

Update on the Work of the EC-QRIS Advisory Panel

October 22, 2025



Child Care and
Development Division



Desired Outcomes

QRIS is created in collaboration with providers and families.

QRIS makes sense to families and is useful as they make choices for early learning and care.

QRIS is accessible and beneficial to all providers.

QRIS works to reduce racial inequalities for providers, children, and families.

QRIS standards ensure that children's language, identity, and culture are valued, and they build important life and school-readiness skills in a caring and supportive environment.

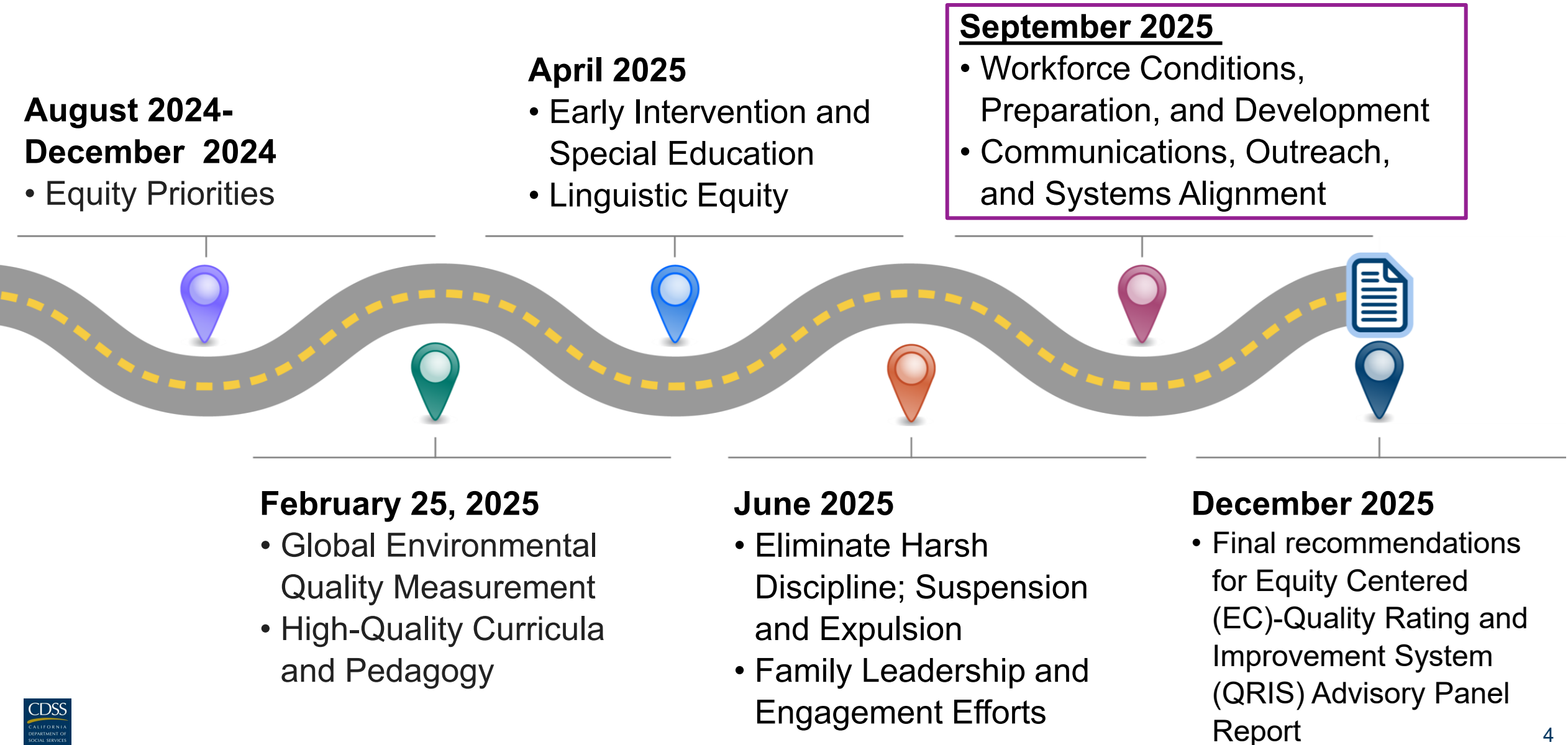
Equity Priorities

- Quality definitions center family needs and priorities.
- All providers are recognized for their strengths and specific regulatory, health, and safety requirements.
- Public funds are disseminated equitably to recognize and advance quality.
- Racial equity approaches and strategies are embedded across all indicators.

Equity is Quality, Quality is Equity: Indicators

1. Global Quality Measurement
2. High-Quality Curricula and Pedagogy (Teaching and Caregiving Practices)
3. Early Intervention and Special Education Access, Identification, and Inclusion
4. Linguistic Equity for Dual Language Immersion Approaches, Dual and Multi Language Learners, and Speakers of Different Varieties of English
5. Eliminate Harsh Discipline; Reduce Suspension and Expulsion
6. Family Leadership and Engagement
7. Workforce Conditions, Preparation, and Development
8. Communications, Outreach, and Systems Alignment

Equity-Centered Quality Rating and Improvement System Advisory Panel Roadmap



Equity Indicator 7

Indicator: Workforce Conditions, Preparation, and Development

Definition: Working conditions such as breaks, paid planning time, and adult-child ratios are currently being addressed for subsidized programs through the Rate and Quality Reform work advancing a single-rate structure. When defining quality, consider these working conditions for fee-based and non-subsidized programs as well subsidized programs. When defining requirements for higher education and professional learning, consider access for all, especially members of the workforce from marginalized and underserved communities.

Equity Priority 1	Equity Priority 2	Equity Priority 3	Equity Priority 4
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Workforce Conditions, Preparation, and Development

Quality Counts California (QCC) Core Tools & Resources:

- Professional Growth Manual for Child Development Permits
- Commission on Teacher Credentialing Professional Growth Plan
- Commission on Teacher Credentialing Child Development Permit Worksheet
- Commission on Teacher Credentialing Child Development Permit Application Page
- CA Early Childhood Mentor Program
- Early Childhood Educator (ECE) Competencies
- CompSAT - CompSAT is the companion to the CA ECE Competencies
- Child Development Higher Education Curriculum Alignment Project

Workforce Conditions, Preparation, and Development

High-level Overview of Other State Efforts

- Some programs are offering teachers both individual and collaborative paid planning time.
- Some states are establishing a benefits package for staff that includes at least four of the following: paid leave for professional development, paid planning time, vacation, sick time, retirement, or health insurance.
- Some States are introducing a salary schedule and merit bonus systems that reward educational training (i.e., degrees, certificates, etc.) in early childhood.
- Some states are implementing intentional follow-up (i.e., coaching) to support the application of content learned during Professional Development.
- Some programs are developing program-wide and individualized professional development plans that align with the specific needs of program.

Indicator: Workforce Conditions, Preparation, and Development

Equity Priority: *Quality definitions center family needs and priorities.*

Guiding Question:

- **What do staff need to effectively center the needs and priorities of families?**

Equity Indicator 8: Communications, Outreach, and Systems Alignment

Indicator: Communications, Outreach, and Systems Alignment

Definition: Prioritize effective messaging to the public and the early learning and care community. Prioritize effective messaging to the public and the early learning and care community. Employ strategies to better engage specific populations so all communities see themselves as part of this system. Reduce or eliminate barriers to access by aligning systems.

Equity Priority 1	Equity Priority 2	Equity Priority 3	Equity Priority 4
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Communications and Outreach



- Quality Counts California website
- Quality Counts California email listserv
- State agency listservs, newsletters, and webpages
- County/Consortia communications and outreach efforts

Communication and Outreach

High-level Overview of Some Other State Efforts

Communication is tailored across different groups (families, program types, public, etc.)

- Some states are providing one-pagers in multiple languages, featuring frequently asked questions and engagement opportunities for families and programs.
- Some states are sharing information with early learning communities through local advertising channels (i.e., radio, parent periodicals, newspapers, etc.).
- Some states are engaging in public awareness campaigns to promote transparency (i.e., social media, videos, badges, etc.).

Indicator: Communications and Outreach

Equity Priority: *Quality definitions center family needs and priorities.*

Communications/Outreach Guiding Questions:

- **How can we better support families to select early learning and care programs that meet their needs and preferences?**

Systems Alignment



- Master Plan for Early Learning and Care
- Early Childhood Policy Council
- Quality Counts California
 - Regional Hubs
 - Local Consortia
 - Quality Continuum Framework & Core Tools & Resources Document
 - Advisory Panels and Workgroups
 - Higher Education Faculty Group

Systems Alignment

High-level Overview of Some Other State Efforts

- Some states are collaborating with their early learning coalitions to keep provider profiles updated with information on quality and program highlights (i.e., hours of operation, types of curricula used, etc.).
- Some states are leveraging their Child Care Resource & Referrals networks to engage and increase the supply of high-quality care in targeted communities.
- Some states are engaging in revision processes following the Plan Do Study Act cycle approach, allowing them to pilot components of QRIS and make adjustments to better understand how the components best fit together.

Indicator: Systems Alignment

Equity Priority: Quality definitions center family needs and priorities.

Systems Alignment Guiding Questions:

- **What are examples of effective family engagement in the QCC system?**
- **What should change or be added?**



Thank you!



Please email us with any comments
or questions at:
QRISPanel@dss.ca.gov



Advisory Panel meeting information
can be found at:
cdss.ca.gov/inforesources/child-care-and-development/equity-centered-qris-advisory-panel



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