



## Background for the Review

Incubation is a support process that nurtures the development of beginning and emerging companies through a range of resources and services. The primary goal of a business incubator is to produce organizations that will leave the incubation program as a self-supporting organization during the start-up period when they are most vulnerable (Barrow, 2001, p. 14; Aernoudt, 2004; Hackett & Dilts, 2004). The primary reason for beginning and emerging organizations to join an incubator is to build success (The Balance Careers, 2018). The balance careers website (thebalancecareers.com) (8-2019-7100)

The earliest incubation programs focused on a variety of technology and service firms. In fact, it is generally accepted that the earliest business incubator in the United States was established in 1959 at Batavia, New York (Hackett & Dilts, 2004). New incubator programs have targeted programs to support the needs of women and minorities, telecommunications, and education (Allen & Rahman, 1985). The incubation model has been adapted to meet a variety of needs, from promoting commercialization of university technologies to increasing employment in economically distressed communt

last the amount of time (and money) required to properly nurture the business in its developing stages (Barrow, 2001; Hacket & Dilts, 2004). The risk involved in moving these companies to thrive and become self-sufficient is many times far outweighed by the probability of their failing or taking longer than expected





Mayor's early literacy initiative, developed a framework for a comprehensive quality support system for existing child care practitioners within the community. This framework provides child care practitioners with access to new research that can be put into practice in the classroom.

### **Objectives of This Review**

The primary goal of the Virtual School Readiness Incubator Model (VSRIM) is to accelerate the formation, growth, and success rates of early child care and learning programs in our community. This review will help to shape current efforts in the design of capacity-building efforts and support for current early child care centers. This review will draw upon research and best practices from business and education to transform existing early childhood programs into consistently rated high-quality programs to improve all children's readiness for school. To accomplish this task, this review is committed to address the qualities that are derived from existing literature concerned with the best business practices of business incubator models and charter schools to improve young children's school readiness. This review will expand the knowledge base for resources and support for early child care center teachers and staff to create optimum conditions for the future academic success of their young students.

Critical to the implementation definition of an incubator is the technical assistance and the management consulting adapted to these organizations. Typically, incubators provide access to office space with flexible leases that offer basic business services and equipment. In addition, the incubator will have technology support services and financial assistance necessary for company growth. The earliest incubation programs focused on a variety of technology and service firms. However, modern incubators have targeted programs to support the needs of women and minorities, telecommunications, and education (NBIA, 2007). This incubation model has been adapted to meet a variety of needs, from promoting commercialization of university technologies to increasing employment in economically distressed communities to serving as an

investment vehicle (Barrow, 2001).

Development of the Virtual School Readiness Incubator Model (VSRIM) used current business incubators and charter school models to learn and apply best practices and lessons learned for success. Incubation is a support process that nurtures the development of beginning



what needs to be done to increase access to needed tools, strategies, and support?

4. How can existing resources be leveraged and accessible systems of support be improved?
5. How will efforts be assessed and results used to improve both individual program performance and the performance of the readiness support system itself? (FIE, 2006)

### *Characteristics of the Population*

For child care centers to become providers of consistently high-quality early care and learning, early child care practitioners need concrete examples from the real world. The Don Brewer Early


Although the business incubators described above utilize different business models and serve different clients, each incubator has similar infrastructures to increase interest in private and political involvement and support, stimulate client activity, and establish standards that are flexible for incubator growth and development. Focusing on the process of incubation rather than on the incubator facility and its design will help draw attention to the underlying attributes of successful new venture development in an incubator environment (Hackett & Dilts, 2004).

The set of guiding principles derived from the research review on business model incubators is as follows:

- Develop a screening process.
- Provide a clear vision and expected outcomes for clients.
- Develop a plan for support and assistance that is aligned with the phases of growth and development of a new center.
- Provide consistent mentoring.
- Ensure diversity in committee membership.
- Focus on networking.
- Celebrate a center's completion of the incubator process through a recognition ceremony.

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