

Satellite Family Child Care System

2026 Quarter 2 Report

Satellite Family Child Care System, established in 1975, currently serves family child care programs throughout Wisconsin with accreditation, quality improvement and support services.

Satellite's Accreditation Standards

Family child care programs achieving accreditation are recognized as meeting the highest standards in home-based early care and education. The Satellite Accreditation Standards allow programs the flexibility to implement high quality, research-based practices through a lens honoring diversity and child-centered care. The standards are organized into six areas of core competencies:

- Interactions and Relationships
- Physical Environment, Equipment and Materials
- Daily Program for Children
- Supporting Children's Development
- Health, Safety and Nutrition in the Family Child Care Home
- Business Management and Professionalism

Participation in Satellite's Accreditation System

Affiliate programs are new to Satellite, often having joined within the last 0-2 years. These programs are beginning their work towards meeting all accreditation standards and becoming fully accredited.

Associate programs are on the second step of the journey to accreditation. They have often been participating in Satellite for between 6 months-3 years. These programs are working towards meeting all accreditation standards and becoming fully accredited.

Accredited programs: Family child care programs achieving accreditation are recognized as meeting the highest standards in home-based early care and education. The Satellite Accreditation Standards allow programs the flexibility to implement high quality, research-based practices through a lens honoring diversity and child-centered care. The standards are organized into six areas of core competencies:

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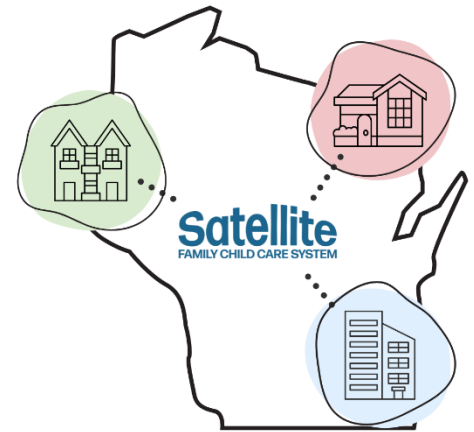
Once a program is accredited, it must continue to meet the Satellite Accreditation Standards to maintain that status. Every 18-21 months, the program participates in a reaccreditation process.

Upward Wisconsin

Satellite now has two **Upward** programs.

- ✚ Upward Milwaukee (sponsored by Milwaukee Succeeds)
- ✚ Upward Madison (sponsored by the city of Madison)

Upward programs are designed for family child care centers who are not yet ready or interested in participating in Satellite's accreditation system but who might benefit from receiving Satellite's extensive supports.



Participants receive information, resources and support needed to understand, implement and sustain quality early childhood programming

Upward Goal #1

Achieved through:

- > Satellite consultant assigned to the program; supportive monthly+ visits. Available as-needed for additional support and resources. This individualized work centers on meeting program's needs and desires for support; meeting regulatory guidelines, and beginning alignment of program to quality standards.
- > Virtual and in-person professional learning opportunities (80+ hours available annually)
- > Loan program -- equipment and curriculum units
- > Resource library
- > Child developmental screening and assessment tools
- > Program assessment tools

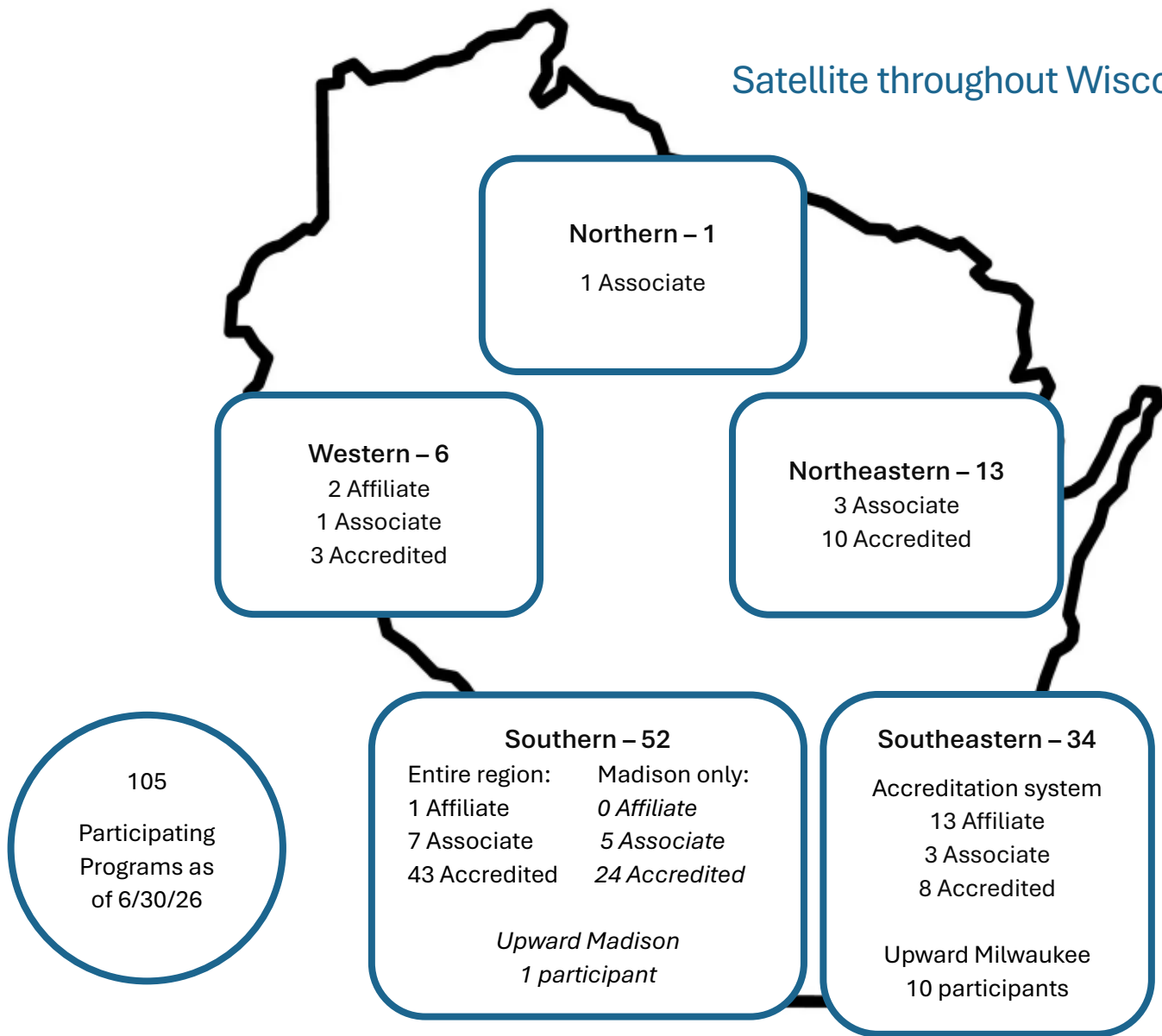
Increase program stability and educator wellbeing through building community among local family child care program educators.

Upward Goal #2

Achieved through:

- > Support group
- > Social gatherings
- > Annual educator appreciation event
- > Intentional connections made between educators with consultant assistance.
- > Mentoring program

Satellite throughout Wisconsin



Accreditation System Program category movement April - June 2026	New affiliate programs	New associate programs	Newly accredited programs	Newly reaccredited	Left Satellite**
YoungStar Region: Southern*	0	2	1	9	1
City of Madison*	0	1	1	4	0
YoungStar Region: Southeast	3	1	2	0	0
YoungStar Region: Western	1	0	1	0	0
YoungStar Region: Northern	0	1	0	0	0
YoungStar Region: Northeast	0	0	1	1	2
Total	4	4	5	10	3

* Data for the city of Madison is pulled out separately and also embedded in the data for the Southern region

**Programs leave Satellite for a variety of reasons. This quarter 1 associate level program and 2 accredited programs left:

- All left voluntarily for the following reasons:
 - 1 program owner retired after 19 years of Satellite participation
 - 1 program owner closed their program for health reasons
 - 1 program owner closed their program to pursue a different role in early childhood education

Satellite Support Services



Consultation and Support

Satellite is a strength-based model, working on increases in quality from each program's unique starting place while simultaneously supporting programs so that they have the resources, knowledge, and community they need to have a successful, sustainable family child care business.

The quality improvement process begins when the family child care program owner completes an application and is accepted into Satellite's system.

- For those pursuing accreditation, the consultant and program owner meet at a minimum of quarterly working on steps to align the program with Satellite's accreditation standards while providing requested supports. After achieving accreditation, the consultant and educator continue to meet at least quarterly to continue this work in a process of ongoing quality improvement and support.
- For those participating in Upward Milwaukee and Upward Madison, the consultant and program owner or staff meet in person monthly and connect as desired between visits. Resources and support provided are customized to each educator's needs, interests and current understanding of quality measures.

	Total 2026	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Accreditation System					
Consultant visits in programs	377	202	175	---	---
Other consultant contacts	3453	1756	1697	---	---
Upward Milwaukee					
Consultant visits in programs	48	23	25	---	---
Other consultant contacts	594	251	343	---	---
Upward Madison					
Consultant visits in programs	1	---	1	---	---
Other consultant contacts	12	---	12	---	---



Play-Based Individualized Curriculum in Family Child Care training



Satellite social gathering at the WFCCA conference



Equipment Loans

Why it matters: Children in settings with developmentally appropriate equipment remain more actively engaged in the program-which leads to better regulation, self-control, and independence.

We offer loans of high-quality equipment. Loans are for 3 or 6 months, depending on the item. Consultants deliver these to the program during visits. Equipment loans are especially useful if the program:

- > Lacks money for purchasing high quality equipment
- > Needs age-specific items for a limited period
- > Lacks storage space for rotating equipment
- > Wants to temporarily offer special items
- > Wants to try something before purchasing it from a store

EQUIPMENT BORROWED	# of items available as of 1/1/26	Q1 2026	Q2 2026	Q3 2026	Q4 2026	2026 total
Play and learning...						
Art	6	2	0	---	---	2
Music	2	2	0	---	---	2
Large motor	71	62	54	---	---	116
Dramatic play	26	26	41	---	---	67
Scientific exploration	29	28	37	---	---	65
Manipulatives	21	24	28	---	---	52
Sensory materials	23	23	23	---	---	46
Furniture...						
Child bookshelves	6	2	3	---	---	5
Shelves and child storage	29	37	38	---	---	75
Tables and chairs	81	57	71	---	---	128
Strollers and wagons	11	10	13	---	---	23
<i>total</i>	305	273	308			581

New in Satellite's equipment loan program



32" x 24" shelves

Calm Nest

an additional Village Store

Curriculum Unit Loans

Why it matters: Children in settings with stimulating, engaging materials develop better physical, cognitive, language, and social-emotional skills. High-quality early education programs rotate materials based on interests and developmental needs.

We offer loans of open-ended, theme-based curriculum units to elevate each program's curriculum development and implementation. They are designed to work with any curriculum and educational philosophy. They provide:

- > STEM, literacy, music, social-emotional, and motor skills activities and items. Most units include a blend of materials supporting multiple developmental domains.
- > A rotation of materials, reducing the need for storage space
- > High-quality materials that may be otherwise cost-prohibitive
- > Fun and unusual items
- > Variety in material types, such as wood, cloth, wool and stone
- > Items embracing and demonstrating aspects of diversity, including cultural, racial, language and family differences
- > Options for groups of children at varying developmental levels

UNITS	# themes	# units	Q1 2026	Q2 2026	Q3 2026	Q4 2026	2026 total
	45	230	81	105	---	---	186

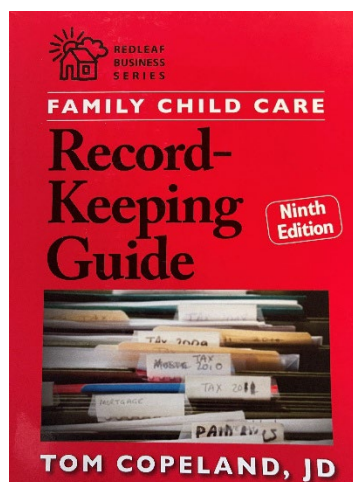
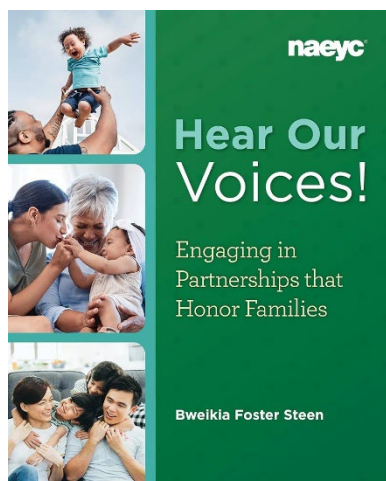
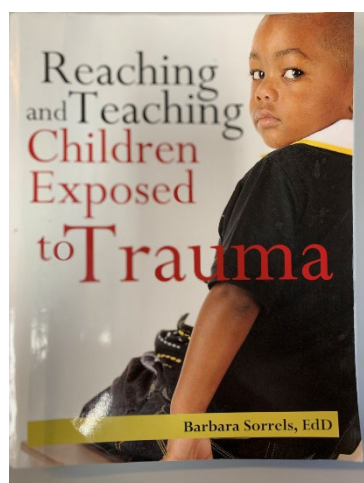


Castle Unit

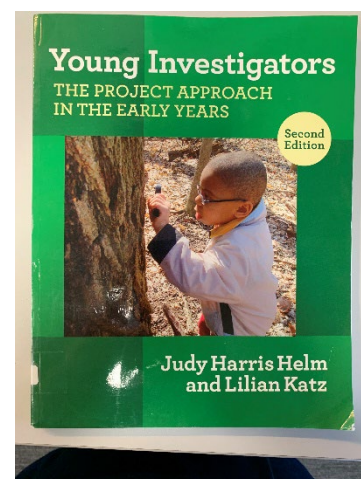
Lending Library

Why it matters: Early childhood education books inspire, teach and motivate educators to continue learning and growing in a specific topic area. Our participants may borrow books from our resource library for 3 months at a time.

RESOURCE BOOKS BORROWED	# available	Q1 2026	Q2 2026	Q3 2026	Q4 2026	2026 total
Activities with children	10	4	6	---	---	10
Art	4	0	2	---	---	2
Business practices	9	3	3	---	---	6
Child development	5	0	1	---	---	1
Child guidance	11	0	1	---	---	1
Community	5	0	0	---	---	0
Curriculum approaches	16	0	0	---	---	0
Developmentally appropriate practices	10	0	0	---	---	0
Diversity, equity and inclusion	12	0	0	---	---	0
Environments	6	1	3	---	---	4
Ethics	2	0	0	---	---	0
Literacy	10	0	0	---	---	0
Nature/outdoors	8	1	3	---	---	4
Observation/documentation	11	1	1	---	---	2
Program quality assessment tools	21	5	3	---	---	8
STEM	10	0	1	---	---	1
Teaching with intention	4	0	0	---	---	0
Trauma	5	2	1	---	---	3
<i>total</i>	159	17	18	---	---	35



A few of our many
resource books
available to borrow



Group Learning Opportunities

Why it matters: To achieve high-quality early childhood programming, educators must understand and implement best practices. The extraordinarily complex work of an early childhood educator requires ongoing updates in key knowledge plus support in implementation. Satellite's group professional development offerings are firmly rooted in early childhood theory and practice in family child care settings.

Professional Learning	Q1 2026	Q2 2026	Q3 2026	Q4 2026	Total 2026
Live hours offered	45.5	15	---	---	60.5
Total live attendees	318	240	---	---	558
Total on-demand views	259	153	---	---	412

Q2 2026 events

Exploring Quality in Family Child Care: Preparing Future Readers Through Print Awareness explored the foundational significance of print awareness in early childhood and offered strategies for scaffolding children's developing pre-literacy skills. Tammy Pineda (Madison Public Library) facilitated this training on Tuesday, April 7 from 1-2 pm. The event took place on Zoom. All family child care educators in the state of Wisconsin were invited to participate. There were 33 participants in attendance.

ECHO de cuidado infantil familiar: Incluyendo a los estudiantes con discapacidades introduced the ECHO® model in a unique learning opportunity offered through Satellite and Waisman Center. Participants learned strategies to support children with a special health or development need through four discussion-based evening sessions conducted in Spanish. Each event included a short presentation on the session topic followed by structured conversation about a specific challenge in an educator's program. Kate Szidon (Waisman Center) facilitated these sessions every other Wednesday from March 4 to April 15 from 6-7 pm. The event took place on Zoom. All Spanish speaking family child care educators in the state of Wisconsin were invited to participate. There were 19, 16, 21, and 15 participants in attendance at each event, respectively.

How to Create an Environment that Supports Children's Ideas AND Maintains Your Boundaries explored how to establish and maintain boundaries and use positive guidance techniques when collaborating with children. The session included video interviews with family child care educators Kathleen Wolfe (Kathy's Kids Home Child Care), Sheri Bishop (Precious Cargo), and Janell Moran (Honeypie Nature Playschool). Grace Eilers facilitated this training on Friday, May 1 from 9:30-12:15 pm. The event took place at the Wisconsin Family Child Care Conference in Green Bay. The conference attracts family and group child care educators throughout the state of Wisconsin. There were 22 participants in attendance.

Understanding Accreditation and the Satellite Family Child Care System explained Satellite accreditation's connection to quality child care, the advantages to be recognized as an accredited program, the process of becoming accredited, and additional benefits for child care programs participating in Satellite. Laura Simkin facilitated this training on Friday, May 1 from 2:15-3:30 pm. The event took place at the Wisconsin Family Child Care Conference in Green Bay. The conference attracts

family and group child care educators throughout the state of Wisconsin. There were 6 participants in attendance.

Spark Curiosity: Loose Parts for Lifelong Play explored the powerful role loose parts play in supporting children's creativity, problem-solving, critical thinking, and social-emotional development. The course featured hands-on experiences with open-ended materials and space for reflection. Kathleen Wolfe (Kathy's Kids Home Child Care) and Jen Jorgensen facilitated this training on Friday, May 1 from 2:15-5 pm. The event took place at the Wisconsin Family Child Care Conference in Green Bay. The conference attracts family and group child care educators throughout the state of Wisconsin. There were 20 participants in attendance.

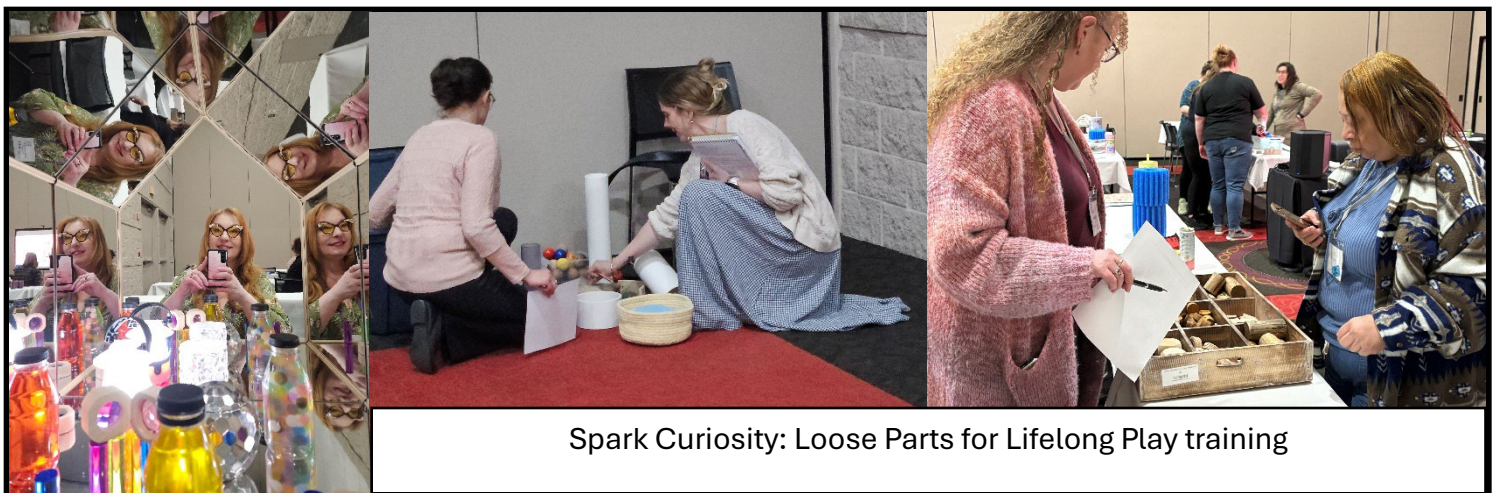
Incorporating Sensory Experiences That Meet the Needs of All Learners explored how children's unique sensory preferences influence learning and how to offer engaging sensory play for a mixed-age group through intentional planning, high-quality interactions, and self-reflection. Stephanie Winkel and Grace Eilers facilitated this training on Saturday, May 2 from 11-12:15 pm. The event took place at the Wisconsin Family Child Care Conference in Green Bay. The conference attracts family and group child care educators throughout the state of Wisconsin. There were 20 participants in attendance.

Exploring Quality in Family Child Care: How Large Motor Play Supports Executive Function explored the physiological components of large motor play and executive functioning and offered strategies for adapting activities and the environment to promote large motor play that supports children's memory, regulation, and flexible thinking. Occupational therapist Gretchen Becker-Crabb facilitated this training on Tuesday, May 12 from 1-2 pm. The event took place on Zoom. All family child care educators in the state of Wisconsin were invited to participate. There were 45 participants in attendance.

Exploring Quality in Family Child Care: Child-Directed Play explored the components of meaningful child-directed play and introduced strategies for assessing the amount of child-led learning throughout the day and how to best support children's meaningful play. The event featured a video interview with family child care educator Janell Moran (Honeypie Nature Playschool). Grace Eilers facilitated this training on Tuesday, June 9 from 1-2 pm. The event took place on Zoom. All family child care educators in the state of Wisconsin were invited to participate. There were 23 participants in attendance.



Many Satellite trainings are available on [Satellite's YouTube Channel](#). This allows all early childhood educators free access to our trainings at a time most convenient for them. Between its inception mid-2024 and June 30, 2026, Satellite's professional learning recorded webinars have a total of 2,106 views. There are currently 55 trainings available (37 in English, 18 in Spanish).



Spark Curiosity: Loose Parts for Lifelong Play training

Outreach

April - June 2026

Satellite provided information about our supports for family child care programs, Satellite's accreditation system, and Upward Milwaukee at the following events this quarter:

- ✚ April 11. Milwaukee Succeeds' Week of the Young Child event at ThriveOn King in Milwaukee
- ✚ May 1-2. WFCCA Annual Conference in Green Bay
- ✚ May 6. YoungStar Connect biannual staff meeting in Waukesha
- ✚ June 5. Milwaukee Early Childhood Coalition meeting, virtual
- ✚ June 25. Satellite Advisory Committee Meeting, virtual

WFCCA Conference
exhibit table



Satellite Representation and Collaborations in 2026

Satellite staff participate in regular group conversations with agencies, coalitions and organizations across the state, each with their unique focus related to supporting early childhood educators. In 2026, Satellite is engaged in the following groups:

- **Wisconsin Family Child Care Association (WFCCA)**—Laura Simkin, Satellite Associate Director
- **Be Heart Madison—Community Pyramid Model Implementation**—Mykenzie Lerg, Satellite Accreditation Consultant
- **Milwaukee ECE Coalition**—Rachel Halstead, Satellite Accreditation and Upward Milwaukee Consultant; Laura Simkin, Satellite Associate Director
- **Wisconsin Early Childhood Action Needed (W.E.C.A.N)**—Jen Jorgensen, Satellite Accreditation Consultant
- **Spanish-speaking ECE Agency Professionals group**—Estella Vargas, Satellite Accreditation Consultant
- **Child Care and Education System Directors Meeting**—Amy Christianson, Satellite Director
- **Farm to ECE Workgroup**—Stephanie Winkel, Satellite Accreditation Consultant

We have deep appreciation for all these collaborative efforts focused on the critical work of supporting early childhood professionals.



Partners

Funding Satellite's Accreditation and Support Services

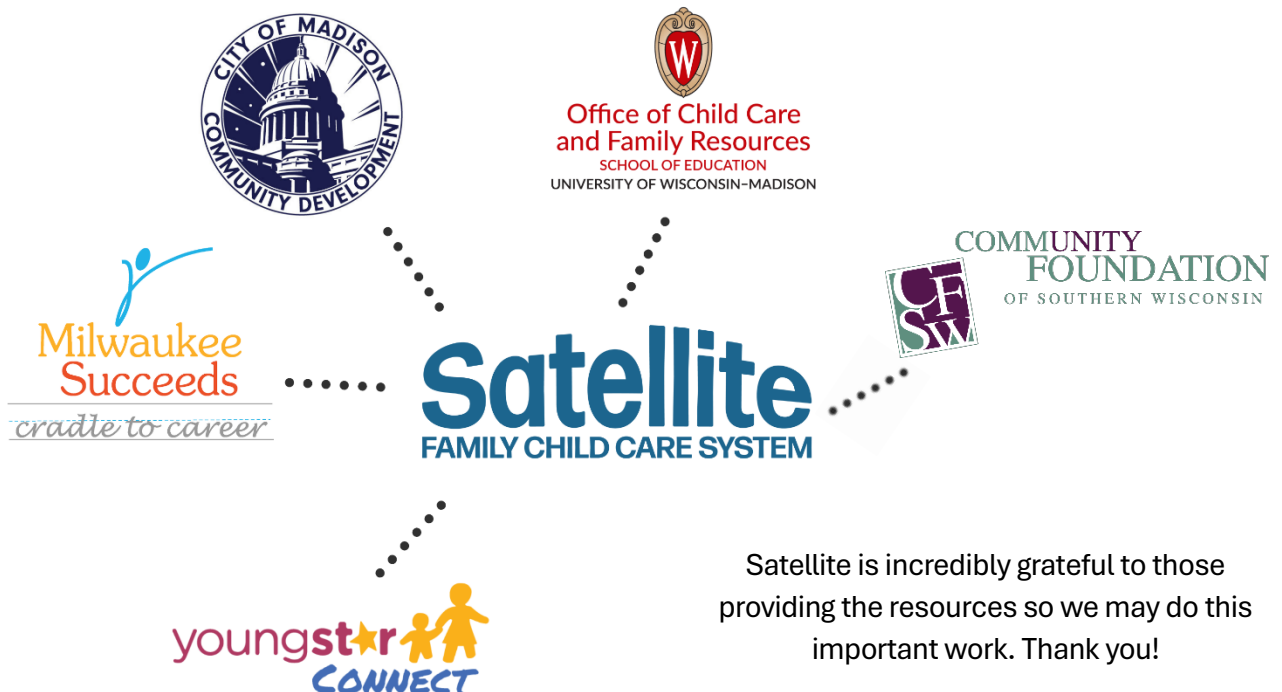
City of Madison: For decades, Satellite has contracted with the city's Child Care Unit to provide accreditation and support for family child care programs in Madison. The city offers additional support to our participants, including stabilization funds to increase the income of programs who are taking low-income families. In 2026, the City of Madison began sponsoring the new Upward Madison program, providing Satellite's supportive services to 10 programs in Madison that aren't interested or ready for the accreditation system.

Community Foundation of Southern Wisconsin: This regional foundation, representing community needs in Crawford, Grant, Green, Iowa, Lafayette, Rock, Sauk, Vernon and Walworth counties, granted Satellite funding for several of our professional learning events between December 2025 and October 2026.

Milwaukee Succeeds: In October of 2025, a new partnership was launched between Milwaukee Succeeds and Satellite-focused on a pilot project "Upward Milwaukee". The funding provided allows Satellite to serve an additional 10 programs in Milwaukee, focused on quality improvement, support accreditation readiness. Additionally, funding includes two in-person Milwaukee professional learning events annually.

Shine Early Learning: In 2023, YoungStar Connect brought together many of Wisconsin's early childhood agencies, including Satellite. Satellite receives funding through this partnership for the accreditation and support of 90 family child care programs outside of Madison. This funding is pivotal in Satellite's ability to serve outside of Madison and throughout Wisconsin.

University of Madison – Office of Child Care and Family Resources (OCCFR): Satellite and UW-OCCFR have a long-standing relationship. UW-Madison students, staff and faculty are eligible to receive an enhanced family referral process when looking for child care within Satellite's participating child care programs. UW-OCCFR provides additional funding to Satellite for our accreditation and support services, funding for Satellite staff and program professional development, and regular gifts to our programs.



Satellite is incredibly grateful to those providing the resources so we may do this important work. Thank you!

Group Events for our Educators

April – June 2026

Why it matters: Professional communities are spaces to socialize with, learn from, feel connected to, and lean on other family child care educators. Social connections lower work-related stress and boost professional identity. We offer opportunities for our participants to grow their social network, providing solidarity and outlets for celebrating successes via support groups, social gatherings and educator appreciation events. Our events honor the work that family child care educators do every day.

Appreciation Dinners, Western region (April 10), **Southern region** (May 13), and **Southeastern region** (June 17): local family child care educators joined with Satellite staff and Satellite partners for a nice dinner and gifts of appreciation. These dinners are times when we demonstrate great respect and appreciation for the tremendous skill, hard work, and dedication of Satellite participating family child care program owners and their staff.



Southeast region
appreciation dinner 2026

Support groups

Sojourn—Satellite’s longest support group in existence, Sojourn began decades ago in Madison. The group is entirely peer-run. It rotates between participant homes monthly. Its shared leadership model intentionally builds relationships and provides direct support to educators needing advice and group-problem solving. Members report that their connections with Sojourn have helped them persist in their career in the hardest times. Sojourn’s unique shared leadership style led to the creation of a published book on shared leadership in early childhood communities.

Unity Circle-Per request of our Milwaukee area participants, Satellite has started a new support group for the southeast region, meeting at the Village of West Milwaukee Community Center. The group meets the second Thursday of each month, focusing on educator wellbeing, group problem-solving, sharing resources and creating a deeply supportive local community all during a shared meal. It maintains a shared leadership style of 2 Satellite staff-consultant Stephanie Winkel and associate director Laura Simkin—and 5 Satellite program owners, guiding the group’s format and focus.

Noche Latina: An event for Spanish-speaking, Satellite affiliated family child care educators held at Satellite’s office the second Wednesday of the month. Noche Latina aspires to build a network of supportive relationships. Events include socializing, meeting new educators, networking and brief Satellite updates. Fun together is always at the top of the agenda. Satellite consultant Estella Vargas leads this group. Educators share food, stories and relax together.

2026 Surveys of Programs

Enrollment Data

Results from 98% of Satellite family child care programs in Q2

All Satellite programs	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Children in Satellite programs	735	783	---	---
Recipients of Wisconsin Shares	242 (33%)	310 (39%)	---	---

City of Madison data	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Children in Satellite accreditation system programs	168	162	---	---
Recipients of Wisconsin Shares	39 (23%)	37 (22%)	---	---

City of Milwaukee data	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Children in Satellite accreditation system programs	128	140	---	---
Recipients of Wisconsin Shares	110 (86%)	123 (88%)	---	---
Children in Upward Milwaukee programs	79	112	---	---
Recipients of Wisconsin Shares	60 (76%)	92 (82%)	---	---

University of Wisconsin–Madison data	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Children 0-1 years old with a parent who is UW-staff	5	6	---	---
Children 2 years old with parent who is UW-staff	4	3	---	---
Children 3-5 years old with parent who is UW-staff	6	3	---	---
Children 6-12 years old with parent who is UW-staff	0	1	---	---
Children 0-1 years old with a parent who is UW-faculty	6	4	---	---
Children 2 years old with parent who is UW-faculty	0	0	---	---
Children 3-5 years old with parent who is UW-faculty	1	3	---	---
Children 6-12 years old with parent who is UW-faculty	0	0	---	---
Children 0-1 years old with a parent who is a UW-student	5	4	---	---
Children 2 years old with parent who is a UW-student	4	2	---	---
Children 3-5 years old with parent who is a UW-student	5	3	---	---
Children 6-12 years old with parent who is a UW-student	0	0	---	---

790

Number of children in Satellite-participating programs

39%

of the 790 children in Satellite programs utilize Wisconsin Shares tuition assistance.

Family Referral Data

We support Satellite accredited programs by connecting family child care programs with families looking for high quality early care and education through our referral system. Families may choose to complete the "Find Satellite accredited family child care programs" referral form on [Satellite's website](#), call or email us. Families contacting Satellite receive a list of all Satellite accredited programs and the openings list.

Total* referrals connecting families to Satellite program child care openings

All Satellite Programs	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Referrals to families	38	38	---	---
Total children needing child care	42	21	---	---

University of Wisconsin-Madison data*	Q1 2026	Q2 2026	Q3 2026	Q4 2026
UW students	8	10	---	---
UW staff	18	11	---	---
UW faculty	2	3	---	---
UW hospital	6	6	---	---
Total children needing child care	26	18	---	---

*Some families have multiple associations and are included in each disaggregated category. These families are listed once in the total number of referrals.

Paying for Child Care – *Data based on family referrals*

Families seeking child care and planning to use tuition assistance	Q1 2026	Q2 2026	Q3 2026	Q4 2026
Child Care Tuition Assistance Program (UW-OCCFR)	3	4	---	---
City of Madison child care assistance	1	0	---	---
Wisconsin Shares	2	0	---	---
No plans to use tuition support	33	34	---	---

Child age and desired schedule for child care openings		Q1 2026	Q2 2026	Q3 2026	Q4 2026
0-2 years old Total: 60	0-2 years old part-time schedule	5	12	---	---
	0-2 years old full-time schedule	13	10	---	---
	0-2 years, either full or part time schedule	12	11	---	---
3-5 years old Total: 7	3-5 years old part-time schedule	3	2	---	---
	3-5 years old full-time schedule	5	3	---	---
	3-5 years, either full or part time schedule	1	3	---	---
6+ years old Total: 2	6+ years old part-time schedule	0	1	---	---
	6+ years old full-time schedule	2	0	---	---
	6+ years, either full or part time schedule	1	0	---	---

Family Child Care Profession Deep Dive

Formal Education

as of 6/30/26

Level of higher education completed	Accreditation system		Upward Milwaukee	
	program owners		program owners	
Any higher education	86	96%	10	100%
ECE courses	80	89%	10	100%
Non-ECE courses	69	77%	6	60%
At least 1 credential, associate or bachelor's degree	82	91%	8	80%
At least 1 credential, associate or bachelor's degree in ECE or related field	72	80%	8	80%
ECE credential or higher	83	92%	8	80%
CDA or higher	57	63%	5	50%
Associate degree or higher	57	63%	5	50%
Bachelor degree or higher	33	37%	1	10%
Master's degree	5	6%	1	10%
Higher education completed by subject focus				
Associate's degree* +	38	42%	5	50%
Associate's degree in ECE or similar focus	28	31%	4	40%
CDA-Child Development Associate degree	3	3%	0	0%
Bachelor's degree ++	33	37%	1	10%
Bachelor's degree in ECE or similar focus	13	14%	0	0%
Bachelor's degree in education (DPI teaching degrees)	4	4%	0	0%
Master's degree +++	5	42%	1	10%

*Four of our program owners hold two associate degrees each (not double majors)

+Associate degrees in subjects other than early childhood education include Transportation; Health Care Administration; Medical Assisting (2); Accounting (2) ; Business (3); Human Services; Administrative Assistant-Secretarial; Veterinary Technician; Arts

++Bachelor degrees in subjects other than early childhood education or education include Accounting (3), Biology, Business Management (3), Criminal Justice, Drawing, English, Theater (2), Graphic Design, Linguistics-Interpreting and Translation, Social Work, Women's Studies, Developmental Psychology, Sociology, Nursing Assistant, Exercise Science, Therapeutic Recreation

+++Master degrees in: Education-Early Childhood specialty; Education-Administrative Leadership; MFA-Painting; Bilingual Education: Human Resources Management

Completed Credentials	Accreditation system program owners		Upward Milwaukee program owners	
Family Child Care	29	32%	2	20%
Infant Toddler	35	39%	3	30%
Preschool	32	36%	3	30%
Afterschool and Youth Development	0	0%	2	20%
Administrator	20	22%	2	20%
Leadership	4	4%	0	0%
Program Development	7	8%	1	10%
Diversity	2	2%	0	0%
Inclusion	6	7%	1	10%
Supporting Dual Language Learners	6	7%	0	0%
Nature-Based Early Childhood Education	7	8%	0	0%
total	148		14	
At least 1 credential	61	68%	6	60%
1 credential	17	19%	3	30%
2 credentials	18	20%	1	10%
3 credentials	11	12%	0	0%
4 credentials	9	10%	1	10%
5+ credentials	3	3%	1	10%

Satellite program owners exemplify the ideal of lifelong learning, with the following degrees and credentials currently in progress:

Accreditation System

- ✚ Credentials: 8 credentials are currently in progress—Family Child Care; Administrator (6); Preschool
- ✚ Associate degree: 7 working towards associate degrees in early childhood education, 1 Licensed Practical Nurse
- ✚ Bachelor degree: 6 working towards bachelor's degrees in: Early Childhood Education (3); Community Engagement with Child Care minor; and Social Work (2).
- ✚ Master degree: 4 working towards master's degrees in: Special Education; and Education in Early Childhood Education Policy; Education; Early Childhood Education

Upward Milwaukee

- ✚ Credentials: 1 credential are currently in progress—Administrator
- ✚ Associate degree: 4 working towards associate degrees in Early Childhood Education
- ✚ Bachelor degree: 1 working towards bachelor's degrees in Elementary Education

Satellite Family Child Care Program Owner Demographics

as of 6/30/26

		Accreditation System		Upward Milwaukee	
		#	%	#	%
Race	White/Caucasian	48	54%	1	10%
	Black/African American	17	19%	8	80%
	Asian	1	1%	0	0%
	American Indian/Alaskan Native	1	1%	0	0%
	Native Hawaiian/Other Pacific Islander	0	0%	0	0%
	Multi-racial	8	9%	1	10%
	Balance/Other	0	0%	0	0%
	Prefer not to answer	14	16%	0	0%
Ethnicity	Hispanic or Latino	20	22%	0	0%
	Not Hispanic or Latino	67	75%	10	100%
	Prefer not to answer	2	2%	0	0%
Gender	Female	88	99%	10	100%
	Male	0	0%	0	0%
	Non-binary	0	0%	0	0%
	Transgender	0	0%	0	0%
	Prefer not to answer	1	1%	0	0%
Age	18-29 years old	4	4%	0	0%
	30-59 years old	76	85%	9	90%
	60-74 years old	9	10%	1	10%
	75 and older	0	0%	0	0%
	Prefer not to answer	0	0%	0	0%
Disability status	Disabled	2	2%	0	0%
	Not disabled	82	92%	10	100%
	Prefer not to answer	5	6%	0	0%
Household size	1	9	10%	1	10%
	2	25	28%	5	50%
	3	18	20%	1	11%
	4	19	21%	3	30%
	5	11	12%	0	0%
	6+	4	4%	0	0%
	Prefer not to answer	3	3%	0	0%

Not currently reporting on Upward Madison demographics as the sample size is too small for anonymity