, it just seems like a lot for our program. We do keep track of our costs to make sure we are not going to deep in the hole, but child care is not a money making business. A all of it seems like a lot of red tape.
General Difficulty	Hard to translate what they want. Ours is a multi level system, we don't have all the documentation in house.
General Difficulty	I am working on this one strand at a time, but starting from the bottom it is a long and difficult road.
General Difficulty	seems very overwhelming
General Difficulty	The PAS component seems unnecessarily complicated and overly detailed. This is the biggest hang-up we have in getting our program in Better Beginnings.
General Difficulty	The requirements are way above what we are staffed for. Requirements are more for a school district than our small church child care center.
Interferes with School	Our principal told us that she was not for getting the Better Beginnings certification. It interferes with the educational program.
Staff Issues	We have two persons who handle the administration of the program and their styles are not compatible
Staff Issues	Willing staff
Time: Document	A lot of paper work and documentation is required. We feel it will take a concentrated effort to get all this done.
Time: Document	BAS is the only aspect of BB that I do not agree with. This is my home, my business, my free time. 99% of income is private pay not state.
Time: Document	Being a FCC home does not leave much time to do the BAS. I am already responsible for everything else and I still have two small children of my own to care for when everyone leaves. My husbands job as a UPS man keeps him out late so any other paper work is a headache.
Time: Document	Finding the time to complete the necessary components and then applying them with everything else.
Time: Document	Having the time to round up everything that is needed.
Time: Document	Having to change what is currently working for us and finding the time to do it
Time: Document	It's just making the time to create the documentation.
Time: Document	Lots of time filling out paper work
Time: Document	New director and am working on meeting all other requirements at this time.

<b>Coding</b>	<b>Response</b>
Time: Document	Paperwork
Time: Document	There is so much paperwork that we are having to create for this. Great stuff, but takes a LOT of time.
Time: Document	Time required to write down and properly document all administrative components seems overwhelming to consider when there is one person -the director - trying to do it all (with no additional funds to hire extra staff).
Time: Document	Very in depth. Lots of documentation
Time: General	Revamp our current system is both time and money consuming
Time: General	Time
Time: General	Time constraints, family responsibilities and personal responsibilities
Time: General	Time consuming
Time: General	Time consuming, and new territory, but has made a huge difference in the professionalism of our center.
Time: General	Time involved and time away from my home daycare would cause me loss of my children.
Time: General	Time involved away from the center
Time: General	Time is the biggest factor in getting everything done. I have to meet my qualifications plus see that everyone else does too with pd hours, portfolios, ERS, tuition, Snack Nutrition, etc.
Time: General	tremendous amount of time
Time: Training	Having coverage of onsite administrators and the travel for the trainings are a problem.
Time: Training	Time needed for principal's training is at a premium.
Time: Training	Time off to do training
Training	Finding and attending training available
Training	having to travel to get to the trainings
Training	I have 3 young children of my own and husband travels, night classes are hard to juggle. wish day classes were offered
Ease: Completed	already completed the paperwork waiting on a appointment
Ease: Completed	Center is already doing most of the requirements because of our ABC program
Ease: Completed	Completed early on.
Ease: Completed	Completed PAS already
Ease: Document	we already have many of the items in place at this time
Ease: Time	Takes a lot of work to organize at first, but fairly easy to keep updated
Ease: Training	Courses are available for components.
Ease: Training	I have already taken the BAS training
Ease: Training	I'm the administrator and am willing to go to any and all trainings
Ease: Training	Just signed up for a class
Ease: Training	Many trainings provided and plenty of support.
Unsure:	we are a part time program and the 2 teachers are also the directors

Coding	Response
Personnel	
Unsure: Training	waiting on training dates

### Strengthening Families

Coding	Response
Family Willingness	Families are not always most willing people to go above and beyond.
Family Willingness	Families don't always put the future of their children first after working all day on their own careers and lives
Family Willingness	I have several parents who just want to sign their child in/out and get out of the building. They say it's a struggle to do anything daycare related once they get home.
Family Willingness	Lack of parent participation
Family Willingness	Most parents are too busy
Family Willingness	This will be difficult at the beginning of the program but I think parents will be ok with this once they know how and why.
Paperwork	Paperwork
Technology	not yet on the web
Technology	Webinars are very difficult because we lack the technology
Time: Administration	Administration time
Time: Documentation	We already have a lot in place with our families so it's just a matter of meeting the documentation.
Time: General	A lot of time here too and no time with my children
Time: General	Just finding the time
Time: General	Just have to find the time to get this done
Time: General	Time
Time: General and Family Willingness	Time and participation would be the obstacles.
Time: General and Uncertainty	Time element again. Also, I have accessed the Strengthening Families website multiple times in an attempt to find out more about participating in the webinar and the subsequent requirements and have exited out of the site with no more information than when I began my search.
Time: General	Time issues to do the webinars. Not sure what times they are offered. If it is during the day, then the issue of having someone here to attend the children while I am doing the webinar.
Time: General	Time requirements
Time: General	It won't be hard it is just finding the time to do it.
Training Availability	Courses are not widely available for components.
Uncertainty	At this point I am not sure of what is needed for this part of Better Beginnings
Uncertainty	Getting information

<b>Coding</b>	<b>Response</b>
Uncertainty	I don't know yet what this will consist of
Uncertainty	I haven't tried to complete this item yet.
Uncertainty	Not sure what or how to do this
Ease: Organization	I think once I learn what I need to do, it would just be a matter of being organized to implement.
Ease: Technology	I have access to the internet.
Ease: Technology	Easy website to navigate
Ease: Training	Took this class, and it was wonderful. There is a small problem with space to set up an area for parents.
Ease: Uncertainty	I have not looked into this thoroughly. I think it will not be too difficult
Ease: Technology	we found the training on line and our adm staff will complete the course on line.
Unsure	I havnt had a chance to really look at this yet.
Unsure	will 3 areas, 0-3, 3-5, and afterschool

#### **Environmental Rating Scales**

<b>Coding</b>	<b>Response</b>
Anxiety	Have not done this in years
Anxiety	Intimidating
Anxiety	Stressful
Anxiety	This one is basically for me an issue of fear of the "unknown". Nervousness of the possibility of failing.
Anxiety	We have all of the components required by the ERS but there is always the question of whether it is "correct" or enough. Technical assistance is a great resource for the centers.
Assessor Changes	It is mostly frustrating for our teachers. We have had different assessors and not two were the same
Materials or Equipment	Funding needs not available for outdoor play.
Materials or Equipment	Having funds available to complete all classrooms for the assessment
Materials or Equipment	Lots of changes and fear of cost associated with the improvements.
Materials or Equipment	Some of these areas would need to be expanded and improved.
Materials or Equipment	The amount of toys and learning materials needed get costly.
Desire for Technical Assistance	would like someone to come and observe
Higher Score Desired	Have had one of these passed...but not with the score I wanted. Will do better next time.

<b>Coding</b>	<b>Response</b>
Paperwork, Time from Children	Paperwork/takes away from quality teaching
Reliability of Assessors	I have seen the observers say things are ok on one visit and say something completely different on another. They often contradict themselves.
Staff Anxiety	Currently going over this with staff and they are stressing a little bit, but it will get better.
Staff Anxiety	We've always done well with this, but the staff gets very anxious about this.
Staff Qualifications	Don't have anyone qualified.
Staff Qualifications	need staff training 0-3
Time from Children	Again, time being spent on the book and meeting "black and white standards" instead of spending time with the children. I feel that my teachers have more important task
Time from Children	I think that too much emphasis is placed on things that may not be unimportant, but they should not be ranked.
Unspecified	This would require some changes
Ease	Already a tool used to set up environment.
Ease: TA	I applied for a TA, and they came out and did it for me. very helpful
Ease	Our self assessment is showing us that we can do this. We have some things to work on.
Ease	We're just putting the finishing touches on being ready for ERS.
Unsure	I'm not familiar with it
Unsure	Not sure
Unsure	not sure what this is

**Appendix C: Open-Ended Responses for Budgeting Changes Required to Participate**

<b>Coding</b>	<b>Response</b>
General Cost	Definitely
General Cost	Expenses are incurred.
General Cost	Have to have a major influx of thousands of dollars and a guaranteed enrollment increase of 60%.
General Cost	I am sure it would.
General Cost	I am sure we would but not really sure to what extent.
General Cost	I would just have to try to budget the expenses in I am Family Home.
General Cost Time	It would just take time and money.
General Cost	Maybe need extra money to get everything where it needs to be.
General Cost	Of course.....there would be no way around that.
General Cost	Oh yes definitely. We are small and barely making it if we have to pay for all the additional time this is going to require it will bankrupt us.
General Cost	Probably being a home daycare your budget is not as big as a Daycare facility would be.
General Cost	probably I would have a lot of changes to make
General Cost	Program may not have finances available for all program improvements related to Better Beginnings.
General Cost Time Training	The time and cost factor is our biggest issue. Being in a rural community requires staff to drive to trng, resulting in covering cost of travel, meals and paying another staff to fill in. Other concern is that we are a DDTCS center, so the population we serve require a different style of care at times that may not always share the same philosophy as BB. We were a Quality program for one year (year before the switch to BB). Staff turnover is probably below average here, but still would require a lot of time and \$ to keep up with clock hours. We are currently preparing to build a new building. We will restart the process of re-qualifying after the completion.
General Cost Lack of Admin Support	Unfortunately, we are a nonprofit pre-k program. Our monies are very tight. We do not have the backing from our principal.
General Cost	We are a non-profit organization and operate on a very limited budget as it is.
General Cost	We only receive a set amount determine by limited public school funding.
General Cost	We would have to spend more to get our centers ready for Better Beginnings. It would be minor.
General Cost	We would most definitely have too. To make changes in the center would be very costly.

General Cost Training	We would need to include more funding for professional development, and for hiring subs while workers are taking professional development - but even subs have to have the training...
General Cost	Yes
General Cost Personnel	Yes because being at home u do have many children there for u really don't have help so that u can get all the things done some days u may have 10 kids some days 2 kids so it's kind of hard to really stay on curriculum if u keep all age kids.
General Cost	Yes small home based only one staff hard
General Cost	Yes we would, we are a small facility with no funding other than my out of pocket and it's really hard with the budget right now.
General Cost	Yes, Limited amount of funding. Vouchers payment for children in this are is too low to maintain the demands of Better Beginning Program.
General Cost Supplies	yes, just getting some new things for centers [we need it anyway] man hours putting it together, & buying the appropriate materials for physical activities
General Cost	Yes, several and very costly ones at that.
General Cost	Yes, there would be some increases in cost to implement things as I understand them now.
General Cost	Yes, to get started.
General Cost Venue Upgrading Staff Concerns	Yes, we are a non-profit center and don't have a big budget. Our building is quite old and I am worried we will not be able to meet the necessary requirements for quality. The staff in our program I think are a little uneasy about starting better beginning.
General Cost Supplies	Yes, We are an afterschool program only and a nonprofit organization and it is very hard to meet our basic needs much less the equipment it takes to provide us to meet Better Beginnings requirements.
General Cost Personnel	Yes, we are licensed for 28 children and have 16 currently enrolled. we make just enough to pay bill, rent, worker and to buy food. We are enrolled in the food program that helps a lot. but we need to hire new staff but we can't afford too. If we could provide transportation we could fill the slots we have open but once again we can't afford the insurance on a commercial vehicle or the alarm we would need for the vehicle. In addition to buying someone to drive and ride along. Our budget is busted and the educational things we purchase is bought out of pocket.
General Cost	YES! I am a very small preschool with one employee...me. I rent space from my church.
General Cost Increase CC Rate	Yes. Nonprofit organization. Tuition at lowest possible amount to keep afterschool affordable for our families.
General Cost Personnel	Yes. The amount of paperwork & it's up keep would pull director and assistant director from other jobs they oversee.
Increase CC Rate	I'm worried that we might have to go up on our rates. Parents already have a hard time making the daycare payments.
Increase CC Rate	In order to maintain the requirements of the ERS, childcare rates will have to be increased

Increase CC Rate Supplies	Most likely, our rates would have to go up due to the need for more materials needed to fit the requirements.
Increase CC Rate	Would have to charge my parents more and that would be difficult since they are low income. I've had several parents that qualify for vouchers that can't get them so it would make it a hardship for my parents. 50% of them are single moms.
Increase CC Rate	Yes, due to lower ratios, we would have to raise rates [to make up the difference].
Increase CC Rate	Yes, we are concerned that we would have to raise our fees to meet new budget demands. Our families cannot afford to pay more in child care fees.
Information	I don't know. I would have to have more info
Personnel	Yes, with the increasing costs of running a center we are already over budget and I feel that the qualified and dedicated employees are not compensated to their worth and effectiveness of the job they are doing.
Personnel	Some - for staff
Personnel Paperwork	We would need additional staff to manage the paperwork and implementation.
Personnel Supplies	Yes my center would and are making changes in our budgeting--staff pay would increase as staffs get more ed, increase in the daily supplies like paint--because now we will have curriculum and lesson plan and we will have to follow it.
Personnel	Yes, the staff /child ratio is a little different and we are already barely holding our own.
Personnel	Yes, employee salaries which will stretch our budget
Personnel	Yes. There are only two of us with a wide range of ages. Meeting all the requirements and still maintaining time to interact and be involved with the children would mean having to hire more staff.
Personnel	Absolutely. The 2 teachers are also co-directors of this morning preschool program. We are each paid for a 20 hour work week and currently work approx. 25-30 hours without any extra pay....it just takes this much to provide the quality program that we...
Personnel	I believe it would just take more payroll hours planning and maintaining paperwork
Personnel	I think in the beginning I would have to have a pay cut in order to meet the expense of meeting the new guidelines. I think once everything was in place and the initial expenses have been made that it would be fairly easy to maintain and have my paycheck
Personnel	If we must have certified personal then we would have to pay staff more.
Personnel Training	Huge changes!! You have to pay subs to work in the classroom, pay for gas for the teachers to drive to the classes and pay the teachers.
Supplies Training	Yes - more curriculum funding for specific required items and CDA money.
Supplies	Yes, our center would need sufficient funds to provide level entry classrooms. We would have to find many grants and get everything in place before we would really consider becoming part of the Better Beginning program.
Supplies Training	Yes, we would have to purchase a written curriculum for children and work on professional development for staff.
Supplies Personnel Training	Yes, would need assistance to purchase curriculum for infants, cover cost of training stipend for staff, and pay substitutes.
Supplies Training	Yes, for just the fact that we have had to buy lots of new items, plus a lot more training, etc...all cost money.
Supplies	Yes, many tools, toys, etc need to be replaced. Staff turnover is through the roof and the money it

Training Personnel	takes to train staff that leave is way too high
Supplies Personnel Increase CC Rate	Yes, we would have to raise our rates to cover the expense for materials, educational opportunities, and increased staff members.
Supplies	Yes! All the extra toys and supplies that I would have to obtain.
Supplies Personnel	Yes. Shelving, tables, and chairs are the biggest expense. We have some, but not to meet the requirements. Also, there is the extra paper and ink it takes to document everything that we need. In addition I had to hire another teacher to help all the staff maintain lower ratios, and prevent regrouping.
Supplies	Yes.....adding more toys, mats, cubbies for the children.
Time Paperwork	The time that is required to implement all of the necessary paperwork is extreme.
Time	We are a small center and anything would be beneficial but because of the time limit in vouchers a lot of our working parents have exceeded their time limit resulting in less vouchers been attained resulting in the business struggling.
Training Personnel	Yes, I will have to pay someone extra to help with the children while I get all the paper work and room in order and attend trainings. Also pay my employee for training.
Training	Would have to have extra staff to cover current staff so they can attend the training classes.
Training Supplies	Would need more money for staff training and coaching. And money to buy materials and equipment to pass 3 rating scales
Training	Include money to pay for staff and director to attend necessary trainings.
Training	Might have to start paying my assistant if she has to complete more training or obtain a CDA.
Training	Budget for supplemental training.
Training Supplies	Budgetary changes will be necessary to pay for the required additional professional development and to purchase supplies/toys to adequately "stock" the classroom interest centers.
Training	I am sure there would be extra cost associated with the training and other requirements, I 'm just not aware of the cost.
Training	I would definitely be out more cost due to training hours.
Training	Most of the training requires staff to travel and during their scheduled time of work. The labor laws require we pay for the training and the hours as well as the sub in their classroom. Environmental ratings are extreme when trying to attain a 5 or 6.
Training	My concern is having staff attending trainings and providing coverage [subs]
Training	Paid time off to attend trainings
Training	Paying for time off and for the training of staff plus subs to cover the work hours would be impossible.
Training Supplies	Possibly depending on the cost of supplies needed and substitute pay for staff gone to training.
Training Personnel Increase CC Rate	Provide subs for training of our employees, have more in salaries for appropriately educated teachers. Probable increase in fees.
Training	staff training
Training	Staff training requirements
Training	The biggest expense for us is having to pay our staff for the 25 hours of training every year. While I definitely want them to have the training and believe they deserve to be compensated for their

	time we just cannot afford to pay everyone for all of it! It doesn't seem fair to them!
Training	The funding needed to provide additional training while ensuring that the staff development is QUALITY staff development is concerning to me. We have paid to send our staff to trainings and we have learning very little from the meetings. As an owner, I want to provide quality training.
Training	We may have to make a few changes but I do not believe that it will be too bad. Our biggest challenge is finding trainings. I live in the Fort Smith area and because I owe a bill at UAFA I cannot take any of the free trainings. ASU has all their training scheduled in this area for April, May, June. So in order to get the classes to complete phase 1 of the Better Beginning I had to travel 1.5 - 2 hours for trainings.
Training	We would have to pay extra for staff training and the classes they need to take and expense for travel. this is not in our budget.
Training	We would have to pay for our staff to attend more staff training.
Training Personnel	Yes - there would need to be money in the budget to pay for the training requirements and additional staff.
Training	Yes for training mainly
Training	Yes we would have to budget for more training.
Training	Yes we would need to allocate more funds to training.
Training Supplies	Yes, I would need to allow staff to attend training whenever offered and pay them for hours missed and pay for their sub. I would need to upgrade our curriculum to all written. I would need to work on the materials in our centers. I would need to buy portfolios for use with the children. I would need to make some adjustment for Environmental assessments.
Training	Yes, money would be needed to pay staff during daytime hours when training is only scheduled for that time and not on a weekend or evening.
Training	Yes, teachers would expect to get paid for all of the training. Our budget will not allow for that right now.
Training	Yes, the money for conferences would have to change.
Training Supplies	Yes, training hours, ERS - new items
Training General Cost	Yes, trying to pay subs because staff has to be trained. Need more money for activities and improvements
Training	yes, We do not have funding for extra staff for training days
Training	Yes, we need to put more into teacher training.
Training	Yes, we pay our workers for the hours of training they receive so if we have to require more training hours it would cost more per person to train than what is budgeted now.
Training	Yes. more dollars would have to be spent on conferences and training
Training	Yes. More expense to cover training
Trainings Venue Upgrading	Possibly, depending on where trainings are located in the state. And to pass ECERS our entire playground needs to be gutted and redone.
Trainings	Yes I am afraid it would be costly to pay extra people while the teachers trained outside of weekend trainings
Trainings	Yes it would because trainings are not that close to our center and we have limited staff which is hard to cover for these trainings and would put us in a hardship. We pay our staff to attend training and pay the person filling in. If there were more Saturday classes offered that would help. Or if trainers would be more willing to do onsite training that would help. Or more online training.
Trainings	Yes, Can't afford to hire a sub just to get one thing completed. I hire her when my children or self have doctors or dentists appointment, or my children are sick.

Venue Upgrading	Our buildings themselves may need some upgrading. That is the high cost part for us.
Venue Upgrading	The center needs to improve on the inside such as painting and purchasing the items to meet the requirements that is needed in order to make a good score for the learning centers as well as outdoor equipment.
Venue Upgrading	We might not meet the requirements on our bathroom situation. We do not have a bathroom in our classroom but desperately need one. Having a bathroom in the classroom would cut down a lot of the time that the teachers have to spend away from their classroom by taking kids down the hall to use the church bathrooms. We have looked into turing a closet into a bathroom but the cost is very expensive.
Venue Upgrading Supplies	We need money to upgrade our playground ,to buy equipments etc.
Venue Upgrading Supplies	We will need to purchase additional equipment for classrooms and more file cabinets for documentation. Also, we do not have hot water in the building. Years ago, that was viewed as unsafe for children and was not installed when the children's building was constructed.
Venue Upgrading Supplies	Yes we need play ground equipment and other office materials to produce written curriculum and maintaining portfolios of children. Also maintaining and implementing medical/education care plans.
Venue Upgrading Supplies	yes, we would have to redo our playground area as well as some of our classrooms to include materials and tools that will assist the children in physical development
Supplies	Yes, for interest centers and curriculum
Ease	At this time I don't think so
Ease	I think at this point we are alright.
Ease	no
Ease	No
Ease	No.
Ease	No. I have a preschool program including Circle, Music and Art activities. I do monthly newsletters, journals for each child ( weekly activities) plus each child has a scrapbook with pictures of activities and some journaling. I have a BA degree in History and Minor in English. I also have 20 hours from AR State (TAPP) I am very interested for next school year to do this program.
Ease	not at this time
Ease	Not at this time. Being in a public school we are provided with a lot of the hours and tap provides us with the most needed for free. Our center has everything it needs except for some technology and daily supplies.
Ease	Not really
Ease	We already have made some changes, putting more emphasis on systems development and time dedicated to that area. In contrast, because we are going to higher level trainings now, we also are saving in areas of equipment purchases and office supplies, because we have learned to go more green and use electronic media more and more.
Unsure	I'm not sure.
Unsure	Not sure
Unsure	Not sure
Unsure	Not sure as to what all expenses I would incur.
Unsure	Not sure at this point
Unsure	Not Sure At This Time

Unsure	Uncertain
Unsure	Unsure
Unsure	Unsure
Unsure	We are a Children's Day Camp during the summer months, for children with varying disabilities.
Unsure	We are part of the public school and I 'm not a part of the budgeting.
Unsure	I am not sure at this time what budgeting changes would have to be made. I have been attending trainings for the past year and have gotten quite a bit of the trainings that I need. I have also been trying to add things that I note that I need a little at a time. So the total impact of my budget is unsure at this time.
Unsure	"It's possible. I'm not sure what some of the topics will consist of. We are hoping the NAP SACC program will assist us in the outdoor physical activities rather than having the children just sitting and pedaling. We do indoor exercises when it's inclement weather. We already have the written curriculum in place but would be willing to look at other programs. We also participate in the Weekly Reader program which offers a wide variety of topics. Adventures in Learning is also implemented as a ""filler""."
Unsure	N/A

# Participant Open-Ended Responses

## Appendix A: Open-Ended Responses for Difficulty Attaining Better Beginnings' Components

### Program or Business Administration Scales

Coding	Response
Accreditation helpful	NAEYC criteria
Accreditation helpful	Our program received CARF certification first which enabled us to qualify for level 3 Better Beginnings
Attaining info	ran by a larger agency no access to info needed
Attaining info	since the CSC is part of the University policy, it is sometimes more complicated to separate the information needed
Attaining info	Since we are a Head Start program ran by a larger agency we do not have access to a lot of the requests nor have a lot of input into policies.
Attaining info	We were a test center and we passed. Due to being a corporation- hard to get information
Documentation	Do not like having to fill out income or other information.
Documentation	Doing most of it, but showing the proper documentation was hard.
Documentation	I feel it is difficult trying to get everything ready for the portfolio and all the other necessary things.
Documentation	Making sure everything we do is documented Needing the last 3 years
Easy	Already have an administrator
Easy	just needed to keep documentation
Equity for organizations Time	The PAS has certain sections omitted from being included in the rating scores because some programs would have difficulty implementing them due to financial burden; however, accommodations are not made for larger programs to meet some of the logistically difficult rating areas (for example, it would be extremely difficult for a program with several hundred children to give a guided tour and group orientation is not considered in that circumstance as acceptable) . Some of the indicators are too rigid and only allow credit for specific things when other things may be better, but not considered. One example, on 4. Compensation - credit is given for staff receiving a salary increase in each of last two years, but not considered a 'pass' if not given an increase but still exceeds the average salary for a position - that indicator would be scored a 1 automatically on 1.3 - even if staff are paid at a higher rate, just because they did not have an increase within a specific timeframe. Also, in that indicator it mentions merit raises (7.3) - which our state does not have; On 5. Benefits - again salary above average and programs that are not year round are not considered in indicator 5.3 with 10 paid vacation days in addition to sick/personal days when 'breaks' are on the school district calendar; On 6. Staffing Patterns - indicator 7.2 says teaching staff will have one paid hour per day to prepare lessons (the ADE requirement is less); 18. Marketing - 5.3 records kept of all prospective parents who inquire and follow up action taken - this is extremely unrealistic in a large, grant funded program - one full time person could not even keep up with that - we have way too many calls and questions on a daily basis to write all of them down and the follow-up taken - we answer the questions as they call or come in; There are other areas as well. The amount of administrative time to collect documentation while leading/supporting teachers, children, and parents is excessive for such a short time span prior to assessment. Once the system is created the maintenance should be more manageable, but on initial

	creation - more time should be given.
First year	First year to apply at this level
Positive training Redundant	Training was easy to provide; Management of PAS is too cumbersome and redundant in a large site [multiple centers]
No review yet	have not been contacted for pas visit
No review yet	Have not been reviewed
No review yet	Haven't been through PAS yet
No review yet	not started process yet
No review yet	We have not had a PAS review yet.
No review yet Communication	we have the pas files ready and have had a TA visit, but no one has ever called to set up the pas visit.
Not relevant	I feel that some of these requirements are difficult to attain due to the fact that we are a school district not a private provider. Some of the expectations do not apply.
Not relevant	Many items do not apply to Head Start
Positive content	Goes along well with ECERS
Positive training	after completing training. It was very clear i just thought i had all the paperwork in place
Positive training	Class was close by
Positive training	I have participated in the PAS Roundtable which has given me added knowledge and assistance.
Positive training	I took the class close to home and understand the BAS well!
Prior experience	introduced at the SECA conference in Hot Springs 11660 was used in the pilot in 2008
Receive help	we receive help from our supervisors
Redundant	duplicate gathering of materials
Reliability	will they be totally fair?
Technology	I am still trying to put it together. I did not have the software to produce the forms required.
Time	added paperwork to a business that is already consumed in paperwork which requires more employees or longer hours.
Time	All the documentation is overwhelming because it requires so much time. The paper work is crazy!!!! I think I may retire! LOL!
Time	Although I have been told ASU has been using the PAS book for 10 years it was introduced to program directors as the standard last year. We are being expected to have had systems in place for at least three years in many areas but have had less than a ye
Time	Amount of time required-takes time away from other items of importance in operating a child care facility which are important.
Time Funding	Collaborating the time and material for the Resource book has been a time management issue for me. Very difficult to do what is required for a level 3 due to budget reasons, etc.
Time	Documentation took time
Time	Finding the time has been a challenge.
Time	Having time to pull all the documentation together has been difficult.
Time	It is time consuming to locate forms or make forms
Time	It took me months to get documentation and everything ready for my PAS evaluation. I am an administrator so I had time. If I was a classroom teacher and I did not have to have it for ABC requirements, I would opt not to do it at all. I would choose no
Time	Just getting the time to be able to put it all together.

Time	Lack of time & extreme vastness of documentation needed. Too time consuming.
Time	Lack of time in a day
Time	only challenge was finding time to pull together documentation
Time	The amount of documentation and the format of required documents has been extremely time consuming!
Time	There is so much to do without any additional funding, support or staff
Time	time
Time	Time
Time Attaining info	time and getting information from main office
Time Unclear	TIME and initially understanding the requirements
Time	Time constraints
Time	time consuming
Time	time consuming and ridiculous amounts of paperwork
Time	Time consuming in collecting data
Time	Time element
Time	time involved in documentation
Time	Time issues
Time	time. Am taking monthly roundtable classes at ECIC, but there just isn't enough time to get everything completed.
Time	time. The majority of the required paperwork is housed in a central location for the company I work for.
Time	tremendous amount of time
Time	Very comprehensive and time consuming. Have to work with Board of Directors.
Time	Very time consuming and duplicate what we do for Head Start
Time	VERY TIME CONSUMING and hard to meet some of the requirements without excessive work.
Time TA	Very time consuming process. Wish there was more one on one technical assistance for before the first time you get a score to see if you have more work to do before your visit.
Time No review yet	With PAS, I had to create many new forms and begin to implement them for the first time as well as train staff on many new things. It was way too much to try to do in one year. And of course, we did not get it all done. I have not had a PAS review yet
Training availability	availability of courses/requirements/time/location
Training availability	Courses are not offered locally
Training availability	Finding all the required trainings [e.g., completing all requirements for PAS, and locating training on developmentally appropriate physical activities for children ].
Training availability	Training made available
Training availability	We had to drive from ft. smith to hope AR. to find a class. 300 miles Had to spent the night in hotel
Unclear	Been to all training. Still hard to understand
Unclear	in spite of training,it is still hard to understand what things will prove things well enough
Unclear	not sure I really understand what this program is trying to do
Unclear	Still unclear what constitutes good enough proof

Unclear TA positive	TA helped but I was still unsure about a lot of things.
Unclear	Unsure what was actually needed in all areas.
Unclear	We are worried that the PAS assessor will not agree that we have proof of all these things, though we see it as proof

### Strengthening Families

<b>Coding</b>	<b>Response</b>
Access	Confusing to access.
Access	Confusion, not sure some say just look at site and other paperwork says participate in webinar.
Access	could not access on-line; did hard copy
Access	SF hard to find
Access	can't find it
Access	Cannot find a course
Access	has not been available
Access	Have not located the assessment.I have not seen any information for Strengthening Families Webinar participation.
Access	Have not seen it offered anywhere yet.
Access	Still unsure about this training and how to obtain it.
Access	strengthening families webinar is not available, so how can we do it
Access Time	The webinar was not available before my PAS evaluation. I had to figure out something on my own by reading it online. I had time because I am a full time administrator. If I had to teach children all day and was not part of ABC, I would not do it because it took so much time.
Access	Training was not made available in time enough.
Access	unavailability of webinar
Access	Webinar unavailable
Access	where is it?
Access	Staff finding time to participate in webinar and confusion of website and what to view and how to document viewing
Access	Knowledge and comfort in using a computer in this manner
Access	Our site does not have the equipment necessary to participate in the webinars. We have to make other arrangements.
Access	availability of training!!!!!!
Access Unclear	Availability, clarity of when, where, what is needed.
Access	Training is limited and not offered enough.
Admin assistance	Again, requires the attention of more admin assistance.
Content concern Time	I feel I am not certified to help families with their problems. I have my own problems to deal with and now they are asking me help other people with theirs. I believe that this is not going to be a good program for our preschool because it is taking so much time away from my students and their learning, and anyways, I am here for the children first and foremost not the families personal problems.
Content concern	It's hard to get families participating in our regular program activity
Content concern	Some of the suggestions were unobtainable and unrealistic
Content concern	This is difficult in a large site with multiple centers and does not align with what occurs in school settings.
Content concern	we deal mainly with strongly at risk families
Don't remember	i cant remember if i've done this or not

Easy	Already have policies in place
Easy	Easy to complete
Easy Content concern	The assessment was not difficult. I felt like several sections were not applicable for school age programs. I also don't think it is up to the staff to provide some of the personal services that it suggests. Staff are not qualified.
Easy	Took that at a workshop
Easy	Program ins place
Easy	I was already familiar with SFI
Not done yet	Have not done this yet.
Not done yet	Have not done yet.
Not done yet	Have not had time to take as of yet
Not done yet	not started process yet
Positive content Time	Great idea but the time involved and the expectation to have it completed quickly has made it difficult.
Positive training	Class was close by
Positive training	Did online but wanted to goto in person classes to understand better and now GREAT!!!
Positive training	Great training provided.
Positive training	availability of training. We were fortunate to have training readily available.
Redundant	hard to choose a goal since our Head Start program pretty much does everything listed as goals
Time	I teach and Director having problems finding time. I also taking college classes for Arkansas Better Chance program.
Time	Still working on the last 2 parts. Again, it is time consuming to try to run a school and find time to complete all the pieces and documents required.
Time	time
Time	Time aside from normal duties
Time Access	Time element/finding webinar
Time	Time issue
Time	Time to attend webinar
Time	time.
Time	Time.
Time Access	time/finding webinar
Unclear	I'm not even sure that I went to the correct place...it seemed geared toward family daycare homes.
Unclear Access	Getting into the Strengthening the Family and understanding it all. Do I do 1, 2 or 3 actions?
Unclear	I went to training but still unsure about the actions, forms, and how much to do.
Unclear	is it available yet?Who decides if action plan is good enough?
Unclear	not sure how to do this. Kind of fuzzy

**Appendix B: Open-Ended Responses for Difficulty Documenting Better Beginnings'  
Components**

**Program or Business Administration Scales**

<b>Code</b>	<b>Response</b>
Already doing	ABC is already set up with accounting practices and hiring.
Already doing	Already had needed paperwork - had to compile
Already doing	We had everything that we need it was just putting it together
Already doing	We were in the process of gathering information for the PAS when we were told to stop. The information we were pulling had already been compiled for our Federal Review in March, 2010.
Content concern	Many items did not apply to Head Start
Content concern	needed to much persanol information.
Cost Time	So much to do without the support or finances to assist with
Doc prep	collecting all the data
Doc prep	Didnt have all the necessary documents. Had to make some changes to fit into the guidelines.
Doc prep	I am administratively challenged, locating the documentation was difficult
Doc prep	LOTS OF copying expensive and creating documents to meet these items
Doc prep	Our center is unique in our affiliation with adult ed. and Fort Smith Public Schools. Therefor, a lot of the documentation is retained by the school district as they are our administrators. So, it has been very difficult to obtain.
Doc prep	Hard to pull everything and making sure the documentation will be correct. Creating so many forms.
N/A	We are one of many preschools under the direction of DMEC. Money is handled and distributed through the EC coordinator and Coop Office.
Need TA	I have requested Technical Assistance for completing PAS.
New to program	First year to experience the PAS
New to Program	new to the process
Not done yet	Have not been through PAS
Not done yet	Have not completed
Not done yet	have not started yet
Not done yet	not complete Head Start program going through Program Review
Positive prep	Goes along with ECERS
Positive prep	Our program qualified for CARF certification first which enabled us to earn level 3 Better Beginnings certification
Positive prep	Transcripts, Tapp
Positive prep	Tapp has helped greatly
Positive prep	Showed very well in class
Redundant	Some items I am copying multiple times to fit in each category that it goes with.
Time	Again, on all of these it just takes more time away from the children and planning for them in an already document saturated environment.
Time	ASU and state want documentation in certain ways/areas. I agree with the high

	importance of this but getting it all together in less than a year is expecting too much.
Time	hardest part was finding the time
Time	I am having to take so much time away from my teaching and personal time just for the information they are wanting from us.
Time	Just having time to get it all together.
Time	Not enough time!
Time Doc prep	The amount of documentation is overwhelming. The requirements for documentation such as ""show evidence of a system"" requires creating many new documents when we already have things that should have been good enough. This has been very time consuming when we are trying to run a business!"
Time	the documentation wasn't difficult just finding the time to do it
Time	time
Time	Time aside from normal duties
Time	time consuming
Time Doc prep	Time consuming gathering all documentation; some new information requested to be provided to parents; a resource package of available community resources for parents provided by the state to give to parents would have been very helpful.
Time Unclear	Time consuming.....nothing has been simple from contacting a human at Better Beg. The books, guides and lingo are very confusing.
Time	time is always the factor
Time	Time is the main factor.
Time	Time to gather information together.
Time Redundant	Too redundant; monumental documentation;
Time Board approval	Very comprehensive and time consuming to come up with new policies and documentation. Also having to get approval from Board of Directors.
Time	Very time consuming.
Time Unclear	Very time consuming and a lot of fuzzy areas.
Time	Way too much time needed to do this..when my focus is on the children
Time Doc prep	it is time consuming since the majority of our records are housed in central office.
Unclear	Difficult because we are all new to the process and while we believe we have the right documentation, we won't know until we are reviewed.
Unclear	instructions unclear
Unclear	Knowing exactly what to put in each area and how much.
Unclear	MAKING SURE EVERYTHING IS WRITTEN
Unclear	WE used TA but still unsure if we knew what was needed.
Unsure	Taking PAS Roundtable.
Unsure	Certificate

### Strengthening Families

Coding	Response
Access	Confusing to access.
Access	could not do on-line; did hard copy
Access	Has been difficult with the website at times
Access	Have not found location that is convenient to participate in the strengthening families prof. development yet.
Access	I have not seen any information related to this training being provided [webinar].
Access	NEED the webinar
Access	no webinar available
Access	NOT AVAILABLE
Access	Training has to be available for us to take it!!!
Access	unavailable till recently, website unavailable till recently
Access	Webinar unavailable
Access	availability of webinar
Access	Cannot find a training
Already doing	we already had in place many programs. like parent assessment of program
Already doing	We always work with our families. Of course there is always room for improvement
Already doing	head Start requires
Already doing	Head Start has program in place to strengthen families with documentation
Can't find proof	I know I completed this when it first became available but I am having trouble finding my proof of completion.
Content Concern Time	does not align or mirror school requirements and school personnel have only so much time.
Content concern	Some of the suggestions were not realistic
Content concern	When I completed it for the afterschool programs, there were a few things that didn't seem to fit.
Documentation	Lots of paper & ink.
Easy to use	many forms readily available for documentation
Not done yet	Do not know enough about this section.
Not done yet	Have not participated in webinar.
Not done yet	have not started yet
Not done yet	not completed
Not done yet	still working on finishing
Not done yet	Still working on this one.
Positive Training	able to attend training locally
Positive Training	Able to take training
Positive Training	Easy to find the training
Positive Training	great teacher in showing ideas
Positive Training	Lots of info; beginning training was not too helpful but trainings now are more informative.
Positive Training	The program was easy to use and the webinar was helpful. Easy to print out the program

Easy to use	action plans.
Time	Finding time to work on the goals in addition to the other requirements.
Time	I am having to take so much time away from my teaching and personal time just for the information they are wanting from us.
Time Access	It is time consuming. It is difficult to maneuver around the website.
Time	no time
Time	Time issue
Unclear	How many actions are needed. How in depth should we be and how to document the actions.
Unclear	Unsure about the webinar and documentations
Unsure	Certificate
Unsure	N/C
Unsure	See above. <i>[Coder's note: Comment above referred to PAS and allowances made for small programs. Not clear how that applies to Strengthening Families.]</i>

**Appendix C: Open-Ended Responses for Budget Changes to Meet Better Beginnings'**  
**Components**

**Program or Business Administration Scales**

<b>Coding</b>	<b>Response</b>
Admin staff	Hired a accountant
Admin staff	Had to hire additional staff to assist
Admin staff	Part-time office help in order to collect and organize required data
Admin staff	reallocation of staff priorities to assemble, review and prepare materials for the documentation
Drug screening	We added pre-employment drug screening
General increase	new participate and every start up cost some form of money
General increase	Being a nonprofit, we do not have any finances available to help meet these requirements. That is another reason why this is so difficult to complete because it is just another thing added to the work load without any additional assistance to get it completed.
Insurance	Do not have disability ins.; will consider
Insurance Staff benefits	liability insurance, retirement, other fiscal considerations
n/a	do not handle budgeting
n/a	I am not on that level of admin.
n/a	I don't do budgets
n/a	Our owner handles this.
n/a	Program administered through the DMEC
n/a	Since we are ran by a larger agency I am unaware of the budget.
No change	ABCSS Budget
No change	most everything no cost involved, just documenting things differently
No change	Not in budgeting/fiscal priorities - but most definitely an adjustment in time.
No change	Used more documentation and better understood the importance of it. Cost was same, just better spent.
Not done yet	in the process
Not done yet	Have not been through
Overtime	Took multiple hours to complete which lead into overtime!
Overtime	over time
Staff benefits	Increased fringe benefit amounts
Supplies	copying, ink, paper, TIME
Supplies	Filing system
Supplies	Purchased 15 PAS boxes and a thousand file folders only to find out we can now have 1 box.
Supplies Training	need to purchase software to do reports...cost of trainings and being taken out of the classroom
Training	added dollars to staff development line item to accomodate costs for additional trainings when we can find them
Training	Increase in training and travel.
Training	Paying for cost of attending trainings

Training Supplies	Training, supplies
Training	training cost money to leave town plus cost of extra staff to cover center while teacher is at training

### Staff Professional Development

Coding	Response
Education	college funding
General increase	We had to add more money to the budget
In process	in the process
No change	n/a; no staff
No change	ABCSS Budget
No change	already budgeted
No change	already trained in Frameworks
No change	always budget for this
No change	Program administered through the DMEC
No change	We already pay staff to attend the first 15 hours.
Staff pay	extra staff
Staff pay	Additional cost to cover increased staff salaries
Staff pay	Due to the center mandating employees attend the training must be paid at hourly pay for classes
Staff pay	employee hourly cost
Staff pay	Expensive to get hours for employee
Staff pay	Salary multiplied by number of hours multiplied by number of staff.
Subs	covering staff while in class
Subs	Not sure how to cover class rooms with subs so teachers can be gone....expensive
Subs	
Overtime	Spent additional money on subs/overtime.
Time	hard to find time to do training
Time	Hard to find time to get to the trainings
Time	
Staff pay	time and money to pay employees
Training	
Travel	Increased training amounts for compensation for time spent and travel for the 25 hours
Training	
Subs	Additional cost due to registrations and additional salary to cover staff training
Training	all pd is provided inhouse and pay stipends.
Training	Budgeted additional funds for training
Training	
Travel	Increase in training and travel
Training	paid for classes
Training	Paid staff salary to attend all mandatory trainings required.
Training	paid training since required
Training	pay for 20 hours annual training rather than 10 hours as per licensing

Training	The added inservices pose an added cost.
Training	training hours
Training	We pay our staff for all training. We had to increase payroll to meet this need.
Travel	Cost of hotel and food and transportation to conferences
Travel	travel reimbursement
Travel	travel fees
Travel	travel to trainings bc none are in this area

### Environmental Rating Scales

Coding	Response
Class materials	Had to spend money to purchase things for classrooms.....live things, they die, we have to repurchase
Class materials	Just making sure we have plenty of the same type of toys for the entire class, etc. Safety and Health concerns can cost but is worth the investment.
Class materials	Purchasing materials to get rooms ready for inspections
Class materials	Trying to meet the requirements of having the right block, books etc... cost are heavy in this area
Class materials	We add new materials yearly to meet quality guidelines.
Class materials	We have invested in new materials to meet requirements. Not sure of total.
Equipment	playground improvement with grant money
Equipment	when we began QA in 2002, we shifted funding to ensure the physical environment and equipment for children met ITERS/ECERS every year
General increase	Additional funds required
General increase	Had to add money to the budget to keep the quality of our center up
General increase	Items needed to meet quality approval
General increase	The added items pose an added cost.
General increase	Very stressful on everyone
In process	In progress
In process	in the process
No change	ABCSS Budget
No change	already budgeted
No change	always budget for this
No change	Program administered through the DMEC
Staff	staff allocated to support ERS
Staff	time for staff to self ratings
Training	Increase in training and travel; supplies

**Appendix D: Open-Ended Responses for Support Needed to Attain Higher Levels**

<b>Coding</b>	<b>Response</b>
Application process	applying
Education TA Funding	I need funds to help further my early childhood education and some on site technical assistance in several areas!
Education	More education
Funding Training availability	For my center we must complete the ITERS/ECERS portion of quality. Grant funds received will help us toward this goal. The Level 1 requirements helped the overall behind the scenes operation of my program and I am blessed by that action step! Looking forward to moving forward with ABB and earning each level together with my team! Thank you for the opportunity to share my thoughts! Again in more of the required trainings could be handled during the work day or on a Saturday-that would be BEST for all members of my team!
Funding	More Grant money.
Funding	My town is to small and the parents do not make enough money for me to do and keep raising their rates so that I can keep up with what this program wants us to do. This is just not cost efficient for me.
General implementation	put in place all the requirement that is needed to put together the book
None	We have reached the highest level available at this time
None	I feel we are doing the best now but if there is anything Better Beginnings can tell us to do better we will.
PAS/BAS Time Funding Advertising	I simply cannot produce the reports for the BAS...have to learn a new accounting software program..have not found one I can use as of yet. It takes so much of my time dealing with BAS and getting it together. This is my weakness and I can not afford someone to be a secretary for me. Takes lots of time to formulate risk management policies and re-write parent handbook. I have got to take lots of time to finish documentation on the BAS...waiting for grant to afford health insurance. Can not afford disability insurance..so many areas you have to take a hit on. Those programs that are ABC already have these procedures in place... I don't like having to raise prices every two years...I have to take into account what the market will allow. Parents don't like paying for two weeks vacation so I can get a 7. I never have the time to sit down and work on the BAS...other issues are more important. Getting taxes done, and working with the kids, instead of worrying with balancing the check book on a form produced statement and making timely deposits. Trying to dictate to much for the private provider program...many private family programs will not go to this much hassle, and lots of center programs in my area could care less. Need more push media wise and parent education to make this work.
PAS/BAS	Pas requirements
SF	Doing Strengthening Families, i do believe that is the only thing holdong me from level 3 and well now im done!!!
Spanish resource Education Funding	Spanish resources bachelor and money to keep working with qualitiy
TA	technical assiatance
Training	My teachers need to obtain more training.
Training availability	Most of the trainings are in central or north Arkansas, it difficult to travel some much

	which I'm located in south Arkansas. It's difficult to have 12-15 staff to travel also with 5:30 trainings after working all day.
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**Appendix E: Open-Ended Responses for Support Needed to Maintain Levels**

<b>Coding</b>	<b>Response</b>
Funding	It would be most helpful if some of the grant money for professional development could be used to benefit the whole staff, not just the few who are enrolled in college courses. Any additional funds for maintaining playgrounds and classroom equipment would be welcome as well.
Funding Training	Money is an issue, trying to retain staff and make sure they receive the training they need is very hard, on a limited budget, that keeps getting squeezed by everyone. I have enjoyed the Quality system and have seen great improvement to my center, however it is a lot of work and very hard to compete with school systems and programs that do not have the overhead that I do. I would love to see the vouchers system go to a tier system, so programs like mine who have made the commitment to quality care could reap the benefits and have money to invest back in the program. To many programs are reaping the benefits of all of our hard work, I strive to provide Quality care for the children that attend my center and take great pride in all that we have done in the 10 years we have been opened.
Funding	Our main problem is our playground. There is NO FUNDING that will even come close to our fulfilling the required fall zone material. We have some staff who have expressed interest in CDa but there is not enough funding to help them and we have no money
Funding-higher level	Would like a financial grant for level 3 also.
Funding-higher levels	We already exceed in administrator credentials so the reason it has not improved is that we already exceeded the requirements. We already exceed in administrator credentials so the reason it has not improved is that we already exceeded the requirements. That is also true for our lead teachers, who are all Bachelore's or Master's Level Certified p - 4 teachers. The program adversely effects the incentive grant amount if you pass your ECERS and do well. If you don't need the Educational part of the incentive grant because your staff are overqualified you should be allowed to use that money for classroom supplies.
None	Being in a large school district, we already must have required staff development and this district makes certain we have our required Early Childhood inservices.
None	NONE
None	Since we are an ABC program, we must meet high requirements...so Better Beginnings really will not impact us much. I do believe it is a great program, though, and it should benefit non-ABC programs.
PAS SF	PAS and Strengthening the Families are our biggest worry.
PAS SF	PAS doc. families WEBER site is not user friendly
PAS	We rolled over into a level 3 because we were already Quality. We will probably apply for level 2, it is going to be a lot of work meeting all of the PAS requirements. As the Director and Lead Teacher, it has been fairly easy to meet the ECERS requirements but PAS will require some cooperation and changes through the Board of Directors.
PAS	We would like to maintain quality at our current level but with PAS, that may be difficult. I need time to implement the PAS to the best of our ability within the

	constraints of working in a school district with We would like to maintain quality at our current level but with PAS, that may be difficult. I need time to implement the PAS to the best of our ability within the constraints of working in a school district with modificatons being made for multiple sites and an afterschool program that works in shared space.
PAS/BAS Time	Developing more systems in several areas to meet the qualifications on the PAS will greatly improve our program, but will also take a lot of time, resources and effort.
PAS/BAS	It was a bit confusing changing over to Better Beginnings & Adding PAS, especially for Head Starts...
PAS/BAS Documentation	Organzing and prioritizing my time to meet BAS criteria and complete collecting BAS documentation.
Reliability	I feel there is still too much left in the ERS left to an assessor's own opinion. This has caused the staff to feel bitter and worthless. Since there is not an exit interview we have no way to communicate other than asking for a TA and that is time consuming.
SF	must complete strengthening families webinar
TA Funding	We will be requesting tech as we are just getting to organizing everything. We have recently changed our license and appointed a new lead teacher who also serves as director January of this year so we are acting under a new license number. With our level 3 and the loss of all other grant options I feel we have lost quality of our outdoor equipment and some of our curriculum. We are currently trying to budget our ABC to support the new Lead/Director in obtaining her BA so things are very un-organized at this time. We are hoping that we can maintain the level 3 but with all the added Admin time and less funding for equipment I am somewhat overwhelmed.
TA-ERS TA-documentation	We currently have been grandfathered in due to being a Quality Approved program. I have submitted my application and have requested an extension due to the center changing locations. I will be requesting TA assistance for our new center to make sure that our environment is prepared. I will also be requesting TA Assistance to go over my documentation to insure that everything is order since this is our first evaluation with Better Beginnings.
TA-grant application	Visits-Information on "How to apply for Grants"
TA-layout	help in classroom with layout and structure.
TA-PAS	have requested technical support on our initial PAS
TA-PAS	We are currently searching for forms/people to come do a PAS TA visit.
TAPP	Improvement in updating TAAP Registry
TAPP	Please get TAPP working better...
TA-resource book	Assistance in the resource book compilation
TA-YPQA	Would like assistance getting started with YPQA.
Time	I myself have no controll over budgets and so forth. My admin takes care of all this. Wasnt aware of grants or incentives either. I do see many advantages for our program in the near future. The process of Better Beginnings is ALOT OF work and requires lots of time. It is a great thing dont get me wrong. I am very happy about it. I do think that it requires alot time from our class to get it all done. Between Work sampling and this new better beginnings its alot to get done
Training TAPP	Our biggest challenge right now is the additional training for staff and documenting what they have already done with TAPP. We rolled in at Level 3 in the summer but are working hard to meet all of the requirements before we recertify this spring!
Training PAS	Training and education are needed. PAS is very difficult and we will not maintain level three due to the short notice. I would not apply for a higher level at this time. I think all

Time	of this is wonderful and necessary. I just feel the expectations and time permitted to meet them are unrealistic.
Training-availability	more professional development for program mangagement in SW AR
Training-increased	more training on what to do
Unknown	We have been grandfathered in. Will know more by next year.
Unknown	We only filled out the initial paperwork for our centers so that we could begin the process. Since we were quality approved the previous year, we started out at a level 3. We have not really begun the BB process...
Unknown	We haven't had a PAS evaluation done yet so I'm not sure what areas if any need to be fixed. Our ECERS review was a high 5 so that is the same as it has been. I wasn't sure if we could do the incentive grants so I did not apply for them this year.
Unknown	not sure
Unknown	unsure as we are in a school district and we are still unsure of how things are going to work for us

### **Appendix F: Open-Ended Responses for Suggestions for Better Beginnings**

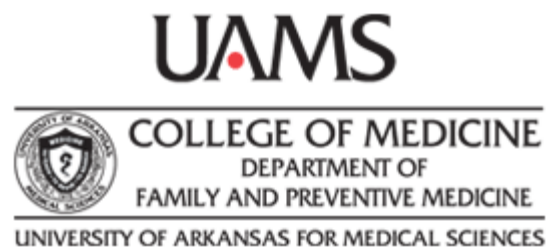
<b>Coding</b>	<b>Response</b>
Adjustments by program type	I think that Better Beginnings should respect and adopt the ideals and philosophy of a unique center for example a Montessori school and try to assess that particular center based on its philosophy.
Adjustments by program type	Head Start does not need this. We have federal reviews
Adjustments by program type	I think there should be some adjustments made concerning Coop directed centers. Monitoring our budget and any handling of funds should be done at the coop, where information is kept and current, with the people who plan and implement those plans.
Adjustments by program type	Make provisions for centers that serve children with special needs. It is not possible to provide a "preschool" rated room when children are on an infant-toddler developmental level.
Adjustments by program type	As a public school preschool, most of the documentation seems to strengthen private centers.
Adjustments by program type	Some considerations should be made for part-time programs. We only have students half days 2 or 3 days a week and follow the school district calendar. It is difficult to fit everything in a 4 hour day.
Adjustments by program type Funding TAPP	Please see previous comments/suggestions. <i>[Coder's note: Prior comments referred to making accommodations for large programs and additional funding for administrative staff, and speed of updating TAPP records.]</i>
Advertisement	More advertisement in the community
Advertisement	More public promotion
Advertisement	The commercials don't mean anything really - people do not know much at all from the commercials and many people have complained that the music on the commercial is completely inappropriate. Apparently the music is also the theme for a very stupid game on facebook called Yoville which is very inappropriate to associate with Early Childhood Quality. I see the commercials as embarrassing due to this, and wonder if the money could have been better spent on children.
Alignment Paperwork	Align requirements and documentation with what is already in place. Two reams of paper were used to document one site only.
Alignment	To make it more compatible with the ABC regs already in place.
Alignment	Work with DDS and Childcare licensure so all parties are on the same page and not each with different rules
Alignment	cross reference to NAEYC criteria
Alignment	Recommendation that Better Beginnings requirements are coordinated with DHS Licensing Requirements
Application process	Less complicated application system, more support from the developers of BB so we can know what we are doing !
Clarity Reduce changes	Better info on needed doc. Needed info from center in black and white Don't not change rules and regs in the middle of a year. Give all changes to us in May.
Clarity Communication	I believe that they should answer questions more accurately and return phone calls to centers who are trying to better their program. I have called 3 different times trying to get an answer on how to fix up my Better Beginnings portfolio and I have still not been contacted and been my answer.
Clarity Communication	I think the idea is great! When I first started the application, I had questions that I could not get answered and I became very frustrated to the point of giving up. I

	spent hours upon hours of time tracking down Strengthening Families and getting what at the time I hoped was what was required. Don't put something out that hasn't been tested to make sure it is working and correct. (such as the link to this survey.)
Clarity	Make language used while explaining easier to understand.
Clarity	Better forms and instructions for PAS and Strengthening the Families.
Communication Funding	Greater communication regarding Better Beginnings. We need a support type of funding available to help us achieve certain levels. The expectations appear to be high for us but the support is not all that I would have hoped. At a time when our income is lower due to the failure of the voucher system to meet the needs of families, we are being asked (expected) to do more. Feel terribly frustrated with the whole system. KNOW we are doing the right things at our school, and in many ways do not feel we need outside validation. Our parents pay very little attention to the rating system.
Communication Training availability	PAS visit results shared with centers in a timely manner More SW AR training locations
Communication	Send a notification letter stating that it is time and a renewal application is needed.
Communication	Send us notification when it is time to reapply.
Component revision Training availability	take out the ARKIDS components and healthcare and child development. That is added work and costs that we don't have time and money for. If you provided a pamphlet or handout then it would not be so bad, but why should I worry about if they have a medical home--I have worked in child care and not one time has a parent asked me about a doctor unless they have moved to this area because when their children are born they have medicaid or a private insurance and have a doctor. Some of the components are hard to reach because of the lack of trainings available. How can we be held accountable if we can't find the trainings. I should not have to travel 6 hours to and from Little Rock for a 2 or 3 hour training. They need to be available in this area. Why are there no CCOT trainings in this area and no CDA trainings? Those are staples for my program and I can't find one.
Component revision Funding (higher levels)	The Better Beginnings program is NOT designed to improve the care that is provided to the children it is designed to make more work for the people providing the care to those children. It also gives less money or grants to the facilities who achieve higher levels. What is the point of trying to achieve a level 2 or 3 if you are going to get less in grant money? The rewards should be based on the higher the levels the more you can get in grant money. It will take more money to reach those levels as well as maintain those levels.
Component revision Paperwork More time	I would refer other centers to seek quality which I feel is more environmental as assessed by ERS or YPQA. Although PAS is important in running a successful business and having systems in place for a quality center, I don't feel that it determines a quality learning environment for young children. I think parts of PAS are more applicable than others. I think it is important to have Human Resource Development and Child Assessment, etc. but am not as certain about Fiscal Management and Marketing. Each center is unique and should be able to choose how they want to do some of these things instead of feeling like they have to do certain things in order to pass PAS. Yes, I understand you do what you want and you take the hits on the things you don't choose to do or cannot do. But we all want to strive to be our best. Unfortunately, I think some of these requirements are going to be a "dog & pony" show for the assessor and centers may not actually live it every day. For me, the PAS has been very overwhelming and time consuming even though the web site said you should be able to put this info together in 3-5 hours. Not! I

	think Better Beginnings is moving our state and quality childcare in the right direction but with all these requirements happening at the same time, it has been too much to implement all of it in one year which is what we have been trying to do since we are currently quality and were moved to Level 3 and we don't want to get knocked down to a lower level. In regard to PAS, I feel only a couple of sections should have been implemented in Level 3, a few more implemented in Level 4 and the rest implemented in Level 5. This way, centers that want to achieve the highest quality can do so at their own pace once Level 4 & 5 are implemented.
Component revision	do away with some of the things that have to be done and some of the rules.
Component revision	I do believe there is a void between Kindergarten requirements and Pre-k programs, we are leaving a gap of learning through the quality programs. we do need to implement a program of higher learning for our Pre-k.
Education (better teacher/curriculum)	There is currently a situation where one of my teachers is attending their CDA class at the U of A Ft. Smith and I know she is unhappy with the class curriculum and the teacher. Her time is valuable to her and her family and the class is not utilizing it's time to teach her the Better Beginnings Quality Program at all. She is watching "movies", doing coloring sheets, etc. but not getting at all what I received from my CDA course. She and I are really disappointed with this particular class. Is there a way to check up on this???
Funding Higher levels	More funding. Make requirements the same for all centers. The scores should be the same for all of those that pass ECERS and ITERS or those that receive higher scores should be allowed to be higher than a level 3.
Funding	More grant money to make changes with
Funding More time	More time and funding is needed.
Funding Communication	The program needs to provide better financial incentives. It seems to me that programs not participating in the program are being led to believe that the financial incentives are greater than they are. I was really surprised to learn what was meant when we were told that grant monies were rolling over to better beginnings. I was shocked to learn that not only had CDA scholarships been cut, but what we in Better Beginnings being offered was not enough to make any real difference in our program. The professional development money is no really usefull when all of your employees have degrees.
General willingness	We are going to strive to have the best center possible no matter what. No one has to make us.
Incremental training Training consistency	Have 'Step' workshops on where/how/why/when to begin with the Better Beginnings System. Better trained instructors (told something different by everyone we talked to). Better follow-up with centers that are interested and trying to become 'Quality' - onsite training (one-on-one).
Incremental training	Introduce a few of the topics every year.
More time	I feel there should have been at least a year given for everyone involved to actually been in the system and been through the review before bringing it to the public. This would have given all of us in child care time to better prepare. There was talk about this for over a year but was not presented to us until last spring. This year should have been a year for preparation and next year made public.
More time Training availability	Too difficult to maintain Level 3 status within one year.... Make more trainings accessible as webinars that can be accessed after center hours of operation;
None	I am an ABC Program going into Better Beginnings and I think I went in as a three star, but then we are going through the process currently. I feel that it definately

	improves the quality of the program, but I am still learning so much about it. Having the time to read all material and I am not currently aware of a Better Beginnings basic class. I have tried to research the website and found it somewhat educational. I need to review it closer to become more educated about the program.
None	none
None	NONE
None	None at the moment, just getting started
Not sure	not sure at this time
Paperwork	It requires a great amount of paperwork in addition to running a quality program already. It is very repetitive in the paperwork asked by ABC monitors, ECERS monitors, etc.
Paperwork	less paperwork
Paperwork	Less paperwork
Paperwork	Less paperwork, Please!
Paperwork TAPP	less paperwork, Tapp system is very slow.TAPP doen't always give credit for all our training,especially out of state seminars
Paperwork TAPP	Less paperwork. TAPP needs to accept out of state and Head Start trainings
Paperwork	Less paperwork. We have so much already.
Paperwork Component revision	Make the application process require less paperwork. Simplify everything. Get rid of PAS book. It is a whole big book!
Paperwork TAPP	The BB system is way too much paperwork. It keeps getting more every time we look. The TAPP trainings are excellent, but the system is bogged down and nobody understands it.
Paperwork	the paperwork requirements are excessive
Paperwork TAPP	There is way too much paperwork involved with this. Wish we did not have to do this. TAPP is Slow and does not offer enough
Paperwork	We don't need any more paperwork. It suffocates us!
Paperwork	We don't need this new system. We were doing fine with Quality! Just more paperwork!
Paperwork	We feel it is unnecessary and too much paperwork!
Paperwork	we would rather not participate because of the extreme high amount of paperwork. But, we feel pressure from state to participate. TAPP is a slow and inadequate system
Paperwork	Better Beginnings is a bureaucratic nightmare! No time to work with children because of all the paperwork.
Paperwork TAPP	TAPP and Better Beginnings are systems too large to really work. Just a lot of paperwork and confusion for Childcare workers. We need to be with the children, not searching for and filling out papers to prove ourselves!
Paperwork PAS	Some of my answers regarding whether BB has been beneficial in different areas are a little deceiving. We have been around for over 40 years and felt that we had a quality program before we started the program. The biggest changes we have made have been in procedures to meet ERS requirements. Most of the PAS items were things we already had in place but were documented in an acceptable manner or we had to spend time creating documents. I realize the PAS is a nationwide tool, so it would be difficult to change. I do think that for smaller programs with limited support staff, it would be very difficult to complete all of the documentation. While

	Level 1 has become more attainable to new programs, I think requirements for the higher Levels may be a little overwhelming and discourage participation by some. I do agree with the efforts to improve the overall childcare situation in the state.
PAS	I have gone to Strengthening Families training, many of the Better Beginnings trainings and PAS trainings. Pas seems to be the one that has me worried the most and I think it is because I am with a school district and we have our own forms for things, like evaluations, and I am not sure if those have what PAS is looking for. Forms we have may not have what PAS is looking for. I need help in getting everything needed.
Resources Paperwork Funding	A packet of materials on child development and community resources for providers to have at their facility to distribute to parents. The time involved in obtaining this info can be consuming. Yes, grants are provided, but the front costs in copies and obtaining info/materials for BB was out of pocket. Sometime reimbursements are a day late and a dollar short. Funds should be available to help providers initiate BB with a contract to pay back if not used appropriately.
Resources	Spanish resources
Resources	I do not have any information to hand out to the parents or community.
Simplify	SIMPLIFY!
TA	Centers need more on site help
TA	More hands on support [visits/examples/suggestions/to-do lists/etc.] from a higher level mentor!
TA Funding	Helping providers with grant to attain disability insurance, program training in software programs to do budgets and produce reports needed. Helping write risk management policies or have ones as guides that director can make their own. Providing monies to help facilities pay for the trainings required...travel expenses are major and time out of the classroom.
TAPP	TAPP needs to accept copies of credentials and certificates not require original documentation. TAPP needs to make getting CEUs less complicated. SECA Conferences, etc. need to be readily accepted for TAPP. Not sure how to count out of state trainings
TAPP	For centers like us where many staff members have been here 5 years or longer, it has been very difficult to get past training documented by TAPP to get staff placed at the appropriate level - requiring "original" documents "after the fact" has been a major hurdle that is still not totally accomplished after 10 months
Training Communication	I think the goals and expectations are very good and I believe in quality care for children. I'm just sad that I didn't know what was expected as it relates to the PAS until late in the game. We had a PAS Basics workshop that was not helpful. I think there were many complaints about lack of understanding expectations and so they developed PAS Digging Into Documentation. That's great for those centers that now have 6 months or more to plan/implement systems but I have one month. It's all very very frustrating.
Training	mini-training on the application process
Training	There needs to be a training specifically on how to complete the application.
Training availability	I think it will be fine after everything is set up and round. I started looking for things [documents] before the tool kit was set up and all the new trainings started which made it hard for us.
Training availability	More trainings made available to childcare workers



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