



FY2020-2021

NICCA Impact Report



National Indian Child Care Association

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Introduction

265 Tribal grantees receive Child Care and Development Funding (CCDF) directly. These Tribal grantees represent the 574 Federally recognized Tribes across the country. Serving over 300,000 American Indian, Alaska Native, and Native Hawaiian children, CCDF is the largest Federal program focused on children ages 0-13 administered by the Department of Health and Human Services. Tribal grantees range in size from large, well-established programs, such as the Cherokee Nation whose service area is larger than three states and whose CCDF funding is greater than 14 states to small Alaskan villages accessible only part of the year by small plane. Their capacity to administer the program varies accordingly, but Tribes of all sizes use the program for culturally relevant child care, center and home-based. Many Tribes use the child care funds to create culturally-based programs as part of a language and culture revitalization programs.



300,000+
children served



268
Tribal CCDF Programs



300,000+
children served



\$398m
Tribal CCDF Funding

Message From Our Executive Director



For all of us, these past three years were challenging, earth-shattering, and, at times, heartbreaking. The Coronavirus pandemic brought the entire world to a standstill and, yet, we all couldn't stand still. Our teams, our staff, our teachers, our providers – we continued. We served, as we always have. We showed the world our grit and tenacity for our work, our livelihoods, our passion.

And, our nation saw and took note. 2020 and 2021 were years that had never-before-seen investments in child care. Over \$1.5 billion was allocated for Tribal child care during these years, compared with less than \$400 million during a normal fiscal year. These investments were meant to tackle one of the biggest challenges in

human history – how to manage, support, and care for our youngest citizens in the midst of a global pandemic.

Our Nations rose to the challenge. It wasn't easy and the struggle continues, but we rose. And, we are still rising.

Today, we are at a critical crossroads. With the deep investments made in child care, we have resources and opportunities available. We have the opportunity to not only improve child care, but to create better early care and education systems that will support our families, our workforce, and our communities, and truly prepare our children for the future.

Jennifer Rackliff, Cherokee Nation

About Us

The National Indian Child Care Association is a membership association for Tribal Child Care and Development Fund grantees. NICCA was established by Native child care leaders in 1993 as the Native-led association to support and advocate for the Tribal grantees. Today, we continue to be led by a Board of Directors who are supported by their Tribal governments and by Native staff. NICCA is the only voice for Tribal child care in DC, with both the Administration and Congress. Our work educating lawmakers and the public has led to regulatory inclusion for Tribal child care, added regulatory flexibility for programs, increases in Tribal set-asides including annual funding amounts, and emergency relief allocations during the COVID pandemic.



Our Purpose

Enhance the quality of life of Native Children through education, leadership, and advocacy.



Our Mission

To promote high quality culturally relevant child care and development and to unify tribes and tribal organizations by providing leadership, support and advocacy on behalf of American Indians, Alaska Natives, and Native Hawaiians.



Our Vision

Tribal communities coming together to nurture & empower our children to lead our future.

Board of Directors



Michelle Key, Chair
Chickasaw Nation
Oklahoma



Norm Running, Jr., Vice Chair
Rosebud Sioux Tribe
South Dakota



Ruby Burneau
Red Lake Band of Chippewa
Minnesota



Tanya Hutton
Cowlitz Tribe
Washington

Not Pictured:
Kelly Spruce, Seneca Nation, New York

Our History

As we look forward to celebrating our 30th anniversary, we reflect on where we came from.

In 1993, at an informal meeting of child care administrators, the dream of NICCA was born. Child care administrators from Tribes across Oklahoma, New Mexico, South Carolina, Washington, and Arizona saw the need to share their stories and ensure the unique needs of Tribal communities were being sufficiently addressed. Immediately, these administrators began the process of becoming a non-profit corporation, filing Articles of Incorporation, with the intent to advocate for Tribal child care needs and to provide Tribal-specific child care leadership trainings.

Between 1993 and 1996, NICCA held two national Tribal child care conferences and was instrumental in establishing Tribal-specific provisions in the reauthorization of the Child Care and Development Block Grant, the funding body for child care programs. NICCA secured access to mandatory Tribal child care funds resulting in a significant increase of Tribal child care funding, access for Tribes to construction funding, redefining family to incorporate a more culturally relevant family composition, and defining administrative costs for Tribal child care programs. Following the reauthorization, NICCA laid dormant from 1997 to 2000.

In 2000, NICCA was revived by many of the original members as well as new representatives. At this time, NICCA strengthened its by laws and policies and elected Executive Officers. Since that time, NICCA has been actively engaged locally, statewide, and nationally, hosting biennial leadership conferences and trainings and advocating at the state and national level on behalf of Tribal child care.

In 2013, NICCA achieved another level of growth, contracting with professional support to plan and host conferences and trainings and to support organizational growth and development. Taking this step allowed NICCA to capture more quantifiable impacts of our efforts. This includes providing leadership and professional development trainings to hundreds of child care professionals; supporting Tribal child care programs serving over 300,000 children across more than 500 Tribal Nations; and playing integral roles in the legislative and policy discourse that supports child care and early child development programs.

In 2018, all child care programs across the country received historic increases in their federal funding. Through NICCA's educational efforts, Tribal child care programs were provided a 262% increase in annual federal funding. These historic investments continued throughout the COVID pandemic. From 2020-2021, our efforts helped to secure \$1.58 billion in COVID relief funding to help Tribal child care programs navigate the impacts of the pandemic which included a 71% increase in mandatory funding for Tribal child care programs.

Our past 30 years have been an incredible opportunity to serve Tribal early learning programs. Today, Tribal child care programs have incredible opportunity to transform early education in their communities. And, we are excited to be leading the next chapter of Tribal child care with our Tribes and partners.

Responding to COVID-19

Like those in the classrooms and providing care at home, the pandemic didn't slow us down – it grew and transformed our work. Our primary work has always focused on bringing early care and education professionals together in-person to learn from each other and share their experiences. But, these times changed that – and grew direct technical assistance efforts and our national recognition to unprecedented levels.

The COVID-19 pandemic upended our regular operations and challenged NICCA and child care programs across the country (and around the globe). At NICCA, we pivoted quickly to respond to how it drastically changed child care in Tribal communities. The Tribal response to the pandemic was as varied as it was for states across the nation – some programs closed their child care doors, some closed for a period of time, and some stayed open, even if only for essential workers.

Some of our key achievements follow.

Partnered with Lakeshore Learning to create at-home learning kits that are accessible by child care programs, family child care homes, parents, and the general public, sending out over 3,200 learning kits across over 30 Tribal nations and organizations.

Created a child care stabilization grant-making toolkit (long before Stabilization Grants were even uttered by the Federal government!) for Tribal programs to use their COVID-response funding to help stabilize child care in their communities.

Launched our Fireside Chats for program leaders, providers, and advocates to come together (virtually) to share, learn, grieve, and, when we could, celebrate overcoming our obstacles.

Served on the COVID-19 Child Advocacy Task Force, promoting needs of children and early learning professionals during COVID. Led by Save the Children with public, private, and government leadership.

Highlights of COVID-19 Response (continued)

- Served on several Federal Work Groups addressing how to support child care in Tribal communities, manage the impact of COVID in child care, and address the mental health needs of Tribal communities during the COVID crisis.
- Successfully advocated for Tribal child care programs receive fiscal resources and technical support from the Federal government to address needs related to COVID-19.
- Participated in story sharing with StoryCorps, the organization dedicated to preserving and sharing humanity's stories in order to build connections between people and create a more just and compassionate world.
- Facilitated the sharing of our Tribal stories to our leadership at the national and state levels.
- Worked with several states to establish better relationships with the Tribal communities within their states, including pitching a formal child care systems strengthening collaboration between the State of Oklahoma and the 38 Tribal governments in Oklahoma and providing support and guidance for the State of New Mexico as they established a position for supporting child care for Tribes across the state.
- Hosted virtual fireside chats to provide Tribal child care professionals with an open forum for sharing ideas, expressing concerns, and identifying solutions in a safe space.
- Hosted the COVID Response Webinar Series to explore funding allocations and share ideas for building capacity.
- Hosted the COVID Response Roundtable to provide an in-person forum for sharing ideas for strengthening Tribal child care systems.
- Created Strengthening Systems Toolkits to support Tribal child care efforts in transforming early care and education in their community. The toolkits cover over 20 system-building areas to consider and include templates, sample budgets, job descriptions, and research. Find them online at <https://www.nicca.us/strengthening-systems-toolkits>.

DOWNLOAD THE TOOLKITS

View and download the Strengthening Systems Toolkits at
[nicca.us/strengthening-systems-toolkits](https://www.nicca.us/strengthening-systems-toolkits)

Our Goals

NICCA regularly participates in strategic planning. Our priority goals through FY2022 are outlined below.

Goal 1 Strengthen the organization

- Increase membership
- Recruit Board members
- Improve outreach

Goal 2 Build the capacity of child care leaders

- Provide more training
- Share resources
- Build connections

Goal 3 Promote advocacy and partnerships for high-quality culturally relevant child care and development

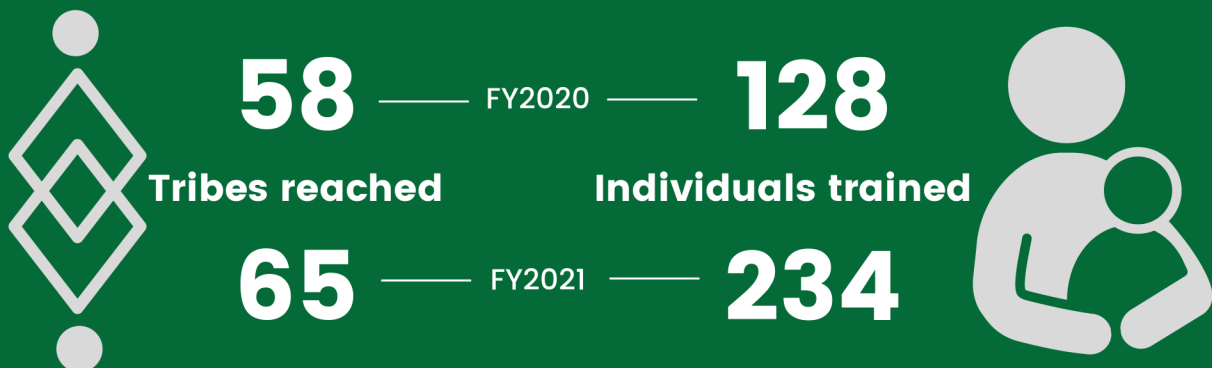
- Build relationships
- Share our story
- Educate

Goal 1: Strengthen NICCA

Over the past several years, we have taken great strides to build relationships with funders in the early learning space, including Early Childhood Funders Collaborative, Bridgespan, Native Americans in Philanthropy, Pritzker's Children's Initiative. To date, we have yet to secure grant funding for our work.

We onboarded a new Board Member who will serve Area F – Tanya Hutton, Cowlitz Tribe, Washington.

Goal 2: Build Capacity



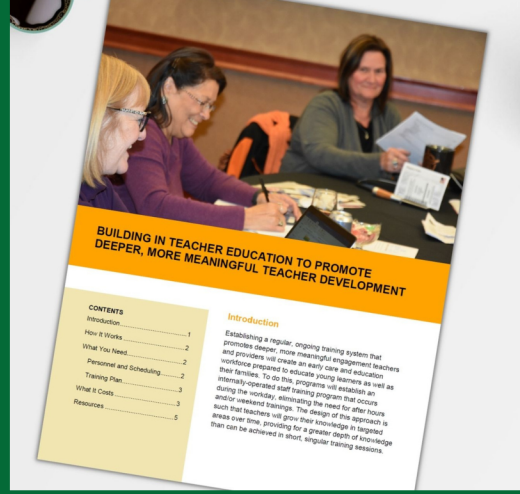
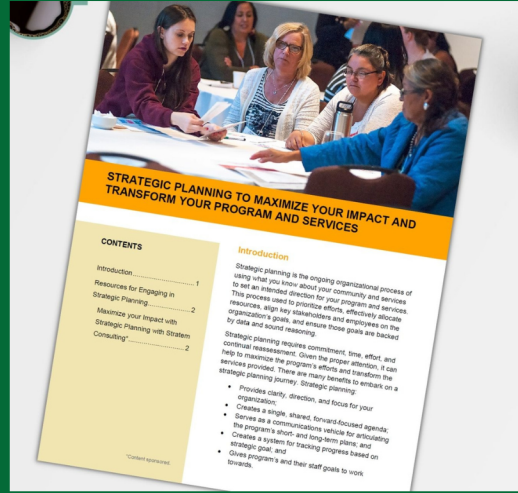
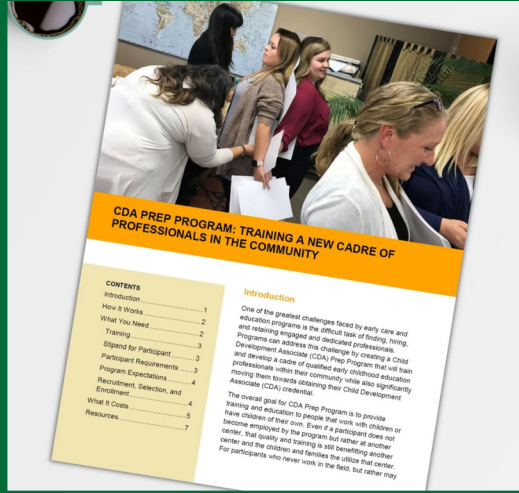
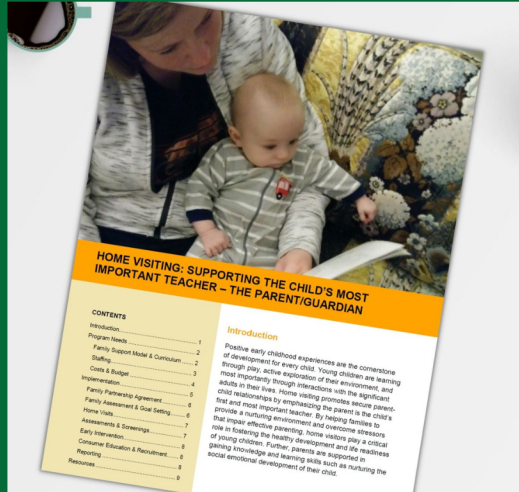
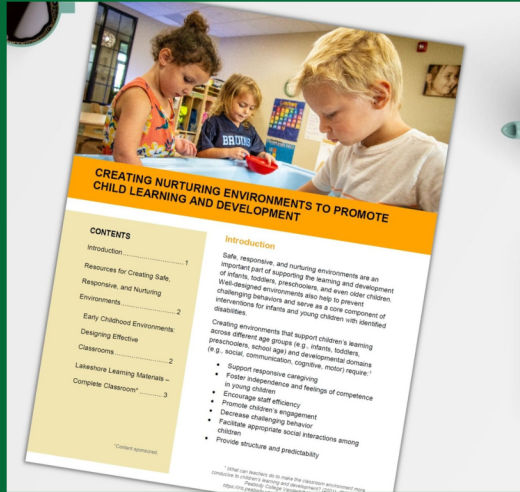
National Training and Technical Assistance

NICCA held 10 virtual and in-person events that served over 350 individuals from across over 120 Tribes.

Individual Technical Assistance

NICCA continued provided direct technical assistance to programs requesting it. NICCA:

- Supported a new Tribal CCDF grantee in Virginia establishing their services and program;
- Developed a business plan and provided resources and references for a Tribe in the northern plains seeking to build, design, and implement a not-for-profit child care and early learning program.

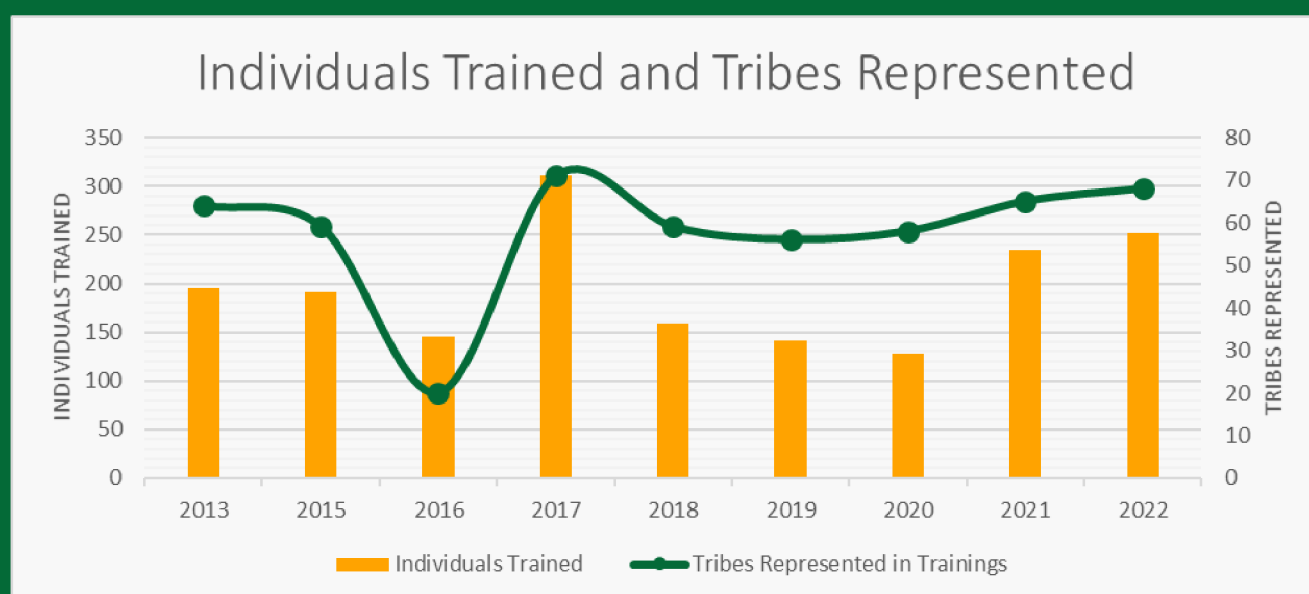


DOWNLOAD THE TOOLKITS

View and download the strengthening Systems Toolkits at [niccn.us/strengthening-systems-toolkits](https://www.niccn.org/strengthening-systems-toolkits)

Goal 2: Build Capacity^(continued)

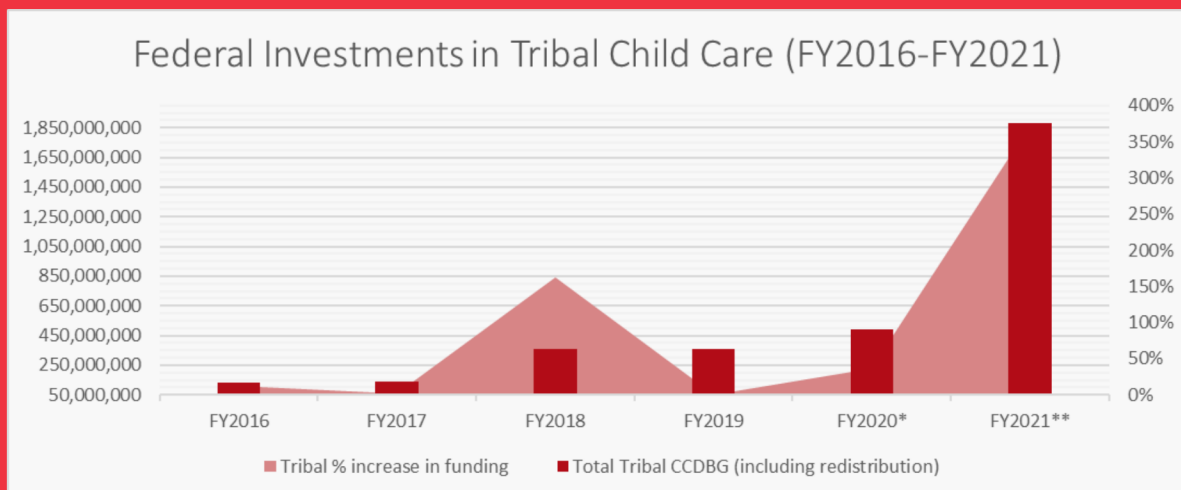
- Hosted the Policies and Procedures Training Institute in Las Vegas, NV.
- Hosted virtual fireside chats to provide Tribal child care professionals with an open forum for sharing ideas, expressing concerns, and identifying solutions in a safe space.
- Hosted the COVID Response Webinar Series to explore funding allocations and share ideas for building capacity.
- Hosted the COVID Response Roundtable to provide an in-person forum for sharing ideas for strengthening Tribal child care systems.
- Created Strengthening Systems Toolkits to support Tribal child care efforts in transforming early care and education in their community. The toolkits cover over 20 system-building areas to consider and include templates, sample budgets, job descriptions, and research. Find them online at <https://www.nicca.us/strengthening-systems-toolkits>. ADD PHOTOS
- Hosted peer-to-peer site visits to share promising practices among Tribal programs.
- Presented at numerous conferences on Tribal child care, quality care at the state and national levels, and the impact of COVID on our communities.
- Launched our bookstore that highlights stories by and about Indigenous peoples.



Goal 3: Promote advocacy and partnerships

Advocacy

- Conducted research on Tribal Plan Pre-Prints with Bipartisan Policy Council in order to tell the story of Tribal child care, better understand the needs of our communities, and advocate for improvements to future Plan Pre-Prints.
- Shared the story of Tribal child care and our needs to the Commission on Native Children, a Commission established by Congress to better understand the needs of our nation's indigenous children.
- Participated in and provided testimony for Federal government Tribal Consultations
- Provided guidance for Federal agencies for serving AIAN communities, including the White House COVID-19 Response Team, the U.S. Department of Health and Human Services, the Administration for Children and Families, the Office of Child Care, the Office of Early Childhood Development, the Office of Head Start, EPA
- Participated in story telling events with the Fuller Project, StoryCorps, First Things First
- Partnered with the Children's Equity Project at Arizona State University's T. Denny Sanford School of Social and Family Dynamics to publish a new report outlining 14 critical priorities and actionable policies that federal and state policymakers can immediately and concretely utilize to advance equity in the early care and education system.
- Participated in the development of guidance on how funders can make investments to help build back more equitable early childhood systems for children, families, and providers.



Goal 3: Promote advocacy and partnerships (continued)

Partnerships

- Served on leadership committee for transition planning for Biden's Administration.
- Served on the Tribal Early Childhood Working Group convened by the U.S. Department of Health and Human Services.
- Participated in national child care advocacy meetings to promote Tribal voice in child care advocacy with the National Women's Law Center, the Bipartisan Policy Council, Child Care Aware of America.
- Served on the Child Care Licensing Benchmarking project whose goal was to establish baseline licensing standards for child care to adopt. Led by Child Care Aware of America.
- Served on the Child Care Data Center Data Advisory Council to promote data and access to child care information. Led by Child Care Aware of America.
- Developed deeper relationships with National Indian Head Start Directors Association, Oklahoma Tribal Child Care Association, Homegrown, Child Care Aware of America, the Bipartisan Policy Council,
- Worked with several states to establish better relationships with the Tribal communities within their states, including pitching a formal child care systems strengthening collaboration between the State of Oklahoma and the 38 Tribal governments in Oklahoma, providing support and guidance for the State of New Mexico as they established a position for supporting child care for Tribes across the state, serving on the state leadership committee for the implementation of the pyramid model for the State of Oklahoma.
- Partnered with Lakeshore Learning to create at-home learning kits that are accessible by child care programs, family child care homes, parents, and the general public.
- Participated in the virtual conferences, including: 2020 Tribal, State, and Territory Administrators Meeting hosted by ACF OCC; Research and Evaluation Conference on Self-Sufficiency hosted by Office of Planning, Research, and Evaluation in the ACF; and the National Research Conference on Early Childhood hosted by ACF.
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Vision for Growth

Our long-term vision focuses on how we can support Tribal early care and education programs in strengthening their systems and enhancing their program services while elevating our voice and sharing our true needs. We aim to:

Design a robust training and technical assistance approach for Tribal early care and education programs. There is great need to strengthen early care and education systems in Tribal Nations and the flexibility of the CCDF grant program allow for Tribes to do that. We envision providing more technical assistance opportunities through national and regional trainings, convening peer groups for grantees to learn from and share with each other, creating more online learning opportunities to ensure that training requirements continue to be met even when professionals cannot travel to training, and ensuring access to CEUs for all trainings.

Create a comprehensive, strategic early care and education technical assistance framework by convening of other Tribal entities working in the early childhood sector, specifically the National Indian Head Start Directors Association, the Tribal Maternal, Infant, and Early Childhood Home Visiting Program, the AIAN Head Start Collaborative, Federal technical assistance agencies, among others, to address community-wide systems-building in this area. Given the flexibility of CCDF funding, Tribal child care is the most appropriate venue for these conversations. Past efforts to establish this within in larger Tribal education organizations have not sustained.

Establish a provider education network for professionals working with Native children and families. Creating platform for providers and educators working in Tribal communities will promote learning, networking, and sharing among them. The network will aim to support, educate, connect and amplify the voices of professionals caring for Native children.

Vision for Growth

Build a Native parent advocate coalition. Parents are their children's first and most important teacher. Having strong, informed parent voices is critical for their success. Early care and education programs have an opportunity to support the education of parents and empowering them to be advocates for their children in the child care setting and beyond. Creating and establishing parent advocacy groups can help organize parent voices, both on and off the reservation, and amplify their power in the community, state, tribal, and national landscape. As advocates, parents can provide unique influence in early care and education programs, community movements, and policy development at the state, tribal, and national level.

Increase and improve policy engagement for Tribal early care and education. Early care and education is widely acknowledged across the nation as a critical service for our economy and our citizens. More investment and attention is being given to these services and we have to determine how Tribal needs can best be met in this new light. We envision a multi-prong approach for growing the visibility of Tribal child care which will include: developing tools and resources to support individual advocacy efforts, creating a Tribal CCDF information web site that outlines the basics of Tribal child care and includes spotlights of Tribal programs from across the country, developing a new policy agenda that comprehensively addresses the broader scope of policies affecting children and families, and establishing a mobilization platform to more easily engage our constituents.

Establish sufficient administrative and communication structures that ensure effective, efficient responses to advocacy and training needs. Our expertise is more widely tapped than ever before. Carrying on this momentum will help us create a stronger voice with more capacity to address the needs of Tribes and ensuring our voice continues to be heard. We will accomplish this by growing our staffing to better support our members and Tribal child care.

Building a New Pathway Forward

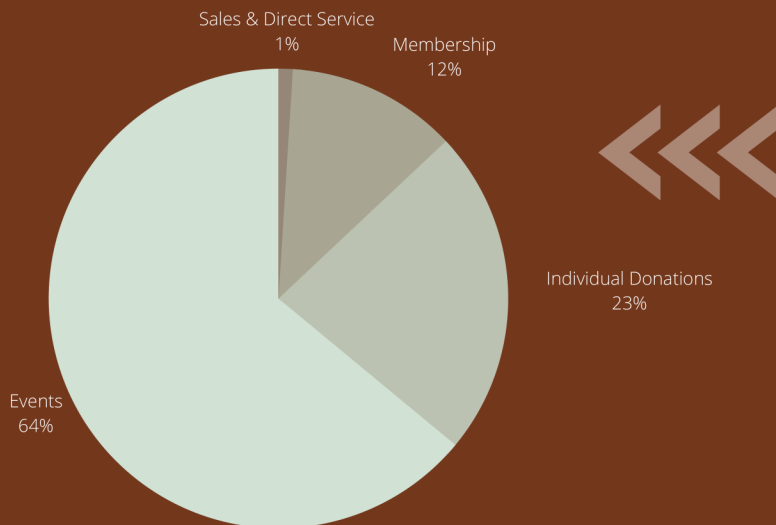
There is great opportunity for Tribal early care and education programs to pave the way for creating comprehensive, wraparound services and to serve as a model of best practices for supporting our youngest citizens and their families. We are excited to embark on this journey and follow down the path it leads to improving early care and education in our own communities and across the nation.

FY2020 Financials

From our Community

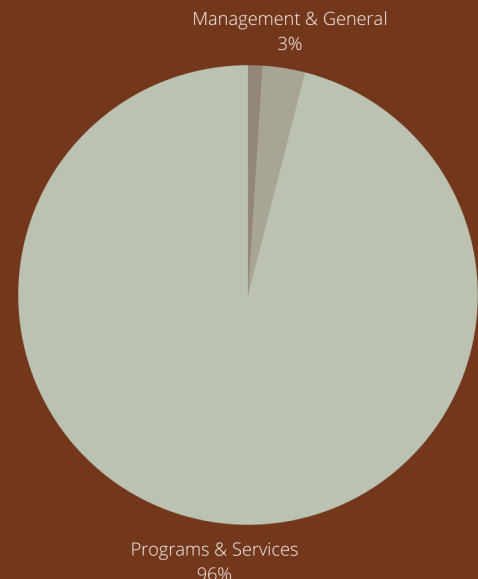


Revenues + Expenditures



Total Revenue:
\$54,153.18

Total Expenditures:
\$54,153.18



FY2021 Financials

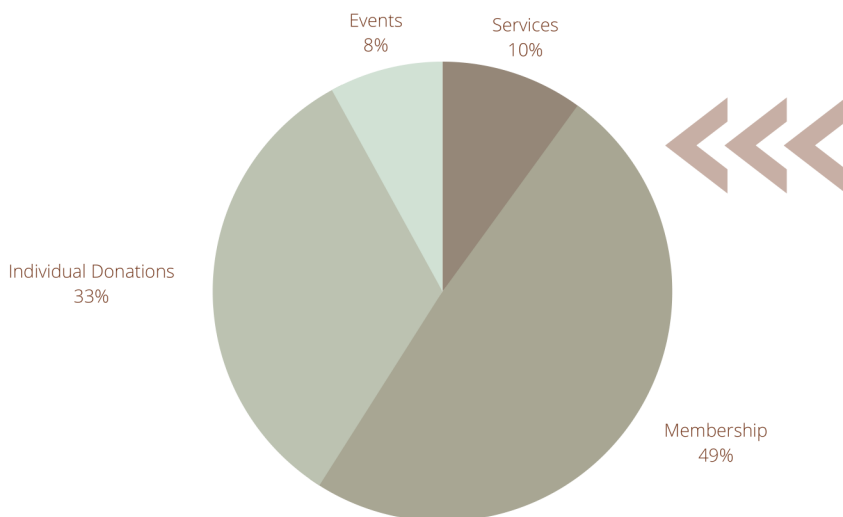
From our Community



Major Gift Recognition:

\$10,000 or more – Fond du Lac Band of Lake Superior Chippewa

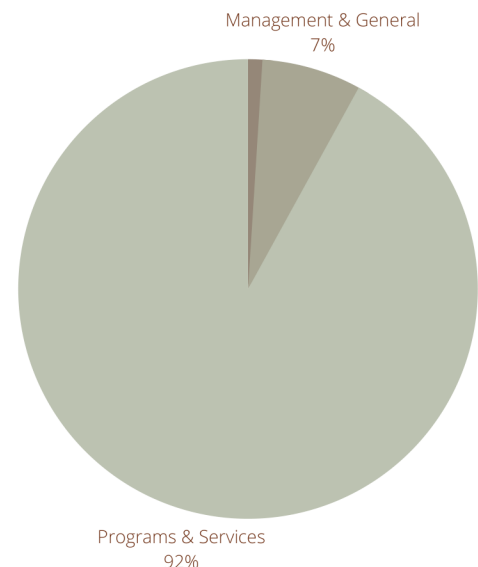
Revenues + Expenditures



Total Revenue:
\$121,036.07

Total Expenditures:
\$92,653.92

→→→





National Indian Child Care Association

**We thank you for your continued
support in our efforts to empower our
children to lead our future.**

Contact

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