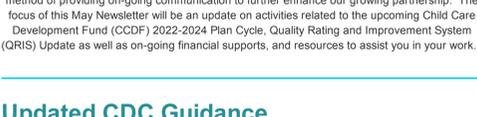


# Child Care NEWS BRIEF



## Child Care Services Newsletter

### Greetings from your partners at the TN Department of Human Services, Child Care Services Team!

Welcome to the May edition of the Child Care Services Newsletter. These newsletters are a method of providing on-going communication to further enhance our growing partnership. The focus of this May Newsletter will be an update on activities related to the upcoming Child Care Development Fund (CCDF) 2022-2024 Plan Cycle, Quality Rating and Improvement System (QRIS) Update as well as on-going financial supports, and resources to assist you in your work.

### Updated CDC Guidance

The Department has updated the Guidance for Child Care Providers document to reflect more current information from the CDC specific to child and early care settings.

#### Guidance for Child Care Providers:

Child care providers play a critical role in their communities, in caring for children of parents who continue to work in essential roles or who are again re-entering the workforce as more job opportunities become available. We have learned much about the pandemic over the past year and how to better manage and control the virus. There are new resources and information available through the Centers for Disease Control and Prevention (CDC) that assist child care providers in determining how to best operate under these circumstances in order to maintain healthy environments. Each child care provider must make the decision whether to be open or closed, based on their unique situation and the needs in their community.

For child care providers who are currently open or are seeking to reopen, the Tennessee Department of Human Services is recommending that programs follow [Guidance for Operating Child Care Programs during COVID-19](#). The CDC has released new [Toolkits for Child Care Programs](#). These additional resources provide information to help child care programs protect children, their families and staff members and slow the spread of the COVID-19 pandemic. The Department is also providing additional guidance to child care facilities throughout the state on proactive measures, including screening recommendations for staff and visitors. These proactive measures are intended to help limit the spread of COVID-19 and safeguard children, families, and child care provider staff.

**Limiting Persons in the Facility:** Providers should prohibit persons from the facility with the exceptions of:

- Facility staff
- Persons with a legal authority to enter, including law enforcement officers, child care licensing staff, and Child Protective Services staff
- Professionals providing services to children
- Children enrolled at the facility
- Parents or legal guardians who have children enrolled and present at the facility

**Pick-up and Drop-Off Protocols:** Pick-up and drop-off should occur outside the facility, unless it is determined that there is a legitimate need for the parent to enter a facility. Hand hygiene stations should be set up at the entrance of the facility, with supervised use. Consider staggering arrival and drop off times and/or have staff come outside the facility to pick up the children as they arrive.

**Screening:** Persons who have a fever of 100.4° (38.0°C) or above or other signs of illness should not be admitted to the facility. Encourage parents to be on the alert for signs of illness in their children and to keep them home when they are sick. Screen staff and children upon arrival, if possible. Require staff to report any illness to their supervisor and require notification of COVID-19 positive case in employee's household. Examples of screening methods are available in the [CDC-A Child in My Classroom is Showing Signs of COVID-19: What Do I Do? Quick Guide for Child Care Providers](#).

**Limiting Class Sizes and Mixing:** All efforts should be made to limit congregation of children and class sizes to 10 or less.

**Groupings should include, to the extent possible, the same children each day to minimize exposure:** Limit the mixing of children, such as staggering playgroup times and keeping groups separate for special activities such as art, music, and exercising. Clean or disinfect equipment between groups, when possible.

**Face Masks:** When feasible, staff members and older children should [wear face coverings](#) within the facility as recommended by the CDC. Cloth face coverings should NOT be put on babies and children under age two because of the danger of suffocation. Consider explanations to assist children with understanding why staff are wearing face coverings, as appropriate. It is important to [wear a mask](#) correctly and that in doing so, the risk of spreading COVID-19 is greatly reduced.

**Do not allow sick children to be cared for in the facility:** If a child becomes sick while at the facility, contact the parent or guardian immediately and separate the child from other children at the facility. Make sure emergency contact information is current.

**Have a plan if someone is or becomes sick:**

Plan to have an isolation room or area (such as a cot in a corner of the classroom) that can be used to isolate a sick child. Additional information about isolation in related settings can be found here: [isolate if you are sick and what to do if a child becomes sick at your child care program](#).

Be ready to follow CDC guidance on how to [disinfect your building or facility](#) if someone is sick.

If a sick child has been isolated in your facility, clean and disinfect surfaces in your isolation room or area after the sick child has gone home.

Send staff home if they become sick with COVID-19-like symptoms. Evaluate leave policies to accommodate the provisions of these guidelines. Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 [symptoms](#).

If COVID-19 is confirmed in a child or staff member:

- Close off areas used by the person who is sick.
- Open outside doors and windows to increase air circulation in the areas.

Wait up to 24 hours or as long as possible before you clean or disinfect to allow respiratory droplets to settle before cleaning and disinfecting.

Clean and disinfect all areas used by the person who is sick, such as offices, bathrooms, and common areas.

If more than 7 days have passed since the person who is sick visited or used the facility, additional cleaning and disinfection is not necessary.

Continue routine cleaning and disinfection.

Do not permit the child or staff member to return to the facility except as recommended by the child or staff member's medical provider. Contact your local Health Department for guidance when there is a case of COVID-19 in your agency. The Health Department will advise on actions to be taken.

For more details and recommendations, please refer to the [Centers for Disease Control and Prevention's Guidance for Operating Child Care Programs during COVID-19](#), which covers topics such as:

- [Social Distancing](#)
- [When to quarantine](#)

COVID-19 Vaccination

Promote behaviors that reduce the spread

How to manage shared spaces

Maintaining appropriate ventilation

Accommodations, modifications and assistance for children with disabilities or special needs

Cleaning and disinfecting toys and bedding

Safely caring for infants and toddlers

Food preparation and meal service

Talking with children about COVID-19

#### Contact your Licensing Consultant (TDHS)

As providers open or reopen pursuant to federal, state and local regulations, the Department requests that the provider **contacts their Licensing Consultant** to keep them informed of the agency's status. Department staff will be able to explain how monitoring and compliance is conducted and can discuss any continuing challenges and impacts the provider may face to better inform the department on the needs of the child care community going forward.

During these extraordinary times, Licensing Consultants are equipped with information and resources to support providers with guidance and clarification on continued best practices to ensure safe, healthy and educationally rich environments for the children in Tennessee. Department staff are also a continued source of information for providers in better understanding Department programs which help providers suffering financially as a result of the COVID-19 pandemic.

**Please note, this information is available on our website:**  
<https://www.tn.gov/humanservices/covid-19/child-care-services-and-covid-19.html>

### Outreach Supports

Over the past few months, the Department has been gathering information through surveys and public events such as focus groups regarding challenges providers are experiencing due to the impact of the pandemic on their operations. One of the identified challenges for many is under enrollment of children in their programs. In an effort to assist child care providers in recruiting families, and for families to locate child care, we have partnered with Child Care Resource and Referral (CCR&R) to begin gathering information on current enrollment levels and availability. This information will then be made available to Tennessee families when searching for child care. Beginning in June 2021, families will be able to search their county and zip code for TDHS licensed child care agencies that are experiencing under enrollment and have availability, by accessing the [CCR&R website](#). Families will access this information by clicking on the "Search for Child Care" button found on the homepage. After clicking the button, they will choose their county and zip code and a list of TDHS licensed child care agencies with enrollment availability will be provided.

The CCR&R will be reaching out on a regular basis to all TDHS licensed child care agencies to ask for the number of slots that are available for infant and toddler, preschool and pre-K classrooms. Please be sure to provide this information when contacted. If you prefer, you can reach out to your CCR&R Quality Coach or use the chat feature on the CCR&R website to submit the information about your agency. We want to provide Tennessee families with the most up to date information available.

### CCDF 2022-2024 State Plan Highlights of Existing and Developing Initiatives

Below is a summary of initiatives that the Department is proposing to continue, enhance or exploring to implement during the upcoming Child Care Development Fund (CCDF) plan cycle. This summary is in response to a request submitted during the Public Hearing held on May 25 to provide an overview of what is different in the proposed plan to be submitted to the Administration for Children and Families Office of Child Care at the end of May 2021. We greatly appreciate all who participated in the Public Hearings held on May 25!

#### Supports for Child Care Providers

##### Child Care WAGES Tennessee

The Child Care WAGES® Tennessee program is an education-based salary supplement program for child care educators employed in TDHS Licensed Child Care agencies. This program provides eligible educators an annual award, issued in two parts, based on specific qualifications that include working at least six months in the same child care program with children birth to five years old for at least 10 hours a week. The Department is proposing an increase in the supplement scale for the upcoming plan cycle as well as increasing the base pay rate to qualify for the program. Currently, an educator with six credit hours in early childhood education currently will receive a yearly supplement of \$400. The supplement rises with experience up to \$5,200 a year for eligible educators with a master's degree. Visit the Signal Center's, Inc. website at [www.tn wages.org](http://www.tn wages.org) for more information. As of April 2021, more than 1,200 educators have received a supplement through the program totaling over \$2 million in support.

##### Shared Services and Resources

A wide array of resources including business management tools, human resource tools, program administration tools, classroom resources, and templates, i.e. emergency preparedness plans, were made available at no cost to child care agencies licensed by the Lead Agency (TDHS) through an online centralized knowledge resource that aligns with State requirements. These tools equip and better enable child care administrators and educators to focus more on the child care side of their agency and less on developing business practices from scratch.

In addition to shared services, TDHS Licensed Child Care agencies also had access to group and bulk purchasing for commonly used supplies at discounted pricing. During the reporting period, the program included 2,193 agencies serving 154,485 children (1,664 Centers, 296 Group Homes, 233 Family Homes). ChildcareTennessee registered 98.9% of eligible child care agencies in all 95 counties. Among shared services categories are Financial Services, Facility Cleaning, Food Delivery & Supplies, Consulting/Administrative, School Supplies, and Mental/Physical Health. Website traffic characteristics included: 169,039 – Pageviews, 4.20 – Pages per session, 07:18 – Average time on page. The full end of year report is available at: <https://9ve.ed8.myfbupload.com/wp-content/uploads/2020/10/ChildcareTN-End-of-Year-Report-7x9-Booklet.pdf>. For more information on Shared Services and Resources please visit The Community Foundations of Middle Tennessee, Inc. website: <https://www.cfm1.org/childcarenennessee-dhs/>

##### Enhancement Mini Grants

Enhancement grants were available to qualifying TDHS Licensed Child Care agencies that specifically support either quality improvement, promote compliance with licensure rules, and/or increase capacity enrollment. Agencies may apply for up to \$4,000 (up to or \$5,000 for distressed counties) to support these enhancements. During the first year of the program nearly \$5 million in support and enhancement grants were awarded. Grants were received by 1,289 licensed child care providers (904 Centers, 221 Group Homes, 164 Family Homes).

For more details, please visit The Community Foundation of Middle Tennessee, Inc. Website: <https://www.cfm1.org/childcarenennessee-dhs/>

##### Pediatric First Aid and CPR Training/Certification

To promote safe environments for children, Pediatric First Aid and CPR training and certification will be available to child care educators and administrators of licensed child care agencies at no cost. For more information on training and certification dates, please visit Child Care Resource and Referral's (CCR&R) website: <https://www.tnccrr.org/>. Despite the impact of the pandemic 1,295 professionals completed the training by the end of FFY 2020.

##### Business Academies

Small Business Academies will be available that promote best practices and strengthen business operations for child care agencies. The focus of the academies will be in the areas of:

- Budgets, Projections, and Planning
- Financial Reports and Internal Controls
- Marketing for Child Care Programs
- Staff Recruitment and Retention for Center-based Child Care Programs

For more information, please visit the Child Care Resource & Referral website at <https://www.tnccrr.org/>.

##### Infant Toddler Care Specialization

The Lead Agency is exploring additional supports for professional development opportunities for infant-toddler educators. With the goal of increasing the quality of care for infants and toddlers in the state, Tennessee's CCR&R network would develop a specialization that can lead to the TECTA academic Infant-Toddler Credential and the AIMHITN Infant Family Associate Endorsement®. Currently, TECTA Infant and Toddler Orientation delivers 30 hours of training that provides a broad overview on infant and toddler care. The Infant and Toddler Credential is available for those infant and toddler educators who already have completed college course credit. The Infant and Toddler Care Specialization (ITCS) will provide an additional path to quality professional development for educators who are not ready for college course work, and who want to go deeper into the content than is provided by the Infant and Toddler Orientation, and/or educators who do not currently qualify for the Infant and Toddler Credential.

##### The Lead Agency is exploring a collaborative partnership project on Infant and Toddler Wellness and Reflection

This is a collaboration between CCR&R, TECTA, and AIMHITN to support the infant and toddler workforce. Elements of the collaboration may include Infant/Toddler quality coaches to support social and emotional development in the classroom, using resources such as the *Pyramid Model, Conscious Discipline, and Building Strong Brains* in their trainings, TTA and coaching. With support from AIMHITN, they may incorporate reflective conversation with infant and toddler educators. IT Coaches may help support staff to infant and toddler educators as they apply for the AIMHITN Endorsement®. TECTA may support the project through updated orientation curriculum and engagement of the Family Child Care advisors and educators. AIMHITN may provide reflective conversation support to the IT Coaches, TECTA staff and Family Child Care advisors.

##### Health and Well-Being

The Lead Agency is exploring with the CCR&R network additional resources for early childhood educators as they need assistance to support the social and emotional wellness of the children in their classrooms. There is a proposed shift of the Health and Wellness Quality Coaches to guide this support. The primary focus of the *Pyramid Model* and *Conscious Discipline*, Building Strong Brains, ACES and trauma informed care.

##### Inclusion Quality Coaches and Program Care

###### Inclusion

The Lead Agency is exploring opportunities with quality partners to expand training and support for child care agencies to offer high quality services for children with disabilities in care. In order to increase access, exploration and supports for children with disabilities in licensed TDHS child care agencies, we are articulating a plan that is supported by Inclusion Coaches, located throughout the state. A coaching plan could provide the opportunity for the Inclusion Coach to work with the educator and the parents to provide any individualized accommodations and supports that may be necessary for all children to participate in activities and build relationships with their peers. Finally, a coaching plan could allow the Inclusion Coach to provide the necessary supports that will increase the knowledge, skills and personal temperaments of the educator and director while providing quality inclusion services to the children and families. In addition, the Inclusion Coaches could work closely with directors to help directors create program policies and procedures to ensure they promote a quality inclusive early childhood program.

##### Tech Goes Home: Closing the Digital Divide for Early Education Professionals and Small Business Owners

The Lead Agency is exploring opportunities to minimize the tech divide for child care agencies. From ongoing professional development or pursuing higher education, to classroom management, to small business marketing and taxes, to communicating with parents: Internet access, technology and a level of comfort using both are essential to succeeding in the field. Hands-on training, however — particularly for the fundamental skills necessary for professional growth and business success — is often lacking, falling on already overtaxed educators to solve for themselves. The Lead Agency is exploring a model, utilizing expert trainers trusted to the communities they serve, that could offer digital skills training, a brand new device, and assistance with low-cost home Internet access to all participants. This model, working in collaboration with the CCR&R Network's Small Business Academy staff and expert coaches, could support small business, pedagogical and professional best practices in licensed child care statewide. This model could include expert early education technology trainers, to provide foundational technology training, ongoing coaching and help desk assistance, aligned with CCR&R Small Business Academy training and resource provision and in corresponding service delivery areas.

##### QRIS Redesign

The lead agency has engaged stakeholders across the state to develop a new Quality Rating and Improvement System that will replace the current system in 2022. This new framework is based upon equal importance of health/safety practices and teacher/child interactions and includes the following necessary elements to gain an overall picture of program quality:

- A streamlined system that will support ongoing data collection in all licensed programs to gain a more accurate picture of program quality
- Early Childhood Education program quality defined by the strongest predictors of child outcomes.
- Programs receive targeted, relationship-based quality improvement coaching and are connected to the resources necessary to raise quality
- Financial partners invested using deliberate strategies to support quality improvement.
- Families can find child care that is the best fit for their family through a clear, simple process.

##### eLicensing System

The Lead Agency is working on completing a system modernization featuring an eLicensing System that will include a provider portal that will allow providers to upload documentation, report changes, and manage aspects of the licensing process electronically.

##### Stabilization Grants

Information will also be added to the plan in the coming weeks to describe the stabilization grant implementation activities that will include links to the subgrant application, how grants are awarded, any providers used to target providers in low-income communities, how funds have been used by providers, and any impacts or results on providers (e.g., increased number of licensed child care programs open in underserved area) or child care staff (e.g., increased number of staff receiving higher wages) as a result of the stabilization grants.

##### Tennessee Professional Archive of Learning (TNPAL)

Since the last plan cycle, the Lead Agency significantly increased investments in technical assistance, training, and professional development supports for providers and has developed a workforce registry to serve as the system of record for all training and professional development moving forward.

As the early care and education professional development hub for the Lead Agency, the Tennessee Early Childhood Training Alliance (TECTA) has implemented a statewide Training and Workforce Registry supporting early care and education professionals under the direction of the Lead Agency. This registry builds upon existing data systems that include extensive information about the educator workforce in licensed child care facilities who have participated in TECTA professional development training or received academic assistance and supports. The Training and Workforce Registry is designed to support the training and professional development needs of educators, child care agencies and homes, and the Lead Agency and its partners in order to strengthen quality child care services and will become the system of record for all training and professional development for all licensed providers.

The TNPAL workforce registry will become the system of record for all training and professional development which in turn will contribute to a professional development system that enhances the quality of child care provided.

##### Electronic and Tracking System

The Lead Agency is currently developing an electronic attendance and tracking system, including technology design and equipment purchasing that would allow providers and parents to electronically track and submit child attendance information. Once implemented, the system will be able to allow more accurate, timely, and efficient reporting of child attendance and to support timely payments to providers. The system will also allow the Lead Agency to move away from predominantly paper processes for tracking attendance.

### QRIS Redesign Update

As we continue on our transformation journey, updates will be provided on the progress. As a reminder, our transformation journey is grounded in our "WHY Statement" - *Every family should have access to QUALITY care for children and adults*. This basic statement guides all our work and reinforces our three primary goals for Tennessee's child care system: **Improve Quality, Increase Access, and Strengthen Business Efficiency.**

A big part of our transformation is based in redesigning our Quality Rating Improvement System (QRIS), which was launched 20 years ago. When launched in 2001, Tennessee's Star Quality Program was one of the first child care quality rating programs in the country. Over the years, this program has significantly helped to raise awareness about the importance of quality child care and has assisted many agencies in improving their programming. By redesigning the quality assessment and rating program, Tennessee will again be a pioneer in supporting quality early care and education. You have been a part of envisioning this future state through focus group sessions and information captured through routine engagements.

##### Customer Experience

With this program and staff reorganization, the most meaningful indicators of quality will be measured on a supporting basis by licensing staff. Providers will experience those staff members as partners in providing quality care for children and families. Redesigning the QRIS, coupled with systems modernization and adjusting how we do business to better serve child care providers and families, guides us on our next steps in transformation, which is reorganizing the TDHS child care team to match the future state of child care services in Tennessee.

##### Staff Reorganization

The Child Care Services Division is under a general restructure to facilitate our philosophy of building relationships and meaningful engagement with our customers. Included below is an update on the new organizational structure.

We have completed the reorganization structure and hiring for interim candidates for all positions under the new structure. There are 122 Licensing Consultant positions that will be replacing the former Program Evaluator positions. The new Licensing Consultant position will serve dually to monitor for compliance as well as evaluate program quality. This position reinforces our philosophy to build relationships with child care providers in order to assess and provide supports and resources to further improve quality. TDHS Child Care Services staff will be transitioning into these new roles through the end of June. Licensing Consultants should be reaching out to individual providers by the end of June to make introductions and begin fostering partnership relationships. We plan to resume in person visits beginning in July 2021.

##### Legislation

The Legislation that supports this vision and the QRIS redesign has passed and has been signed in to law by Governor Lee. The new law includes the following:

The law streamlines the process for reviewing and removes burdensome regulation such as an annual licensure fee.

Supports a new framework that collects on-going data throughout the year instead of a one-time quality review.

Provides targeted, relationship-based quality improvement coaching and connects to necessary resources.

Provides financial supports to support quality improvement.

Recognizes Early Childhood Education program quality that is defined by the strongest predictors of child outcomes.

Consistent with final legislation, TDHS will continue to engage providers through the rule making process and focus groups to inform this future state. On May 24 the Star Advisory Council and the Licensing Standards Committee convened to review and provide input on the latest rules document. This has been one of several rules committee meetings that have been held to gather input from providers and community partners on the proposed rules. We will keep you informed as these new components go into effect.

### TNPAL Update

The Tennessee Professional Archive of Learning (TNPAL), recently launched by the Tennessee Department of Human Services as free online resource, is supporting professional development for early childhood professionals working in TDHS licensed child care agencies, is waiting for you! Visit [www.tnpal.org](http://www.tnpal.org).

This single web-based portal is designed to collect and preserve completed trainings, accomplishments, credentials, education, certifications, and awards. These features and functions empower not only early childhood professionals but also support verification by directors and TDHS. Child care agency directors are encouraged to support TNPAL registration for all program employees.

Signing up is easy! Early childhood professionals may create a TNPAL account using a web browser on any computer, phone, or tablet. Follow the steps below to set up your account today.

#### SIGNUP FOR TNPAL IN SIX EASY STEPS

- Step 1**—Navigate to [www.tnpal.org](http://www.tnpal.org), then click "Start Now" on the homepage.
- Step 2**—Fill out your information:  
Name  
Email — If you have an email you use for training, such as TECTA, TCCOTS, or TN CCR&R, be sure to use the same one.  
Password
- Step 3**—Confirm your email address using the confirmation link sent to your email.
- Step 4**—Using the information you entered to login. On the congratulations page, be sure to write down or save your TNPAL ID for future use when registering for trainings. (Don't worry, you can always find it in your personal profile.) Visit a quick and helpful [TNPAL Video](#) to learn more.
- Step 5**—Fill in your employment, education, certifications, credentials, and community service info.
- Step 6**—Click on "My Profile" and under the "Employment" tab, click the three vertical dots and under the action section on the right side of the page, choose "Request Staff Role" and confirm your request. An orange hourglass indicates you are waiting to be verified. You are now registered for TNPAL!

**Important Note for Directors: You will be able to associate educators registered for TNPAL to your agency.** It is important that once educators request a role to connect to your agency, you approve the request. Follow the steps below to manage the approvals for the educators in your agency.

#### HOW TO MANAGE TNPAL AS A DIRECTOR

- Step 1**—Navigate to [www.tnpal.org](http://www.tnpal.org) and login to your account.
- Step 2**—Make sure that you have been approved as a director for your center. (You can request this role when adding your employment by navigating to "My Profile" from the sidebar and selecting the Employment tab.)
- Step 3**—Educators who sign up to TNPAL need to specify and request their role as an Educator for your agency/center/home on this same tab when adding their employment.
- Step 4**—Once approved, a director may navigate to the Director Dashboard by clicking the "Silhouette Icon" in the top right of the screen and selecting "Director" from the dropdown menu.
- Step 5**—From the Director Dashboard, you may click on the "Requests" button to approve or deny role requests from educators. You may also manage existing roles by selecting the "Staff Management" button. For a video on this process, click this [link](#).

Our partners at CCR&R and TECTA have started reaching out to each TDHS licensed child care. Both the CCR&R and TECTA will continue to contact you over the next several months to provide guided registration support and assist directors with registering your staff.

Additional TNPAL tutorial videos can be found [here](#).

### TrainTN

We are excited to introduce you to **TrainTN**, the official clearinghouse for trainings recognized as approved by the Tennessee Department of Human Services. TrainTN is a companion to TNPAL and is designed for training professionals who wish to offer trainings to child care agency staff in order to meet Tennessee Licensure Rules for Child Care Agencies (1240-04-01) as well as Child Care and Development Block Grant (CCDBG) training and professional development requirements.

**Beginning August 1, 2021, TDHS will recognize only trainers and trainings approved through TrainTN and all prior approvals granted to trainers that are not TrainTN approved will expire and no longer be recognized by TDHS.**

We invite you to visit [www.traintn.org](http://www.traintn.org) and learn more about the TrainTN process. Through TrainTN, trainers may apply to be a recognized trainer or training organization through an official review. Once approved, TrainTN recognitions is granted for a period of five (5) years. TrainTN is among our many initiatives that further strengthen and empower the early care and education workforce in Tennessee by assuring access to high quality professional development and continuing education opportunities benefiting the children and families of Tennessee.

Additionally, the Department is working with organizations such as Head Start to credit in-service hours and with recognized Child and Early Care conferences that offer training hours.

TDHS is committed to promoting early childhood environments that are safe, healthy, and educationally rich. Please join us in that commitment by offering TrainTN approved training and professional development to Tennessee's early care and education workforce.

*TDHS is committed to promoting early childhood environments that are safe, healthy, and educationally rich. Thank you for offering Tennessee families learning opportunities and environments that will help their children thrive.*

Find helpful videos and news to build strong Tennessee families when you follow @TNHumanServices.

