



Through the RCCIP, Nobles County's Core Team has identified five (5) goals to address child care challenges. Below is a list of goals that the team focused efforts on within the implementation phase, along with project updates as provided by the core team lead upon the sunset of this process.

## GOALS

*\*To ensure the community's goals remain authentic, little to no content edits were made in the creation of this summary.*



### SMART Goal:

**Goal 1:** Over the next three months, create a "Resource Handbook" for providers and those interested in becoming providers that lists all local, regional, and state resources.

**Project Team Members:** Josh Schuetz, Mike Kuhle, Susu Pyo, Maggie Steinkamp, Chris Kielblock

**Goal Update:** The handbook has been created by the funding team. This handbook includes local, state, regional and national resources. The structure of the handbook was based on similar projects in Kandiyohi County and other communities. The outcome of Goal One has been met.



### SMART Goal:

**Goal 2:** Nobles County and the community will host an annual appreciation event and celebrate child care provider day in May. Our appreciation will be shown to all of Nobles County's Family Child Care Providers and Child Care Centers.

**Project Team Members:** Paige Stearns, Angie Kopplow, Amber Waldner

**Goal Update:** In May, the Provider Appreciation Team coordinated and implemented a meal delivery, whereby meals were provided to all family child care providers in the county and gift cards were provided to all center staff. Local businesses assisted with funding the gift cards and meals. The May meal distribution was successful and the team has received numerous thank you communications from providers. Work is being done to finalize plans for Super Saturday.



### SMART Goal:

**Goal 3:** Within the next six months, collaborate with local stakeholder agencies to market and educate community groups on the need and importance of quality child care to the Nobles County Community.



**Project Team Members:** Bruce Heitkamp, Robert S. Demuth Jr., Stacie Golombiecki, Karen DeBoer, Christina Adame

**Goal Update:** We continue to involve child daycare in discussion during the “City, County, Schools” meeting. We continue to discuss child daycare with our cities. Weekly meetings are held to share ideas and potential grants or opportunities to assist new providers. Also, provider grants continue to be awarded for providers to improve their services. I believe we’ve improved with our brainstorming efforts and we’re still searching for a good fit for additional center/pod development.



### **SMART Goal:**

**Goal 4:** Over the next year, the facilities will promote and develop partnerships between the City, County, and local businesses to develop emergency and drop in care for community residents. This would include sponsored center and family child care slots in Nobles County

**Project Team Members:** Corey Greenway, Karri Olmason, Beth Mahoney, Pam Duffy, Kate Bullerman

**Goal Update:** Looking through our action steps, we have been able to create a list of sponsorship options, however; the cost of sponsoring a room in a childcare facility is cost prohibitive from a sole employer. It could be done with multiples if there was enough interest. Approaching employers to offset or buy down the cost of childcare in a facility could be another alternative. Pam has been working with DHS on specific training, i.e., working to specify training expectations, topics, how trainings are conducted (virtual, in-person, self-paced). We have been provided a list of childcare providers in Nobles County, the letter inquiring on if they could accommodate short notice childcare needs to be sent out. An estimated cost of supporting/supplying a mixed age room was developed. But the cost seems too high to get a sole employer interested in sponsoring a room; questions on the loss of staffing due to lack of childcare needs to be addressed.



### **SMART Goal:**

**Goal 5:** Within six months, we will contact all schools in Nobles County and create a plan for preparing students and community members for a career in childcare.

**Project Team Members:** Karen DeBoer, Stacie Golombiecki, Christina Adame, Pam Duffy, Amber Waldner, Angie Kopplow, Paige Stearns

**Goal Update:** Our target audience for workforce development and training is high school and college students. We have created the survey to sent to each school district in Nobles County regarding the opportunity / possibility of including early childhood classes in the high schools. We will wait until the new school year begins before sending it. The survey will be sent to principals, early childhood program staff and community education staff via Survey Monkey.



# PROJECT RECOMMENDATIONS

Nobles County is a rural area with a long history of community partnership in bringing needed services to the area. Nobles County has a committed Core Team of individuals who are heavily invested in the child care landscape of their community. First Children's Finance recommends that the Core Team engage in the following activities:

1

Always run financials before committing to a project – look for a broad base of support. Having an accurate understanding of enrolment numbers, staffing needs, and tuition rates are needed to create sustainability in the current child care climate.

First Children's Finance offers financial modelling and financial analysis consultations.

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2

Continue to engage the community in this project.

Community investment to support new and existing child care businesses are critical to maintaining quality programs.

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3

Continue to involve and support existing providers.

Ongoing support to all types of existing child care in the area should be considered to retain the existing providers. Efforts should be made to ensure current child care providers continue to feel supported and have access to resources they need to stay in the field.

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4

Remain committed to this process and flexible to adjust your plan.

Roadblocks will happen. This does not mean that SMART goals need to be rewritten. Regroup to identify any new action steps that need to be created to keep your ideas and solutions moving forward. As long as you are able and have committed taskforce members, keep building, supporting, and growing child care in your local area.

## For More Information:

Contact RCCIP Core Team Lead:

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Nobles County CSAP

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