



# Military Community and Family Policy

## Defense Advisory Committee on Women in the Services (DACOWITS)

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# Demand for Child Care

- **Children are placed on a waiting list according to their appropriate age group, priority status, and date of request resulting in a wait list management system that is a constant state of flux.**
- **Approximately one-third of the active duty installations experience wait times greater than three months.**
- **Large waiting lists tend to be found in areas with large military populations and a high cost of living, such as San Diego, Hawaii, the Tidewater Region of Virginia, and the National Capitol Region.**



# A Solution - MilitaryChildCare.com

**This web-based child care wait list management system site improves accuracy and efficiency:**

- **Military & DoD civilian families may conduct a customized search for services, find comprehensive information on child care programs worldwide, request care, and monitor their status while they wait for an offer**
- **Implemented through a phased, zone-approach across the Services:**
  - **As of October 2016, 63% (or 137 installations from all four Services) are currently using MCC,**
  - **17 installations will transition to MCC in December 2016**
  - **Full implementation expected by July 2016**



# **Actions Taken to Address Installation Challenges**

- **The Services are exploring the use of local job fairs with on-site hiring authority designed to expedite the hiring process.**
- **Efforts continue to improve background check adjudication practices.**
- **Dedicated effort to provide care to infants**
- **Family Child Care and 24/7 CDCs offer flexible hours**
  - **Army and Navy operate 24/7 CDCs with a total operational capacity of 350 child care spaces.**



# Additional Support

- **Availability of Child Development Center hours extended to 14 hours.**
  - **“Approval of Additional Force of the Future Initiatives,” memorandum dated January 29, 2016, directed this action.**
  - **The October 17, 2016 memorandum allows commander discretion to adjust hours of operation based on families’ needs and mission/utilization requirements.**
- **Memorandum also directed the Secretaries of the Military Departments to conduct long-range strategic planning and assessments for childcare options to improve access and usability particularly in critical areas where wait times for child care exceed 90 days.**



# **Actions Taken to Address Community Care**

**DoD initiated a multi-faceted effort focused on expanding the child care capacity of local communities to support geographically dispersed military families:**

- **Efforts focused in 20 states utilizing existing local, state, and federal resources have led to:**
  - **Systemic changes such as influencing policy and legislation, changing organizational practices and fostering coalitions and networks.**
  - **Fostering relationships between organizations to facilitate better coordination for the delivery of training services.**
  - **Transitioning state and local licensing systems to accept on-line education as a quality training method thus increasing individuals' capacity to gain knowledge and skills to use in their own childcare practices.**



# Additional Support

- **DoD conducting analysis of states' quality rating and improvement systems (QRIS) criteria along with state licensing requirements.**
- **Review examines states' efforts to improve their child care systems and alignment with national accreditation standards.**
- **Analysis may influence requirements for child care program fee assistance eligibility.**



# Quality Assurance

**DoD Office of Family Policy & the Military Services' Children and Youth Program staff along with subject matter experts established a common framework for inspection standards:**

- **Standardized criteria improves the effectiveness and standardization of unannounced inspection processes and standards**
- **Criteria & web-based inspection management tool piloted by Navy & Marines Corps Headquarter inspection teams in 2016.**
- **Air Force Headquarters programs will utilize inspection management tool and criteria during the 2017 inspection year .**
- **Army Headquarters will utilize the criteria in 2017 and will utilize the web-base inspection management tool in 2018.**





# Cost of Care

**Data from 2015 Child Care Aware® of America's *Parents and the High Cost of Child Care* report shows child care remains costly:**

- **Annual costs for infant care can be as high as \$22,631; annual costs for center-based care four-year-old can be as high as \$17,842.**
- **Annual costs for installation-based care in 2015 range from \$3,016 for families in Category I (earning less than \$30,771) to \$7,540 for families in Category IX (earning more than \$130,869).**
  - **High cost area range: \$3,432 - \$7,956.**

**Family income ranges for the nine total family income (TFI) categories are indexed and reflect a weighted average of the proposed military and civilian pay increases.**



# Staff Professional Development

**The Virtual Lab School (VLS) is a digital training platform for staff employed within the DoD Child Development Program:**

- **Developed in collaboration with Ohio State University (OSU).**
- **VLS updates the current paper training modules used by the Military Services with a multi-faceted approach to training by utilizing print, video, audio and activities to engage varying levels of adult learners.**
- **Installations are adapting the new system through a phased in process.**
- **Six multi-Service groups of installation-level trainers have completed training with twelve groups scheduled for 2017.**
- **Future content includes a specialized training section.**
- **OSU will host a Master Trainers program designed to cultivate a cohort of installation-based trainers.**

<https://www.virtuallabschool.org/>



# Additional Staff Professional Development

**Robust efforts support staff professional development in the community.**

- **Resources provided through the land grant university and cooperative extension system include on-line and face-to-face training (train the trainer and direct care training).**
  - **Since the initiative began in 2011, more than 1,300 sponsored face-to-face training sessions have occurred.**
  - **Over 78,900 modules resulting in almost 157,522 online training hours have been completed by participants in the project states.**
  - **As a result of these training opportunities, more than 62,544 providers have increased their skills.**



# Youth Development Resources

**Military REACH is a project of the University of Minnesota REACH Lab.**

- **The Military REACH research team uses empirical research to identify and address key issues impacting military families and the programs that serve them**
- **Youth Development Modules focus on each of the eight features of positive youth development.**
- **The Live Learning Lab is the Military REACH virtual platform for delivering meaningful coaching and professional development to those working in child, youth, and family programs.**

<https://reachmilitaryfamilies.umn.edu/>



# 5 2 1 0 – Healthy Military Children



<http://5210.healthymilitarychildren.psu.edu/>

# Clearinghouse for Military Family Readiness



**The Clearinghouse for Military Family Readiness is a project of Penn State University and DoD in partnership with USDA's National Institute of Food & Agriculture and the land grant university system.**

- Its mission is to provide military helping professionals, family support staff, health care providers, community partners, and others with objectively reviewed programs for potential implementation and evaluation tools.**
- The Clearinghouse works within specialized areas to include Exceptional Family Member Programs (EFMP) prevention of childhood obesity and the Defense Centers of Excellence (DCoE).**

**<http://www.militaryfamilies.psu.edu>**



# THRIVE

**The THRIVE Universal Parenting Program is an evidence-based curriculum developed through the Clearinghouse for Military Family Readiness focused on providing a consistent delivery of content across the developmental stages of a child.**

- **THRIVE will be broken into four delivery efforts:**
  - **Take Root! (Pregnancy & Newborn)**
  - **Sprout! (Ages 3-5)**
  - **Grow (Ages 5-10) with separate tracks for 5-8 and 8-10**
  - **Branching Out (Ages 10-18) with separate tracks for 10-14 and 14-18**
- **Facilitators can be from different disciplines to include Family Support, Family Advocacy, Faith Based, Child and Youth, Medical Treatment, etc.**
- **Facilitators must participate in virtual training (with CEUs) at no cost to become certified THRIVE facilitators**



# Supporting Change and Resilience

## Sesame Street for Military Families: Transitions

- Supports families' stability and well-being as adults and kids face the multiple changes related to transitioning out of the military and back into civilian life.
- The latest addition to Sesame Workshop's multimedia initiative supporting military families through the challenges of deployment, homecomings, and injuries.
- Little Children, Big Challenges
  - Relocation
  - Resilience

<http://www.sesamestreet.org/>





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