

Frequently Asked Questions

1. Is my preschool eligible to apply to be an SPP preschool provider?

- To be eligible to apply to SPP your preschool needs to meet **ALL** of the following:
 - i. Be licensed by the State of WA or exempt from licensing
 - ii. Hold a current rating of 3 or higher on the State's Early Achievers rating scale
 - iii. Have full-day (6 hour) classrooms for preschool
 - iv. Be willing to commit to all quality standards (see SPP Implementation Plan and Program Plan)

2. What if my center doesn't meet these requirements but still wants to join SPP?

- The City of Seattle is interested in recruiting interested providers who do not currently meet the requirements to:
 - i. Work on meeting the requirements and apply in the 2nd round of SPP applications in Winter 2015
 - ii. Apply to join the City's SPP Pathway program as a way to prepare to join SPP in subsequent years

3. What if my center can't meet licensing requirements?

- We recognize that some buildings are not able to meet state licensing requirements for various reasons, we encourage those preschool providers to apply to the city's preschool facilities development funds to make modifications to your building in order to meet licensing requirements.

4. My center only has 1 preschool class, can we still apply?

- With only 1 preschool classroom you are currently not eligible to apply to be a SPP preschool provider, unless you collaborate with another organization to provide 2 or more classrooms together. Also, if you are willing to work toward adding additional classrooms, with City funded supports, you are eligible to apply to the Step Ahead pathway to SPP.

5. My center only offers half-day, can we still apply?

- With only part-day preschool you are currently not eligible to apply to be a SPP preschool provider. However, if you are willing to work toward lengthening your classroom hours to 6 hours/day, with City funded supports, you are eligible to apply to the SPP Pathway.

6. What types of changes will my center need to make once we are an SPP preschool provider?

- If you have meet the eligibility requirements above then you will have to agree to work toward meeting the quality standards outlined in the Seattle Preschool Program's Implementation Plan and Program Plan. These quality standards include: requirements around teachers working toward Early Childhood degrees; participating in professional development; use of SPP coaching; adoption and training in either Creative Curriculum or High Scope; among other quality supports.

7. Does my center need to be located in Seattle?

- Your preschool does not need to be located in Seattle to be eligible to apply to be an SPP provider. However, any classrooms that are selected to be in SPP can only be filled with children who are Seattle residents. This arrangement works well in neighborhoods

around Seattle's borders (White Center, Skyway, etc.) that are not in Seattle but very nearby.

8. I don't think my center will qualify for SPP or SPP Pathway, what other options are out there?

- The City currently provides, and will continue to provide, trainings to improve your center's quality through professional development. The State of Washington's Dept. of Early Learning has many resources to help preschool programs improve their services (get licensed, participate in Early Achievers, help teachers further their education, etc.). Additionally, the City will be partnering with family childcare homes in the third year of SPP.

9. I'm a Family Childcare provider, where do I fit into SPP?

- In the coming year the City will be developing a pilot program for Family Childcare Programs to be included in SPP. Please continue to stay tuned to our development and to get more information about that part of the program.

10. I lease my space from Seattle Public Schools & we're not sure how long we will be guaranteed our space, can we still apply to SPP?

- To be eligible to apply to SPP you will need to guarantee your location for at least 1 yr.

11. We already use a curriculum, do we need to switch to High Scope or Creative Curriculum?

- Providers who are selected to provide SPP preschools will be required to choose to adopt either HighScope or Creative Curriculum. The SPP legislation, adopted by City Council and approved by Seattle voters, requires that SPP providers use research-based curriculum that is play-based, and developmentally appropriate. Both HighScope and Creative Curriculum meet this criteria. In the fourth year of SPP there will be a curriculum waiver that providers can request in order to adopt a research-based curriculum of their choosing. All curriculum training will be paid for by the City.

12. Who will handle student enrollment?

- The City will be responsible for recruiting, assisting families in completing applications, selecting students, and enrolling them into SPP providers.

13. Who will provide orientation to new families in the program?

- SPP providers will be responsible for offering orientations to new families enrolled in their program.

14. What will happen to children with disabilities who are in SPP classrooms?

- Children with disabilities will be welcomed into SPP classrooms, and special education services will be provided by SPS Special Education staff.

15. My program is funded by ECEAP or Head Start funded, how will our program have mixed income classrooms?

- SPP will work together with your center to expand services so that both ECEAP/Head Start children can be in classrooms together with higher income peers. This may take City funded supports to expand classrooms space at your site, and may take a year or so. Please contact our department to talk about your program's specific needs and how to make a plan going forward.

16. What will coaching look like in SPP classrooms?

- All classroom staff will receive coaching from a City employed coach. Coaches will observe teaching, model best practices, reflect with teachers on their practice, work on

professional development plans with teachers, conduct classroom observation assessments, make suggestions, and serve as a resource.

17. My preschool program is located downtown, how will we demonstrate that our students go to low-performing schools?

- Agencies that have a 5+ year track record showing that at least 40% of their preschool enrollment consists of children who matriculate to Title I or Level 1 and Level 2 schools, according to Seattle Public Schools Segmentation Reports.

18. My preschool program has co-lead teachers (not lead and assistant teachers), how will my teachers be paid?

- SPP preschools will be provided a reimbursement rate for their school year that takes into account their many factors including the education level of their teachers. This reimbursement rate will require that teachers of certain levels be paid a minimum amount, paying teachers above that amount will be at the discretion of individual providers' and their budgets.

19. Besides curriculum training, what other trainings will be offered for teachers in SPP programs?

- SPP will provide training for teachers in various areas including: health, classroom management, special education needs, mental health needs, and other topics (depending on the needs of the teachers and students).

Provider Funding & Reimbursement Questions

How did the City determine the per student reimbursement rate?

- The City hired a consultant to estimate the cost of implementing the Seattle Preschool Program, including provider costs. The consultant reviewed data from a variety of sources, including the Bureau of Labor and Statistics, Seattle Public Schools, the Washington State Department of Early Learning, other consultant reports, and information gathered from local providers. We also reviewed our costs with providers to test the accuracy of the assumptions.

20. In addition to the per student rate, are there additional funds available to providers?

- In addition to the standard per slot amount, providers can apply for additional funds for special populations and for family engagement activities.
 - i. The special population funds are determined on a case-by-case and needs basis.
 - ii. Providers can apply for funds for family engagement activities (up to \$786 for the 2015-2016 school year).
 - iii. Professional development for curriculum, ongoing training, and coaching will not be included in the per student rate.

21. What restrictions are there on how providers use the payment?

- All providers must meet SPP program and quality standards regarding staffing, hours of service, curriculum, etc.
- After program and quality standards are met, providers are able to use the funds as they deem appropriate for their programs.

Model Assumptions

Teacher salary assumptions

- Teachers are paid according to their education and experience. The range is between \$24,614 and \$49,229 for a 10-month salary. We also assumed 33% for fringe benefits.
- There were several resources used to estimate these figures, including:
 - Below Minimum Education Requirements (\$24,614); US Bureau of Labor Statistics (BLS) May 2012 Salary Survey for Seattle-Bellevue-Everett MSA; Job code 252011 for “preschool teachers except special education.”; Median hourly wage of \$13.69, escalated to 2014 dollars; Annual salary rounded to the nearest \$1,000 to reflect an average.
 - At Minimum Education Requirements (BA in ECE) (\$40,039); PSESD 13-14 salary schedule for non-certificated staff; Band C, step 05 (based on guidance from PSESD staff that indicated this was their average employee); Rounded to reflect an average.
 - Above Minimum Education Requirements (\$49,229); SPS certificated staff salary schedule for teacher with BA+45 credits and 4 years of experience, which is also approximately the average base pay for an SPS teacher based on multiple external reports (such as KIRO news); Annual salary rounded to the nearest \$1,000 to reflect an average.

Teacher Assistants and Teacher Aides

- Teacher Assistants and Teacher Aides are paid according to their education. The range is between \$20,475 and \$26,775 for a 10-month salary. We also assumed 33% for fringe benefits.
 - Below Minimum Education Requirements (\$20,475); May 2012 BLS average of multiple job codes that these types of staff are categorized as, escalated to 2014 costs.
 - At/Above Minimum Education Requirements (AA degree) (\$26,775); PSESD 13-14 salary schedule for assistant teachers; Band I(a), step 05 (based on guidance from PSESD staff that indicated this was their average employee).

Directors

- Directors are paid according to their education. The range is between \$52,900 and \$58,650. We also assumed 33% for fringe benefits.
 - Below Minimum Education Requirements (\$52,900); 10% below those meeting minimum education requirement.
 - At/Above Minimum Education Requirement (BA and ECE certification equivalent, and expertise/coursework in business/educational leadership) (\$58,650); BLS May 2012 Salary Survey for Seattle-Bellevue-Everett MSA; Job code 119031 for “Education Administrators, Preschool and Childcare Center/Program.”; Median hourly wage of \$23.48, escalated to 2014 dollars and increased by 15% to reflect high-level duties of the Director position; Base amount is used for Site Supervisor.

Facility cost assumptions

- Lease/Mortgage: \$16/sf; + \$65/student to cover occupancy of classroom, storage, bathroom, and shared and administrative spaces.
- Facility Maintenance: \$2/sf for basic repairs, landscaping, janitorial services, and annualized costs of capital improvements.
- Utilities: \$2/sf for water, sewer, garbage, electric, telephone, and internet.

Administrative staff assumptions

- Director: Center manager responsible for all instructional and administrative operation; Includes 1 FTE director for every 5 classrooms.
- Site Supervisor: Supervisory instructional staff responsible for instructor coaching; Includes 1 FTE site supervisor for every 10 classrooms.
- Reception: 0.5 FTE or every 5 classrooms
- Other Admin Staff to support business services such as accounting, payroll, IT, human resources, or finance; 0.5 FTE for every 5 classrooms in the PFA program.