



Minnesota Child Care Provider
Information Network
PO Box 1136
Prior Lake, MN 55372
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www.mccpin.org

The mission of the Minnesota Child Care Provider Information Network (MCCPIN) is to support, promote and strengthen the profession of licensed family child care, thereby enriching the lives of providers, children, families, and communities.
March 16, 2021

H. F. 1652: Peer Mentoring Program for Licensed Family Child Care Providers

Mister Chair and Committee Members:

My name is Sheryl Warner. I am a licensed, NAFCC (National Association for Family Child Care) accredited, 4-star ParentAware rated child care provider in Minneapolis. I have been providing child care, mentoring and training in Minnesota for over 30 years. I currently serve as Education Chair for the Minnesota Child Care Provider Information Network (MCCPIN), a 501©3 statewide association for Licensed Family Child Care providers. My background includes undergraduate degrees in Child Development and Early Childhood Studies and a Master of Science in Education. I have presented Peer Mentoring training at the NAFCC national conference, co-presented early childhood research at the 2016 Zero to Three national conference and mentored a diverse group of family child care providers during the ParentAware pilot and Building Quality programs in Minneapolis and St. Paul.

On behalf of MCCPIN, I am testifying in support of HF 1652 regarding the creation and implementation of a Peer Mentoring program for Licensed Family Child Care Providers in MN.

National organizations such as NAEYC (National Association for the Education of Young Children) and NACCRRRA (National Association of Child Care Resource and Referral Agencies) define mentoring as “a relationship-based-process between colleagues in similar professional roles, with a more-experienced individual with adult learning knowledge and skills, the mentor, providing guidance and example to the less-experienced protégé or mentee.” High quality mentoring has proven to lower turnover, decrease isolation and increase caregiver emotional responsiveness with children.

Research tells us adults need more than just information, more than attending training. Change requires time, tools and relational support. It also suggests when early educators receive mentoring in the first years of their professional careers, there is marked increase in the quality of their interactions with children for years to come.

Unfortunately, in Minnesota, although there are a variety of Relationship Based Professional Development (RBPDP) programs, there is a significant gap when it comes to Family Child Care. Peer Mentoring is the most suited form of RBPDP to serve the field of Family Child Care. This program will fill the much needed gap by offering the same relational professional development options available to others in the early childhood field.

During my 32 years of licensed family child care experience, having supportive and knowledgeable peers to guide me in my program and personal development was invaluable. It is without a doubt the reason I pursued my education and stayed in the field. My own experience as a mentor confirmed the diverse



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The mission of the Minnesota Child Care Provider Information Network (MCCPIN) is to support, promote and strengthen the profession of licensed family child care, thereby enriching the lives of providers, children, families, and communities. I witnessed then the enormous impact of a supportive, affirming guide to help providers apply knowledge and commit to the hard work of change in their programs and individual teaching practices.

This proposal creates a system of experienced and educated family child care providers with relationship based training to serve the family child care community and is based on what we know about Family Child Care and mentoring:

- Relationship Based Professional Development (RBPD) is available for many early childhood educators in Minnesota, however there is a gap when it comes to Family Child Care.
- Peer mentors are suited for Family Child Care as nothing can replace the mutual understanding of a peer in a field where you are physically isolated lacking a vehicle to connect with other knowledgeable professionals in your field.
- Just in time and just what is needed support enriches the program, encourages the caregiver and brings needed guidance for program success, all positively impacting the children in care.
- Development of a Peer Mentor program offers educated and experienced family child care providers a pathway for professional development of their own, serving to retain the wisdom of those with successful programs as they share and pay forward their knowledge.

Funds will be allocated to:

- Design original training for online delivery statewide
- Create a system to implement Peer Mentoring services
- Recruit qualified mentors and implement the original training
- Facilitate a program of mentoring service for up to 100 providers over 2 years.

Please support HF1652 and help us fill this gap so we can equitably serve the Family Child Care providers of Minnesota.

Sincerely,

Sheryl Warner, M.Ed., IMH-E®