



**Public Affairs  
Research Council  
of Alabama®**

# Who Cares About **Childcare?**

**ANNUAL FORUM 2023**



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## THANK YOU FOR JOINING US FOR THE 2023 PARCA ANNUAL FORUM.

Together, we will explore the challenges and opportunities of childcare in Alabama.

How we care for our children in their early years has a profound impact on their future well-being.

Today's preschoolers are tomorrow's innovators, problem solvers, and meaning-makers. Will they be healthy, happy, and productive? Will they help us solve our most intractable problems? Will they stay in Alabama or will they move to Atlanta, Nashville, Charlotte, or New York?

Childcare challenges create struggles for families, employers, communities, and our economy. Left alone, these challenges will not resolve themselves but create long-term consequences for our entire society.

The choices we make - or choose not to make - today as business, civic, and political leaders will have impacts that could last generations.

PARCA's task is to inform and educate on this critical policy area.

Your presence today suggests you care about these issues. Your task is to reflect, decide, and act

Your presence today also supports PARCA. The Public Affairs Research Council of Alabama is the state's most prominent fact-based, unbiased, non-partisan, non-ideological institute researching the public policies affecting the people of Alabama. We do this so that state and community leaders, and others, can make better-informed decisions about a topic based on facts, not rhetoric.

**Our work is supported through the generosity of state and national philanthropic groups and foundations and individual donors, corporate gifts, and public agency memberships.** This support allows us to remain independent and continue to focus on the issues consuming the attention of state and community leaders. Visit [www.parcalabama.org/give](https://www.parcalabama.org/give) to make your investment in sound public policy.



A handwritten signature in blue ink, reading "Ryan Hankins".

Ryan Hankins  
Executive Director, PARCA

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9:00	<b>Welcome &amp; Introductions</b>	<b>Macke Mauldin</b> PARCA Board President
	<b>Who Cares About Child Care?</b>	<b>Ryan Hankins</b> PARCA Executive Director
	<b>Child Care Access in Alabama: Recent Research and Future Directions</b>	<b>Alison Hooper, Ph.D.</b> University of Alabama
	<b>The Challenges We Face</b> <b>Facilitated by Janina Nobles, Ph.D.</b> Bevill State Community College	<b>LaVetta Harvell</b> B'Ham Eventful Moms (Parent) <b>Jessica Thomas</b> PNC Bank (Parent) <b>Tonya Wilson</b> New Beginnings Christian Ministry Child Development Center (Child Care Provider) <b>James Kendrick</b> Mazda Toyota Manufacturing (Employer)
10:45	<b>Break</b>	
11:00	<b>Panel Q&amp;A</b>	<b>Panel</b>
11:15	<b>Strategies to Strengthen the Child Care System</b>	<b>Cynthia Osborne, Ph.D.</b> Vanderbilt University
Noon	<b>GOVERNOR ALBERT BREWER LEGACY LUNCH</b>	
	<b>Welcome and Introductions</b>	<b>Macke Mauldin</b> PARCA Board President
	<b>Year in Review</b>	<b>Ryan Hankins</b> PARCA Executive Director
	<b>Keynote Address</b>	<b>The Honorable Kay Ivey</b> Governor of Alabama
	<b>Closing</b>	<b>Macke Mauldin</b> PARCA Board President

*In order of appearance.*

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**MACKE MAULDIN**

Macke Mauldin is a ninth generation native of the Shoals area and a third-generation local banker. He currently serves as President of Bank Independent, and CEO of BancIndependent, Inc. headquartered in Sheffield, Alabama as well as Chairman of the board at Interstate Billing Service, a subsidiary of Bank Independent.

Macke's commitment to community involvement and economic development demonstrated through his service as a director of the Alabama Bankers Association, a director and former chairman of the Shoals Economic Development Authority, a director for the Southern Development Council and Public Affairs Research Council of Alabama (PARCA) President. Macke represents the area as the first member from northwest Alabama to be appointed to the board of the Economic Development Partnership of Alabama. He was a former director of the Federal Reserve Bank of Atlanta - Birmingham branch and has previously served as Chairman of the Shoals Chamber of Commerce. Macke has been honored for his citizenship and recognized for his dedicated efforts to make a positive difference in the community.

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**RYAN C. HANKINS**

Ryan Hankins is the second Executive Director of PARCA, the Public Affairs Research Council of Alabama, a nonprofit, nonpartisan research organization focused on helping state and community leaders make better-informed public policy decisions. He has served in that capacity since October 2015.

In addition to providing overall leadership to PARCA, Hankins has conducted or directed numerous research projects, including analyses of regional demographics, school finances, gambling revenues, and Medicaid expansion.

He is active in local and statewide nonprofit work and serves on numerous boards and committees, including the advisory boards for the Masters of Public Administration at Auburn University and both the Masters of Social Work and Department of Human Development and Family Science at Samford University. He has previously served on the board of the Alabama Association of Nonprofits, the Birmingham—Jefferson Food Policy Council, the Medicaid Citizens' Advisory Board, the Bold Goals Workforce Development Council, the Executive Team of the Alabama Committee for Grade-Level Reading, the Alabama Counts! 2020 Census Committee, the Kiwanis Club of Birmingham, and is past president of the Alabama Association of Free Clinics.

He is a graduate of Harvard Business School's Strategic Perspectives in Nonprofit Management Executive Education program, the Nonprofit Executive Leadership Institute, Leadership Birmingham, Leadership Alabama, and a *Birmingham Business Journal* Top 40 Under 40 Honoree.

Hankins holds a BA in religion and English literature, a Master of Divinity, and is a Ph.D. candidate in public policy. He has completed additional studies at the University of Alabama Birmingham and Oxford University.

He and his wife, Meredith, speech language-pathologist at United Ability, are the parents of two school-aged daughters.

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**ALISON HOOPER, PH.D.**

Alison Hooper is an Assistant Professor of Early Childhood Education in the College of Education at the University of Alabama. She received her Ph.D. in Human Development and Family Studies from the University of Delaware. Alison previously worked as a research project coordinator with the Delaware Institute for Excellence in Early Childhood and as

a kindergarten and preschool classroom teacher. She conducts research and evaluation related to child care quality and access using an implementation science lens. Her research has been funded by the U.S. Administration for Children and Families, the Robert Wood Johnson Foundation, and the Spencer Foundation and published in leading research journals like *Early Childhood Research Quarterly*.

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**DR. JANINA L. NOBLES**

Dr. Janina L. Nobles is the Child Development Instructor at Beville State Community College where she oversees the instruction and advisement of the Child Development Program. She facilitates high-quality educational opportunities for all students and has been working in higher education for over two decades.

Dr. Nobles earned a doctorate in Community College Leadership from Mississippi State University. She also holds a bachelor's and master's degree in Human Environmental Sciences from The University of Alabama.

After working in grant administration for nearly a decade, Dr. Nobles decided to return to her first love, Early Childhood Education by pursuing post-doctoral studies in Educational Psychology at The University of Alabama and in Early Childhood Education at Arkansas State University.

As an advocate for policies that positively impact children, she also serves on numerous committees tasked with improving learning conditions and outcomes for students. She is an active member of the National Association for the Education of Young Children (NAEYC) where she serves as a Higher Education Accreditation Peer Reviewer.

Dr. Nobles has dedicated her entire professional career to serving students and families across the southeastern region.

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**LAVETTA HARVELL**

My name is Lavetta Harvell. I have lived in Birmingham all my life. I am currently in school for Business and Technology. I have 2 elementary school kids. We love to go out and enjoy festivities, playgrounds and hang out with other moms. I am very passionate about finding resources, and encouraging early education, play dates and just getting together to help other moms find those resources. This led to me start B'ham Eventful Moms. We are a group of about 1,600 members and growing. I post events that are happening throughout the city, discounts, and a lot of job referrals. We also help each other with babysitting and carpool.

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**JESSICA THOMAS**

Jessica Thomas has served as Senior Vice President and Relationship Manager in Public Finance with PNC Bank since 2016. Located in our Birmingham, Alabama office, she actively works on financing and investment strategies for local governments, schools boards, community colleges, non-profit

organizations, and higher education institutions throughout the state of Alabama. Jessica has over 12 years of banking experience across many lines of business including Public Finance, Healthcare, Equipment Finance, Credit Risk and Commercial Banking.

In addition to serving on the PARCA Roundtable, Jessica is active in the community serving as a member of the Junior League of Birmingham, member of the Alabama Women Leading Government, and as President Elect and KIDS Korner Chair for the YWCA Junior Board. She is also one of the founding members and Treasurer of the Alabama Chapter of Women in Public Finance. In addition, Jessica founded the Alabama Chapter of Women Connect, an employee business resource group for PNC Bank. Previously, she was a member of the Alabama Leadership Initiative Class II (2018) and continues to serve on the selection committee and the local Birmingham Advisory Board. Lastly, Jessica was honored to be selected as a Rising Star of Money by the *Birmingham Business Journal* in 2018.

Jessica graduated from the University of Alabama with a Bachelor and Master of Science in Finance. She holds the SIE, Series 52 and 63 FINRA licenses.

She and her husband, Griffin, Director of Financial Planning for SPM LLC, have two children: Eleanor (5) and Porter (2).

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**TONYA WILSON**

I am Tonya Wilson, the Owner/Director of New Beginning Christian Child Development Center in Birmingham, Alabama. I have over 25 years of experience educating, caregiving, and serving children and their families in Birmingham and surrounding areas. I took a leap of faith in 2009 and opened New Beginning Christian CDC because

of the joy, love, and passion that I have for children. I currently hold a CDA in Preschool and an Associate degree in Early Childhood Education from the Rasmussen University of Ocala Florida.

I am married to Sylvester L. Wilson, and together we have 5 beautiful children and 5 amazing grandchildren who keep us very active along with running a quality childcare center. I love working with children and seeing their eyes light up when they discover something new. As an Early Childhood Educator, I plan, organize, and initiate activities to help children in their development as they learn intellectually, physically, and emotionally through play. I work with children from birth to 5 years and school-aged children in a variety of settings. I also build great relationships with families and other early childhood professionals.

The highlight of my day is encouraging children to overcome obstacles and challenges that they may face daily. Watching them grow and develop as they get older, forming their personalities and identities is personally rewarding. I get great joy out of discovering how children learn and helping them to extend their interests and knowledge on this life journey. My mission is to help our children to discover multiple ways of learning and my goal is to meet the need of all children at their level while teaching them to grow through knowledge and practical principles.

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**JAMES KENDRICK**

James Kendrick is the Human Resources Manager for Mazda Toyota Manufacturing, a jointly owned-and-operated automotive production plant in Huntsville, Alabama. He started his tenure at Mazda Toyota Manufacturing in September 2020 as the HR Assistant Manager and has served as HR Manager

for the past year. James has over twenty years of human resources experience and has been in the automotive industry for many of those years, working for Hyundai and a tier-one supplier prior to joining MTM.

James is an Alabama native and holds a bachelor's degree from Auburn University in Training and Development and a master's degree from Troy University in Human Resources Management.

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### CYNTHIA OSBORNE



Cynthia Osborne is a Professor of Early Childhood Education and Policy in the Department of Leadership, Policy, and Organizations at the Peabody College. Osborne is the founder and Executive Director of the national Prenatal-to-3 Policy Impact Center, an academic research center that translates the science of the developing

child into state level policies with the strongest evidence base of effectiveness. Osborne's teaching and research interests focus on social policy, poverty and inequality, family and child wellbeing, and family demography. She has extensive experience leading long-term evaluations of state and national programs, intending to help organizations understand what works and ensure sustainable implementation of effective policies. She serves on the National Academies of Sciences, Engineering, and Medicine's committee, Exploring the Opportunity Gap for Young Children Birth to Age 8, and prior to that, was appointed to NASEM's Committee On Building An Agenda To Reduce The Number Of Children In Poverty By Half In 10 Years. She serves as Vice President of the Policy Council for the Association for Public Policy Analysis and Management (APPAM). Osborne holds a Ph.D. in demography and public affairs from Princeton University, a Master in Public Policy degree from Harvard University's Kennedy School of Government, and a Master of Arts in education from Claremont Graduate University.

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### THE HONORABLE KAY IVEY



Growing up in the small town of Camden in Wilcox County, Alabama, and working on her father's farm taught Kay Ivey to value hard work and living within one's means. Her parents instilled values of faith, family and community.

After graduating from Auburn University in 1967, Kay worked as a high school teacher and a bank officer. She served as Reading Clerk of the Alabama House of Representatives under Speaker Joseph

C. McCorquodale and was Assistant Director of the Alabama Development Office, where she worked to spur job creation and economic development across the state.

In 2002, Kay became the first Republican elected State Treasurer since Reconstruction, and she was re-elected in 2006. As Treasurer, Kay was committed to making the office more open, transparent, and efficient. Kay was elected Lieutenant Governor in 2010, becoming the first Republican woman to hold the office in Alabama's history.

She again made history on November 4, 2014, by becoming the first Republican Lieutenant Governor re-elected to the office. The Lieutenant Governor's primary Constitutional duty is to preside over legislative proceedings of the upper house as President of the Senate.

Governor Ivey has been honored to receive numerous awards for her service to the state of Alabama, including the 2015 ALFA Service to Agriculture Award; Newmax's 50 Most Influential Female Republicans in the country; the American Institute of Aeronautics and Astronautics (AIAA) 2016 Public Service Award; and 2017 Citizen of the Year, by River Region Living Magazine. In September 2019, the Alabama-Florida Council of the Boy Scouts of America distinguished Governor Ivey as a Golden Eagle for her 'scout like service' and being a trailblazer for women. In 2021, Governor Ivey was awarded the prestigious Army Aviation Order of St. Michael Knight Award. The American Village also presented the governor their highest honor, the Cornerstone of Liberty Award. Most recently, Governor Ivey was presented the inaugural Cognia STEM Champion Award and the Alabama Automotive Manufacturers Association Hall of Fame Award.

On April 10, 2017, Kay was sworn in as the 54th Governor of the state of Alabama in the Old Senate Chamber in the Alabama State Capitol by Acting Chief Justice Lyn Stuart. Following a successful nineteen months in office, the people of Alabama made history again in November 2018 by electing Governor Ivey to a full term. She is the first Lt. Governor of Alabama elected to a full term after taking over as governor due to a vacancy in the Governor's Office.

On January 14, 2019, Governor Ivey was officially sworn in for her full term by Associate Justice Will Sellers. Governor Ivey will continue to bring conservative leadership with effective results to make this generation more productive and the next generation more prosperous.

She is a member of the First Baptist Church of Montgomery, the Montgomery Rotary Club, and the Board of Directors of the Montgomery YMCA. Governor Ivey is also the first Girls State alumnus to be elected to an Alabama Constitutional Office.

## Median Price and Share of Family Income, 2022

County Name	Infant center based		Infant home based		Toddler center based		Toddler home based		Preschool center based		Preschool home based		School-age center based		School-age home based	
Average	\$6,814	11.6%	\$5,723	9.8%	\$6,814	11.6%	\$5,741	9.8%	\$6,253	10.6%	\$5,644	9.6%	\$5,928	10.1%	\$5,416	9.3%
Autauga County	\$6,974	8.5%	\$6,203	7.6%	\$6,974	8.5%	\$6,203	7.6%	\$5,878	7.2%	\$6,137	7.5%	\$5,556	6.8%	\$6,070	7.4%
Baldwin County	\$6,974	8.7%	\$6,252	7.8%	\$6,974	8.7%	\$6,285	7.8%	\$6,442	8.0%	\$6,285	7.8%	\$6,281	7.8%	\$6,285	7.8%
Barbour County	\$4,992	10.1%	\$4,730	9.6%	\$4,992	10.1%	\$4,730	9.6%	\$4,735	9.6%	\$4,466	9.0%	\$4,590	9.3%	\$4,135	8.4%
Bibb County	\$6,071	9.9%	\$5,045	8.3%	\$6,071	9.9%	\$5,045	8.3%	\$5,878	9.6%	\$5,045	8.3%	\$5,895	9.7%	\$5,045	8.3%
Blount County	\$10,313	15.5%	\$6,305	9.5%	\$10,313	15.5%	\$6,488	9.7%	\$9,199	13.8%	\$6,488	9.7%	\$7,336	11.0%	\$5,556	8.3%
Bullock County	\$6,974	14.7%	\$6,203	13.1%	\$6,974	14.7%	\$6,203	13.1%	\$5,878	12.4%	\$6,137	12.9%	\$5,556	11.7%	\$6,070	12.8%
Butler County	\$7,203	14.0%	\$6,238	12.1%	\$7,203	14.0%	\$6,238	12.1%	\$6,072	11.8%	\$6,171	12.0%	\$5,739	11.1%	\$6,105	11.8%
Calhoun County	\$5,669	9.0%	\$5,045	8.0%	\$5,669	9.0%	\$5,045	8.0%	\$5,476	8.7%	\$4,962	7.9%	\$5,476	8.7%	\$4,400	7.0%
Chambers County	\$7,215	12.6%	\$7,030	12.3%	\$7,215	12.6%	\$7,030	12.3%	\$6,925	12.1%	\$6,699	11.7%	\$6,764	11.8%	\$6,285	11.0%
Cherokee County	\$5,556	9.5%	\$4,026	6.9%	\$5,556	9.5%	\$4,026	6.9%	\$5,190	8.9%	\$3,743	6.4%	\$4,791	8.2%	\$3,743	6.4%
Chilton County	\$7,203	11.9%	\$6,238	10.3%	\$7,203	11.9%	\$6,238	10.3%	\$6,072	10.0%	\$6,171	10.2%	\$5,739	9.5%	\$6,105	10.1%
Choctaw County	\$6,272	11.5%	\$5,074	9.3%	\$6,272	11.5%	\$5,074	9.3%	\$6,072	11.1%	\$5,074	9.3%	\$6,089	11.1%	\$5,074	9.3%
Clarke County	\$7,203	12.5%	\$6,288	10.9%	\$7,203	12.5%	\$6,321	11.0%	\$6,654	11.5%	\$6,321	11.0%	\$6,488	11.2%	\$6,321	11.0%
Clay County	\$5,856	10.6%	\$5,074	9.2%	\$5,856	10.6%	\$5,074	9.2%	\$5,656	10.2%	\$4,991	9.0%	\$5,656	10.2%	\$4,425	8.0%
Cleburne County	\$5,856	9.8%	\$5,074	8.5%	\$5,856	9.8%	\$5,074	8.5%	\$5,656	9.5%	\$4,991	8.4%	\$5,656	9.5%	\$4,425	7.4%
Coffee County	\$4,992	6.9%	\$4,730	6.6%	\$4,992	6.9%	\$4,730	6.6%	\$4,735	6.6%	\$4,466	6.2%	\$4,590	6.4%	\$4,135	5.7%
Colbert County	\$7,827	11.8%	\$6,815	10.3%	\$7,827	11.8%	\$6,815	10.3%	\$6,925	10.5%	\$6,798	10.3%	\$6,442	9.7%	\$6,599	10.0%
Conecuh County	\$7,203	16.2%	\$6,288	14.2%	\$7,203	16.2%	\$6,321	14.2%	\$6,654	15.0%	\$6,321	14.2%	\$6,488	14.6%	\$6,321	14.2%
Coosa County	\$5,856	10.9%	\$5,074	9.5%	\$5,856	10.9%	\$5,074	9.5%	\$5,656	10.6%	\$4,991	9.3%	\$5,656	10.6%	\$4,425	8.3%
Covington County	\$6,974	11.5%	\$6,203	10.2%	\$6,974	11.5%	\$6,203	10.2%	\$5,878	9.7%	\$6,137	10.1%	\$5,556	9.2%	\$6,070	10.0%
Crenshaw County	\$5,157	8.3%	\$4,758	7.7%	\$5,157	8.3%	\$4,758	7.7%	\$4,891	7.9%	\$4,491	7.2%	\$4,741	7.6%	\$4,159	6.7%
Cullman County	\$8,084	13.6%	\$6,854	11.5%	\$8,084	13.6%	\$6,854	11.5%	\$7,153	12.0%	\$6,837	11.5%	\$6,654	11.2%	\$6,638	11.2%
Dale County	\$4,992	7.9%	\$4,730	7.5%	\$4,992	7.9%	\$4,730	7.5%	\$4,735	7.5%	\$4,466	7.1%	\$4,590	7.3%	\$4,135	6.6%
Dallas County	\$6,974	15.2%	\$6,203	13.5%	\$6,974	15.2%	\$6,203	13.5%	\$5,878	12.8%	\$6,137	13.4%	\$5,556	12.1%	\$6,070	13.3%
DeKalb County	\$5,556	10.5%	\$4,026	7.6%	\$5,556	10.5%	\$4,026	7.6%	\$5,190	9.8%	\$3,743	7.1%	\$4,791	9.1%	\$3,743	7.1%
Elmore County	\$6,974	8.9%	\$6,203	7.9%	\$6,974	8.9%	\$6,203	7.9%	\$5,878	7.5%	\$6,137	7.8%	\$5,556	7.1%	\$6,070	7.8%
Escambia County	\$6,974	13.4%	\$6,252	12.0%	\$6,974	13.4%	\$6,285	12.1%	\$6,442	12.4%	\$6,285	12.1%	\$6,281	12.1%	\$6,285	12.1%

County Name	Infant center based		Infant home based		Toddler center based		Toddler home based		Preschool center based		Preschool home based		School-age center based		School-age home based	
Etowah County	\$5,379	8.3%	\$4,002	6.2%	\$5,379	8.3%	\$4,002	6.2%	\$5,025	7.8%	\$3,722	5.8%	\$4,638	7.2%	\$3,722	5.8%
Fayette County	\$6,272	11.8%	\$5,074	9.5%	\$6,272	11.8%	\$5,074	9.5%	\$6,072	11.4%	\$5,074	9.5%	\$6,089	11.4%	\$5,074	9.5%
Franklin County	\$8,084	15.0%	\$6,854	12.7%	\$8,084	15.0%	\$6,854	12.7%	\$7,153	13.3%	\$6,837	12.7%	\$6,654	12.3%	\$6,638	12.3%
Geneva County	\$5,157	9.7%	\$4,758	9.0%	\$5,157	9.7%	\$4,758	9.0%	\$4,891	9.2%	\$4,491	8.5%	\$4,741	8.9%	\$4,159	7.8%
Greene County	\$6,272	18.1%	\$5,074	14.7%	\$6,272	18.1%	\$5,074	14.7%	\$6,072	17.5%	\$5,074	14.7%	\$6,089	17.6%	\$5,074	14.7%
Hale County	\$6,272	11.7%	\$5,074	9.5%	\$6,272	11.7%	\$5,074	9.5%	\$6,072	11.3%	\$5,074	9.5%	\$6,089	11.4%	\$5,074	9.5%
Henry County	\$5,157	8.0%	\$4,758	7.4%	\$5,157	8.0%	\$4,758	7.4%	\$4,891	7.6%	\$4,491	7.0%	\$4,741	7.4%	\$4,159	6.4%
Houston County	\$4,992	7.7%	\$4,730	7.3%	\$4,992	7.7%	\$4,730	7.3%	\$4,735	7.3%	\$4,466	6.9%	\$4,590	7.0%	\$4,135	6.3%
Jackson County	\$5,556	10.1%	\$4,026	7.3%	\$5,556	10.1%	\$4,026	7.3%	\$5,190	9.5%	\$3,743	6.8%	\$4,791	8.7%	\$3,743	6.8%
Jefferson County	\$10,089	13.4%	\$6,305	8.4%	\$10,089	13.4%	\$6,488	8.6%	\$8,998	12.0%	\$6,488	8.6%	\$7,176	9.6%	\$5,556	7.4%
Lamar County	\$6,272	11.1%	\$5,074	9.0%	\$6,272	11.1%	\$5,074	9.0%	\$6,072	10.7%	\$5,074	9.0%	\$6,089	10.8%	\$5,074	9.0%
Lauderdale County	\$7,827	11.2%	\$6,815	9.7%	\$7,827	11.2%	\$6,815	9.7%	\$6,925	9.9%	\$6,798	9.7%	\$6,442	9.2%	\$6,599	9.4%
Lawrence County	\$8,084	13.3%	\$6,854	11.3%	\$8,084	13.3%	\$6,854	11.3%	\$7,153	11.8%	\$6,837	11.2%	\$6,654	10.9%	\$6,638	10.9%
Lee County	\$7,215	9.5%	\$7,030	9.3%	\$7,215	9.5%	\$7,030	9.3%	\$6,925	9.1%	\$6,699	8.8%	\$6,764	8.9%	\$6,285	8.3%
Limestone County	\$7,827	9.7%	\$6,815	8.4%	\$7,827	9.7%	\$6,815	8.4%	\$6,925	8.6%	\$6,798	8.4%	\$6,442	8.0%	\$6,599	8.2%
Lowndes County	\$7,203	15.6%	\$6,238	13.5%	\$7,203	15.6%	\$6,238	13.5%	\$6,072	13.1%	\$6,171	13.4%	\$5,739	12.4%	\$6,105	13.2%
Macon County	\$7,215	13.5%	\$7,030	13.2%	\$7,215	13.5%	\$7,030	13.2%	\$6,925	13.0%	\$6,699	12.5%	\$6,764	12.7%	\$6,285	11.8%
Madison County	\$7,827	8.4%	\$6,815	7.3%	\$7,827	8.4%	\$6,815	7.3%	\$6,925	7.5%	\$6,798	7.3%	\$6,442	6.9%	\$6,599	7.1%
Marengo County	\$6,071	10.3%	\$5,045	8.5%	\$6,071	10.3%	\$5,045	8.5%	\$5,878	10.0%	\$5,045	8.5%	\$5,895	10.0%	\$5,045	8.5%
Marion County	\$6,272	12.1%	\$5,074	9.8%	\$6,272	12.1%	\$5,074	9.8%	\$6,072	11.7%	\$5,074	9.8%	\$6,089	11.7%	\$5,074	9.8%
Marshall County	\$5,379	9.0%	\$4,002	6.7%	\$5,379	9.0%	\$4,002	6.7%	\$5,025	8.4%	\$3,722	6.2%	\$4,638	7.8%	\$3,722	6.2%
Mobile County	\$6,974	10.6%	\$6,252	9.5%	\$6,974	10.6%	\$6,285	9.5%	\$6,442	9.8%	\$6,285	9.5%	\$6,281	9.5%	\$6,285	9.5%
Monroe County	\$7,203	13.7%	\$6,288	11.9%	\$7,203	13.7%	\$6,321	12.0%	\$6,654	12.6%	\$6,321	12.0%	\$6,488	12.3%	\$6,321	12.0%
Montgomery County	\$7,046	10.5%	\$6,238	9.3%	\$7,046	10.5%	\$6,238	9.3%	\$5,939	8.8%	\$6,171	9.2%	\$5,614	8.3%	\$6,105	9.1%
Morgan County	\$7,827	11.3%	\$6,815	9.8%	\$7,827	11.3%	\$6,815	9.8%	\$6,925	10.0%	\$6,798	9.8%	\$6,442	9.3%	\$6,599	9.5%
Perry County	\$6,272	18.0%	\$5,074	14.5%	\$6,272	18.0%	\$5,074	14.5%	\$6,072	17.4%	\$5,074	14.5%	\$6,089	17.5%	\$5,074	14.5%
Pickens County	\$6,272	10.7%	\$5,074	8.7%	\$6,272	10.7%	\$5,074	8.7%	\$6,072	10.4%	\$5,074	8.7%	\$6,089	10.4%	\$5,074	8.7%
Pike County	\$4,992	8.8%	\$4,730	8.3%	\$4,992	8.8%	\$4,730	8.3%	\$4,735	8.3%	\$4,466	7.9%	\$4,590	8.1%	\$4,135	7.3%

County Name	Infant center based		Infant home based		Toddler center based		Toddler home based		Preschool center based		Preschool home based		School-age center based		School-age home based	
Randolph County	\$5,856	10.0%	\$5,074	8.6%	\$5,856	10.0%	\$5,074	8.6%	\$5,656	9.6%	\$4,991	8.5%	\$5,656	9.6%	\$4,425	7.5%
Russell County	\$7,215	12.2%	\$7,030	11.9%	\$7,215	12.2%	\$7,030	11.9%	\$6,925	11.7%	\$6,699	11.4%	\$6,764	11.5%	\$6,285	10.7%
Shelby County	\$9,985	9.8%	\$6,269	6.1%	\$9,985	9.8%	\$6,451	6.3%	\$8,906	8.7%	\$6,451	6.3%	\$7,102	6.9%	\$5,524	5.4%
St. Clair County	\$10,313	14.2%	\$6,305	8.7%	\$10,313	14.2%	\$6,488	8.9%	\$9,199	12.7%	\$6,488	8.9%	\$7,336	10.1%	\$5,556	7.6%
Sumter County	\$6,272	13.0%	\$5,074	10.5%	\$6,272	13.0%	\$5,074	10.5%	\$6,072	12.6%	\$5,074	10.5%	\$6,089	12.6%	\$5,074	10.5%
Talladega County	\$5,669	9.8%	\$5,045	8.7%	\$5,669	9.8%	\$5,045	8.7%	\$5,476	9.4%	\$4,962	8.5%	\$5,476	9.4%	\$4,400	7.6%
Tallapoosa County	\$7,452	12.2%	\$7,070	11.5%	\$7,452	12.2%	\$7,070	11.5%	\$7,153	11.7%	\$6,737	11.0%	\$6,987	11.4%	\$6,321	10.3%
Tuscaloosa County	\$6,071	8.1%	\$5,045	6.8%	\$6,071	8.1%	\$5,045	6.8%	\$5,878	7.9%	\$5,045	6.8%	\$5,895	7.9%	\$5,045	6.8%
Walker County	\$10,313	17.0%	\$6,305	10.4%	\$10,313	17.0%	\$6,488	10.7%	\$9,199	15.1%	\$6,488	10.7%	\$7,336	12.1%	\$5,556	9.1%
Washington County	\$7,203	13.4%	\$6,288	11.7%	\$7,203	13.4%	\$6,321	11.7%	\$6,654	12.3%	\$6,321	11.7%	\$6,488	12.0%	\$6,321	11.7%
Wilcox County	\$7,203	15.2%	\$6,238	13.1%	\$7,203	15.2%	\$6,238	13.1%	\$6,072	12.8%	\$6,171	13.0%	\$5,739	12.1%	\$6,105	12.9%
Winston County	\$8,084	15.0%	\$6,854	12.8%	\$8,084	15.0%	\$6,854	12.8%	\$7,153	13.3%	\$6,837	12.7%	\$6,654	12.4%	\$6,638	12.4%

*Note: Childcare prices are derived from each state's childcare Market Rate Survey. Prices are median yearly prices for one child at the market rate. Childcare prices are based on the 2016-2018 data collection cycle. Economic and demographic data are obtained from the 2014-2018 American Community Survey to correspond to the 2016-2018 childcare price data. More recent demographic and economic data can be obtained at [data.census.gov](https://data.census.gov). For more information on this chart, visit: [www.dol.gov/agencies/wb/topics/childcare](https://www.dol.gov/agencies/wb/topics/childcare). Source: National Database of Childcare Prices 2016-2018, Women's Bureau, US. Department of Labor.*

**Accreditation**

A process through which child care programs voluntarily meet specific standards to receive endorsement from a professional agency. The National Association for the Education of Young Children (NAEYC), the National Accreditation Commission for Early Care and Education Programs (NAC), and the National Association for Family Child Care (NAFCC) are among the organizations that offer accreditation programs for child care.

**Adult-Child Ratio**

Refers to the number of qualified adult caregivers relative to the number of children in a child care program. In determining the regulatory adult-to-child ratio, the ages of children served are also considered. In high-quality programs, there is typically a low adult-child/staff-child ratio.

**Adverse Childhood Experiences (ACE)**

Refers to potentially traumatic events that can have a negative, lasting effect on an individual's health and well-being. Adverse childhood experiences can include physical, emotional, or sexual abuse to the death or incarceration of a parent or guardian.

**Alabama First Class Pre-K (also known as OSR "Office of School Readiness") Pre-K**

Alabama's state-funded pre-kindergarten for four-year-olds, which is recognized by the National Institute for Early Education Research for meeting all 10 of its research-based benchmarks for quality. Child care providers are a critical part of the "diverse delivery" system for Alabama's First Class Pre-K program. First Class Pre-K is administered by the Alabama Department of Early Childhood Education.

**Alabama Quality Stars Quality Rating and Improvement System (QRIS)**

Alabama Quality Stars is a partnership between the Alabama Department of Human Resources and the Alabama Department of Early Childhood Education. This system awards STAR levels and corresponding funding incentives to early childhood care and education programs that meet a set of research-based quality standards. By participating in this program, early care and education providers embark on a path of continuous quality and improvement.

**Center Based Child Care**

Child care provided in nonresidential group settings, such as within public or private schools, churches, preschools, day care centers, or nursery schools.

**Child Care Access**

Refers to the ability for families to find quality Child Care Arrangements that satisfy their preferences, with reasonable effort and at an affordable price.

**Child Care and Development Block Grant (CCDBG)**

The source of discretionary funding for the Child Care and Development Fund (CCDF). The CCDBG was originally enacted under the Omnibus Budget Reconciliation Act of 1990. In 2014, Congress reauthorized the CCDBG for the first time since 1996, and included new laws and requirements related to the quality and availability of CCDF funded child care programs and related activities.

**Child Care and Development Fund (CCDF)**

A federally funded program that provides block grants to states to subsidize the child care expenses of working parents/families so they can participate in educational or training opportunities. Each state creates its own CCDF Plan that is approved and administered by the Office of Child Care (OCC) at the U.S. Department of Health and Human Services (HHS). The CCDF also funds activities intended to improve the overall Quality and supply of child care for families, such as by providing Technical Assistance and promoting coordination among early learning and After-School Programs.

\*Developed by the Alabama School Readiness Alliance

**Child Care Desert**

A geographical area where there is an inadequate supply of high-quality, affordable, and accessible child care options. Child care deserts are often measured using Census data about population, income, and employment along with data about licensed child care programs.

**Child Care Subsidy**

A type of Child Care Assistance primarily funded by the federal CCDF program.

**Cost of Care**

The monetary cost of providing early care and education services. Major contributors to the cost of care include staff wages and salaries, benefits, rent, supplies, Professional Development and training. The cost of care can be different from the actual price of care charged by the provider.

**Developmentally Appropriate**

Practices, behaviors, activities and settings that are adapted to match the age, characteristics and developmental progress of a specific group of children. Developmentally Appropriate Practice (DAP) in early learning settings reflects knowledge of Child Development and an understanding of the unique personality, learning style and family background of each child.

**Early Head Start**

A federally funded program that serves low-income pregnant women and families with infants and toddlers to support optimal child development while helping parents/families move toward economic independence. EHS programs generally offer the following core services: (1) high-quality early education in and out of the home; (2) family support services, home visits and parent education; (3) comprehensive health and mental health services, including services for pregnant and postpartum women; (4) nutrition; (5) child care, and, (6) ongoing support for parents through case management and peer support. Programs have a broad range of flexibility in how they provide these services.

**Family Child Care**

Child care provided for one or more unrelated children in a provider's home setting. Most states have regulatory guidelines for family child care homes based on the number and ages of children they serve as well as the number of hours their business operates.

**Family, Friend, and Neighbor (FFN) Child Care / Informal Child Care**

Child care provided by relatives, friends, and neighbors in the child's own home or in another home, often in unregulated settings.

**Head Start**

A federal program that provides comprehensive early childhood education, health, nutrition, and parent involvement services to low-income families. The program is designed to foster stable family relationships, enhance children's physical and emotional well-being and support children's cognitive skills so they are ready to succeed in school. Federal grants are awarded to local public or private agencies, referred to as "grantees" to provide Head Start services. Head Start began in 1965 and is administered by the Administration for Children and Families (ACF) of the U.S. Department of Health and Human Services (HHS).

**Home-Visiting Programs**

Programs that aim to improve child outcomes by helping high-risk parents who are pregnant or have young children to enhance their parenting skills. Most home visiting programs match trained professionals and/or paraprofessionals with families to provide a variety of services in families' home settings. Examples of home visiting services can include health check-ups, developmental screenings, referrals, parenting advice, and guidance with navigating community services.

**License Exempt Child Care**

Legally operated child care that is exempt from regulatory requirements set forth by the state or the local licensing agency. In Alabama, faith-based child care providers are license exempt, but many choose to be licensed. The Alabama Child Care Safety Act of 2018 requires any child care program receiving state or federal funding to be licensed.

**Licensed Child Care**

Child care programs operated in homes or in facilities that fall within the regulatory system of a state or community and comply with those regulations. Many states have different licensing and regulatory requirements.

**Market Rate**

The typical listed price for child care in a given geographic area. Market rates will vary due to factors such as location, types of care setting, hours of operation, ages of children they serve, and other features of the providers, such as their educational background.

**Nontraditional Hour Child Care**

Child care programs that occur in facilities where parents/family members are on the premises, such as on school campuses or in employment/job settings.

Child care provided during nontraditional work hours such as over weekends or before 6am or after 7pm, Monday-Friday.

**Quality**

The characteristics of learning environments that promote the physical, social, emotional and cognitive development of young children. High-quality programs typically exceed state regulatory requirements, utilizing Developmentally Appropriate curricula and prioritizing adequate teacher and administrative qualifications, ongoing Professional Development, and Family Engagement strategies, among others qualities.

**Quality Rating and Improvement System (QRIS)**

A system typically administered by a state or local jurisdiction used to assess, improve, and communicate the quality of early care and learning settings. Most incorporate some variation of the following elements: quality standards; a system for rating/measuring and monitoring program quality; resources to improve quality such as grants for classroom materials and staff scholarships; and outreach services to educate and communicate with key stakeholders about choosing high Quality early education. QRIS may also create a range of financial incentives to motivate programs to achieve higher levels of quality.

**Quality Set-Aside Funding**

A specified portion of a larger pool of funding reserved for quality improvement-related activities. Programs that receive CCDF subsidies are required to set aside a percentage of their budget to achieve a range of priorities, including increasing the supply and quality of infant/toddler care.

**Reimbursement Rates**

Refers to the amount of money that child care providers who accept CCDF Vouchers (Subsidies) are reimbursed by the state to care for low-income children. The amount Providers are reimbursed depends on a variety of factors, such as whether their program participates in the state's QRIS. A program or provider's reimbursement rate may also depend on characteristics of the children they serve, such as whether they care for children with Special Needs.

**Tiered Reimbursement System**

A subsidy payment system that offers higher payments for child care programs that meet higher quality standards or for child care that is in short supply. Some states systematically leverage tiered reimbursements for programs that attain national Accreditation and/or higher quality ratings in their states' Quality Rating and Improvement Systems. These states typically refer to their systems as Tiered Quality Rating and Improvement Systems (TQRIS). Alabama does have a Tiered Reimbursement System based on Alabama Quality Stars (QRIS) star levels.

**Work Requirements**

Refers to the employment-related requirements upon which receipt of child care Subsidies or cash assistance is contingent. In order to qualify for subsidies, parents must typically be employed or enrolled in a training or education program.

**Workforce**

The broad range of individuals engaged in the care and education of young children. Members of the early childhood workforce may include teaching, caregiving and administrative staff, as well as consultants, learning specialists, and others that provide training and Technical Assistance to programs.

## Statewide Organizations Active in Child Care and Early Education Policy



### **Alabama Partnership for Children**

<https://alabamapartnershipforchildren.org/>



### **A+ Education Partnership**

<https://aplusala.org/>



### **Alabama School Readiness Alliance**

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



### **Alabama Heart Association**

<https://www.heart.org/en/affiliates/alabama>



### **The Women's Foundation of Alabama**

<https://wفالabama.org/>



### **VOICES for Alabama's Children**

<https://alavoices.org/>





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