



First Children's Finance

Dream Up! Grant Summary

Bad River Band of Lake Superior Chippewa

The Bad River Reservation, Wisconsin

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Created by:

Kari Stattelman

Business Development Consultant
KariS@firstchildrensfinance.org

Amy Arena

Business Development Specialist
AmyA@firstchildrensfinance.org

Angie De Los Santos

Business Development Specialist
AngieDLS@firstchildrensfinance.org

TABLE OF CONTENTS

Strategic Supply Planning	1
Core Team	3
Community Insights	4
Supply Demand Gap Analysis	5
Quality Rating and Improvement System Overview	6
Workforce	7
Data Overview	8
Core Team Planning Meeting	9
Goals	10
Project Recommendations	11
References	12

Strategic Supply Planning

The Strategic Child Care Supply Planning Process is a facilitated community planning process designed to engage a Core Team of community leaders to support and expand the child care capacity in their community. First Children’s Finance works with the Core Team to understand the current child care landscape and create goals to meet child care needs.

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BACKGROUND

Bad River Band Tribal Community

The community of the Bad River Band Tribal Community was selected by First Children’s Finance to engage in community consultation regarding the supply of child care through the Dream Up! Child Care Strategic Supply Planning Process. Funding for this work is provided by a *Preschool Development Grant* received by the Wisconsin Department of Children and Families. In this process, a Core Team led by Lynn Wiggins, Childcare Coordinator, participated in a process that included:



- 8 hours of facilitated meetings by First Children’s Finance National Team Staff
- Identification of goals to increase high-quality child-care slots
- Planning support, facilitation, and technical assistance from First Children’s Finance
- A Strategic Child Care Supply Plan that guides the Bad River Band Tribal Community to increase its supply of high-quality child care.

COMMUNITY INFORMATION

Cities	Zip Codes
Butternut	54514
Clam Lake	54517
Glidden	54527
Mellen	54546
Ashland	54806
Highbridge	54856
La Pointe	54850
Marengo	54855
Odanah	54861

The Bad River Reservation is located in both Ashland and Iron Counties of Wisconsin on a 124,655-acre reservation, mostly in Ashland County. They applied for the Dream Up! Strategic Supply Planning Process and were awarded participation with the Spring Dream Up! Strategic Supply Plan Cohort. Each application included a geographic region the Core Team planned to focus on, referred to as ‘the community’. The community’s application included the zip codes and corresponding communities listed in Figure 1 as their geographic region and defined community.

Figure 1: Defined Community Zip Codes | Community Application

Core Team

The following people participated in the Core Team meetings to address the child care supply needs on the Bad River Reservation. The primary contact for this project is Core Team lead, Lynn Wiggins, Childcare Coordinator.

Name:	Organization Affiliation
Core Team Lead Lynn Wiggins	Childcare Coordinator
Corinne Wherley	Social Services Director
Jackie Rose	Tribal Planner
Elizabeth Arbuckle Ph. D	Bad River Tribal Member
Mary Kaulaity-Nelis	Bad River Tribal Member
Jamie Corbine	Crime Victims Legal Advocate
Hope Mayotte	Bad River Tribal Member
Dee Gokee-Rindal	Bad River Tribal Ops Manager
Gloria Wiggins	Bad River Tribal Member
Nona Crowe	Family Services Manager
Desiree Garcia	Bad River Tribal Member
Georgianne Smart	TANF (Temporary Assistance for Needy Families), GA Coordinator
Charmaine	Social Services Family Resources, Family Assistant
Wendy Corlaine	Bad River Social Services, TANF (Temporary Assistance for Needy Families)
Dee Gokee-Rindal	Tribal Operations Manager
Suzette Mayotte	Dolls Day Care
Samantha Hmielewski	Crime Victim Advocate Bad River

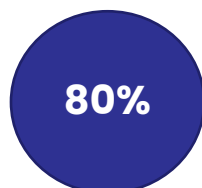
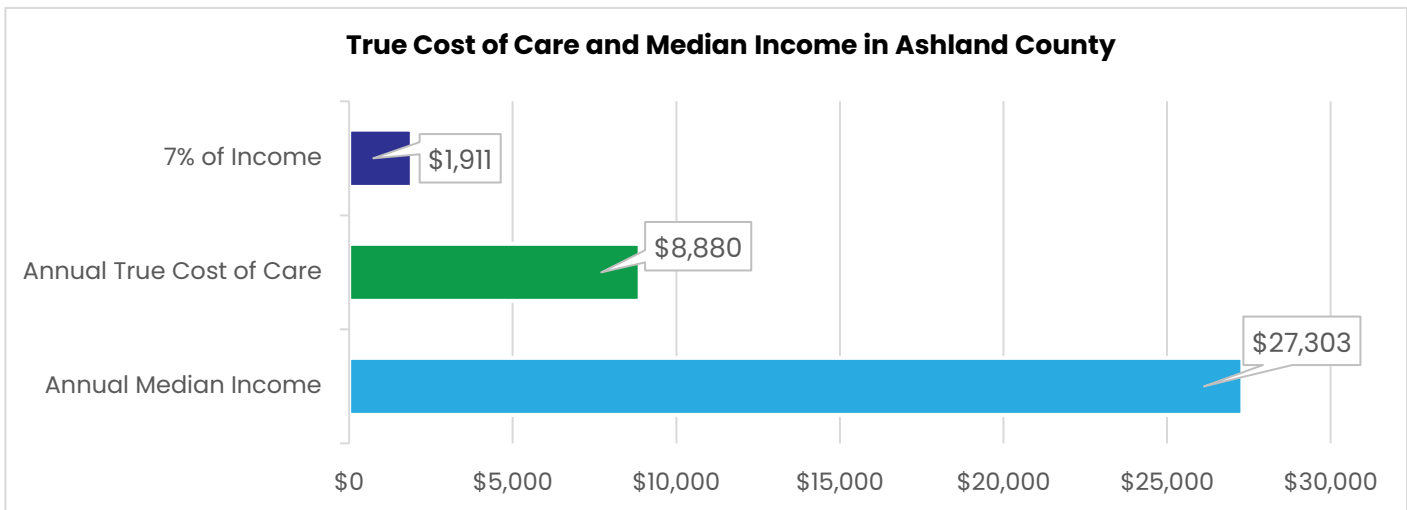
Community Insights

Research by the Core Team was conducted and provided as part of the application process. First Children's Finance provided additional research and statistics regarding child care needs and sustainable child care solutions. With limited child care options and the high cost of care, families in the Bad River Community struggle to find affordable care. As seen in Figure 2 the median income for a family in Ashland County is \$27,303. The Federal Government defines affordable care as no more than 7 percent of a household income, or \$1,911 in Ashland County. Through the application process, the Core Team identified four major considerations that impact child care availability.

- 1.) Currently, there are only three certified providers offering child care with the Bad River Community.
- 2.) Low income and foster families are left with no options for child care, putting them at an even greater disadvantage to increasing wages or returning to work.
- 3.) As a tribal community, many of our members have faced unequitable treatment in various settings including child care and education.
- 4.) We have been told by some tribal members that they have been on wait lists for child care slots for over a year.

*Excerpt from Dream Up! Application

Figure 2: True Cost of Care and Median Income in Ashland County | PDG Sandbox



of children participating in Wisconsin Shares Child Care Subsidy are served by High Quality Providers.

Supply Demand Gap Analysis

As part of the Strategic Supply Planning, the Core Team was provided with various forms of support to understand the contributing factors for the child care challenges. First Children’s Finance leveraged different data sources to create an illustrative picture of the supply of child care in the local area (see Figure 3). These data sources include US Census Information, Wisconsin’s Department of Children and Families Data, and other internal research tools including First Children’s Finance calculations.

First Children’s Finance completed a Supply Demand Gap Analysis which provided a view of potential child care needs. The analysis was conducted in May of 2022 and showed a deficit of 287 slots within the Bad River Reservation defined community. Overall, results showed a deficit of available child care slots for all zip codes within the defined community.

Figure 3: Bad River Reservation Supply Demand Gap Analysis | FCF Calculation

Zip Code	City	Licensed Family Child Care	Licensed Group Child Care	Certified Child Care	Expected Child Care Capacity	Anticipated Number of Children Under Age 5	Expected Child Care Need
54514	Butternut	0	0	0	0	67	67
54517	Clam Lake	0	0	0	0	7	7
54527	Glidden	1	0	1	9	17	8
54546	Mellen	0	0	0	0	26	26
54806	Ashland	12	4	7	292	383	91
54846	Highbridge	0	0	0	0	29	29
54850	La Pointe	0	0	0	0	9	9
54855	Marengo	0	0	0	0	24	24
54861	Odanah	0	0	0	0	26	26
Total		13	4	8	301	588	287

How is the Need Supported Today?

When there is a gap in the licensed and regulated child care slots available in a community compared to the children potentially needing care in the community, families find unique ways to meet their needs outside of licensed or regulated child care. The following are common ways that parents may fill their need for child care and may be present in the Bad River Band Tribal Community.

Legal Unlicensed (unregistered) Care / Family, Friends, & Neighbors

Friends, family, and neighbors may provide care for up to three (3) children without a license; however, under Wisconsin law, no person may provide care and supervision for four (4) or more children under the age of seven (7) for less than 24 hours a day. Care for four (4) or more children under the age of seven (7) would require a provider to obtain a license to operate a child care center from Wisconsin's Department of Children and Families.

Illegal Unlicensed / Unregistered Care

Care is provided in a setting that requires licensing or regulation, but the provider has chosen to provide care without the proper license or following regulatory guidelines.

Under-Employment / Shift Alignment

Parents may work split shifts, work part-time, or limit their work hours to stay home with their children. There may be children in the community whose parents have left the workforce and are not looking for employment because of child care challenges. These families are not included in the data in this report, but parents may enter the workforce if viable child care options were available.

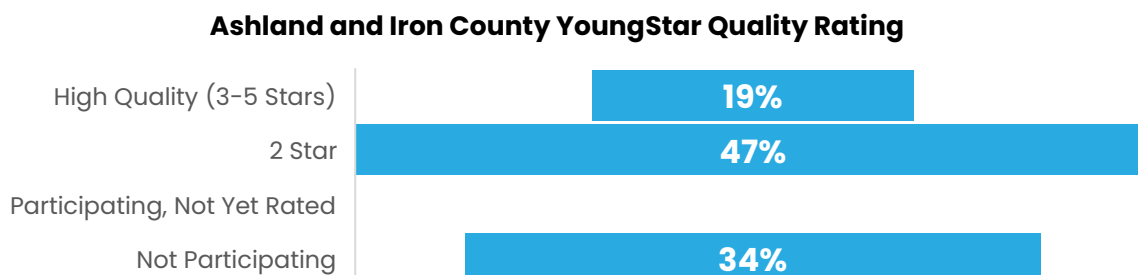
Out of Area Care

Parents who have children in the region studied may take their child to care outside of the area of this report. This may be due to parents' work location, access to care, or other reasons.

Quality Rating and Improvement System Overview

First Children's Finance examined state-wide information about the number of child care programs that are participating in the YoungStar Program (see Figure 4). YoungStar is Wisconsin's Child care Quality Rating Improvement System (QRIS) that identifies programs that go above and beyond the general licensing requirements to obtain higher quality in their child care programs.

Figure 4: Ashland and Iron County YoungStar Rating | PDG Sandbox



Workforce

Child Care Workforce

First Children’s Finance also examined the child care workforce in Wisconsin. Many individuals in the workforce have formal education backgrounds and more than a decade of experience. However, more than half of early childhood educators rely on some form of public assistance and do not receive benefits. The Institute for Research on Poverty at the University of Wisconsin–Madison reported that there is a 40% turnover rate in the Early Childhood Education field.

Figure 5 shows data collected for the Northern Region of Wisconsin. 34.5% of the workforce anticipate leaving the field within the next two years. The cost of care is high for families and the cost of delivery is high for providers. Often time, this impact is reflected in child care worker wages. The First Five Years Fund researched the average compensation rate for child care workers and found in Wisconsin, the average hourly rate is \$10.66. This annual salary of \$22,170, is below the poverty line.

Early Education Workforce Survey



Figure 5: Survey of Center-Based Teachers | Institute for Research and Poverty

Primary Industries

Additionally, First Children’s Finance also examined the top industries in Ashland and Iron County within available Census Data (see Figure 6). The top industry can impact child care needs based on shift work needed, as well as beginning and end time of employee shifts. In Ashland County, the top industry in the county is educational services, health care, and social assistance. Manufacturing and health care often call for a need for second and third shifts for employees. During meetings with the Core Team, it was shared that the casino located on the reservation is open 24 hours a day, to which employees need child care available during non-traditional hours. Without viable child care available during these shifts, retaining and hiring new employees for businesses for second and third shifts can quickly become a challenge. During Strategic Supply Plan Meetings with First Children’s Finance, the Core Team was challenged to brainstorm ways to address the need for non-traditional hour child care within the community.



Figure 6: Top Industries in Ashland and Iron County | U.S. CENSUS 2021

Data Overview

8

Certified Family Child Care programs in
Ashland and Iron County
(DCF Licensing Data)

13

Licensed Family Child Care programs in
Ashland and Iron County
(DCF Licensing Data)

4

Licensed Group Child Care programs in
Ashland and Iron County
(DCF Licensing Data)

19%

of providers have a 3-5 Star Rating in
Ashland and Iron County
(DCF Sandbox Data)

33%

Of zip codes are considered
child care deserts in Ashland and Iron
County
(DCF Sandbox Data)

588

Children under 5 with all
parents in the workforce in Ashland
and Iron County
(*ACS 5 Year Estimates)

301

*Current expected
child care capacity in Ashland
and Iron County
(*FCF Calculation May 2022)

287

Birth to age 5 slots needed in
Ashland and Iron County
(*FCF Calculation)

\$740

Average monthly cost of care in Ashland
and Iron County
(DCF Sandbox Data)

119

County residents are
employed within Ashland
and Iron County

Core Team Planning Meeting

Throughout the summer of 2022, the Core Team, a group of community stakeholders interested in the supply and sustainability of child care met to discuss the child care shortage in the Bad River Band Tribal Community and to develop strategies to increase the number of high-quality child care slots. Below are the primary topics that were addressed in the conversations and the goals developed to address the shortage of child care.

- Community Awareness
- Workforce
- New Child Care

After discussing these core topics, the focus was placed on primary areas of need, where current resources should be directed, and where additional resources are needed. The Core Team created these goals to support the child care needs in the community.



Goals



SMART Goal: Create a plan to improve the certification process for potential providers and collaborate with local businesses to utilize their services.

Project Team Members: Samantha Hmielewski, Hope Mayotte, Jackie Rose, Corrin Wherly, Dee Gokee-Rindal, Desiree Garcia-Cardoso, Charmain Couture, Samantha Nordin, Wendy Smith, Georgianne Smart, Suzette Mayotte, Liz Wabindato, Gloria Wiggins, Nona Crowe, Samantha Nordin, Gerri-Anne Rosin

Objective of the Goal: If one breaks down the certification process and collaborate with local businesses, it is anticipated that more community members will become certified or licensed child care providers for our community. One can anticipate 3-5 certified provided within the next 12 months.



SMART Goal: Provide implementation support for wrap-around care for current providers and programs within the community.

Project Team Members: Samantha Hmielewski, Hope Mayotte, Jackie Rose, Corrin Wherly, Dee Gokee-Rindal, Desiree Garcia-Cardoso, Charmain Couture, Samantha Nordin, Wendy Smith, Georgianne Smart, Suzette Mayotte

Objective of the Goal: Addressing the child care needs for a full-time working parent, resulting in an increase in the number of children participating in child care programs by allowing non-traditional and wrap around hourly care.

Project Recommendations

The Bad River Reservation is a native, close-knit, historical area, with a committed Core Team who are invested in the child care landscape. First Children's Finance recommends that the Core Team engage in the following activities:

1

Utilize all available resources. When creating a plan to improve certification processes for new providers, consider referring to resources available shared during Core Team meetings. Partnering with Northwest Connection Family Resources, (CCR&R); this process can help eliminate any questions Core Team members have regarding the certification process and may also be able to provide resources and ideas on how to make the certification process easier. Also connecting with the tribal liaison to collaborate with during this process can create opportunity for potential providers to begin getting certified as soon as possible.

2

Continue pursuing opportunities to increase child care slots during non-traditional hours. As new providers begin the certification process, encouraging them to provide care during non-traditional hours. This will allow for more child care slots during these times in which the community identified as a current challenge, specifically for the casino.

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