

TRAINING AND QUALITY COMMITTEE

March 9, 2009

Meeting Summary

ATTENDEES: Kim Ashley, Bev Briggs, Kim Cardona, Kim Cullinan, Pam Deardorf, Pam Dunn, Pam Everitt, Merrily Haas, Linda Nelson, Dawn Norris, Gayle McMurria-Bachik, Colette Brown, Patsy Kohout, Kathy Suebert, Sonja Svenson, Rosetta Wangerin, Bobbie Weber.

MINUTES - Corrections

Add Patsy to the list of attendees for January meeting

ANNOUNCEMENTS

- Pam Everitt – the teen parent program in Redmond is going to move to the high school campus. Janet Price and Pam are going to do a site visit which may be approved for a teen parent program starting Fall 2009.
- Bev – February 20 RRCAN training of trainers had 23 attendees; total of 173 RRCAN trainers statewide. Additional eight in Spanish, one in Vietnamese, one in Chinese.
- Merrily – OAEYC Spring Conference will be April 24-25. Specifically encouraging frontline staff and providers that are using the Virtual Degree program for professional advancement. Both Bobbie and Dawn are on the agenda with additional professional development information. Future focus of Merrily's work will be on planning and working in communities for the Virtual Degree program. Using conference calls to solidify community teams in the next couple of weeks.
- OACCD Spring Conference – Colette, the conference is this week, Wednesday thru Friday. Theme is on legal aspects of center-based care. Conference is at Agate Beach.
- OSU/Stewart Trost project – Bobbie reported about a year ago on a proposal that Stewart Trost submitted; he will talk about it at the April 1 Child Care Research Partnership meeting. Came to OSU two years ago from Kansas; is an expert in obesity in children. Piloted a curriculum for family child care providers on food and nutrition. Based on this pilot, has gotten a three or four year grant on development for a curriculum for Oregon based on one developed for center-based care. Project is a partnership with the CCR&Rs and OSU Extension Service. Most interesting thing about the curriculum is that it is inter-generational. Provider will also be working on their own nutrition. Will be piloted in four areas of the state. She will keep TQCmembers posted on this model demonstration grant. Grant is from the USDA – result will be family child care curriculum that is validated and tested. Will be both demonstration and control groups in the pilot – Stewart will need advice on what screening needed to determine both these groups.
- Head Start/Early Head Start – Gayle – Governor's Recommended Budget included some expansion for Head Start and Early Head Start; now, there is a cut of one and one/half percent cut in both programs for 2007-09. Not sure if there is an expansion or a cut in 2009-11. The federal stimulus may help with some of the cuts as there is no non-supplantation clause.
- Infant/Toddler and Director Credentials – Patsy – last meeting we talked about field testing the two state credentials (Infant/Toddler and Director). We have seven infant/toddler field testers; five directors that are field testing. Giving a short presentation at OACCD conference Wednesday on both credentials. Will bring the group up-to-date at next TQC meeting.
- LBCC/Center Director Certificate – Pam Dunn reported that Linn-Benton is launching a child care center director certificate which dovetails with the statewide Director Certificate. Working out the bugs; will be 12 college credits for people who see it as a career path. Linda Nelson is one of the instructors.
- Child Care Licensing Credential – Four years ago Kitty Lake and Linda Nelson discussed the development of this credential for licensing specialists. The Child Care Division is within a year of signing off on the first licensing staff. Have been working with the National Association of

Regulatory Authorities as they see Oregon as a pilot. Eventually would like to see it embedded in the Oregon Registry; may need additional funding to make those connections.

- Commission for Child Care, Report to the Governor – Rosetta stated the report on the status of the child care system has been sent to the printer with a release date of March 9. The contractor, Meadowlark Communications, has also provided an Executive Summary. Commissioners received a tremendous amount of feedback, more than any other year. For the first time in the Commission's history, an interim report in 2010 will be released to update on 2009 legislative changes and what is happening in the child care system given the economy.

OLD BUSINESS

- Oregon Registry Steps Document – Patsy shared the final version; will go to printer in the traditional buff color with the revised date. So many people to thank on this document; probably the most input ever received. There are no substantive changes, but much more standardization of the format and significant decrease in acronyms – by request of many child care providers. Next step is the roll-out through the CCR&R system, mentors, Starting Points trainers, and on the OCCD website (which will always have the most current version). Rosetta – the timing on this is perfect with the launch of the EQUIP initiative. Bobbie- on footnote 5 you explain the degrees – you will revise when we have credentials? Yes. This still is not a pretty document, but it is a usable tool. The next version will be a more visually appealing document.
- Child Care Health and Safety Curriculum – Bev – in the process of surveying child care providers as to the utility of the CCHS handbook. Have also looked at the training and are looking at a couple of different models – more foundational training (either longer modules or a series of modules). Also looking at a Set 2 training that expands on the basic CCHS. Rosetta – are we including all the CCR&Rs in the survey? Kim A – CCR&Rs don't turn in their rosters anymore and we have issues with confidentiality of the database. We are going to use the 2007 rosters and our progress reports to get specific providers (a sample of both family and center-based care). Bev – we also are using a survey monkey and posted it in the Oregon Family Child Care Network newsletter, The Link, Spring issue. Should have the survey results compiled in about six weeks. Dianna Pickett is collating the information. Rosetta – when we did the Market Rate survey we got different information between written surveys and telephone calls, so just want to make sure we cover all areas of the state.
- Commission for Child Care, Report to the Governor and 2009 Legislature – covered in the announcements.
- Statewide Mentoring Program – small group has been working on transformation of the mentoring program into the Oregon's Registry Campaign and alignment with the EQUIP initiative. Worked on short term outcomes with three ways to target new activities: 1) increase number of providers on the Oregon Registry 2) increase number of providers above step 3 on the Oregon Registry and 3) increase the percentage of providers who advance to a higher step. Using the Oregon Registry to document provider education and training is the overall goal of Oregon's Registry Campaign. Communication just went out to the CCR&Rs on the transition from mentoring to the Oregon's Registry Campaign.

Bobbie – two things relevant to TQC members regarding this transformation. 1) there was a small group that was working on the 'language' of professional development. Decision to use the NCCIC language as the standard – so will use their definitions of mentoring, coaching, consultation, and technical assistance. 2) We did not say that we don't need a mentoring program, but it currently doesn't fit our needs. By moving to the Oregon's Registry Campaign it fills the goal of getting providers on the Oregon Registry. We need to move from one-to-one mentoring to a more CARES-like project that gets more providers into support groups onto the OR. For two years, we are going to use the resources that were dedicated to the mentoring program and then transition back to mentoring and a training structure that supports more skill-based and follow-up training.

Dawn – we need to be cognizant that we are no longer calling it the Statewide Mentoring Program, but Oregon’s Registry Campaign. Linda – it would be cool if there was a document that providers could post that shows their step on the Oregon Registry, and/or if you get all your staff on the Oregon Registry, then a special award or certificate that can be posted in your facility. Bev – it will be important that we look at the standards for technical assistance. The Professional Standards Subcommittee can build those standards – make sure staff have an orientation and receive the type of training needed for the Oregon’s Registry Campaign. Rosetta – why are we just providing incentives for Step 4 and above instead of Step 3? Dawn – there will be a carrot (cash incentive) out there for providers which will make job of the ‘campaign’ staff easier in working with providers. Pam Dunn – we created a certificate for Benton CARES (Pathways) to show their progress on their professional development. We encouraged parents to look for their certificate. Rosetta – will we need time on the May agenda to discuss this again? We won’t meet in June if the need is not there. Dawn – we will bring info if it was needed.

FOCUS DISCUSSION – Professional Development System

- Education and Quality Investment Partnership (EQUIP) – original workgroup of Heidi McGowan, Tom Olsen, and Mary Louise McClintock (Oregon Community Foundation) met to discuss investments in child care professional development in Oregon. The workgroup has grown and is now called Strategic Investments. Recognized up front that the biggest barrier to professional development and entry on the Oregon Registry is no incentives – no ‘what’s in it for me.’ If we look at Oregon overall we have two systems to track progress for Oregon: 1) facility level – Quality Indicators, and 2) individual level - The Oregon Registry. What is missing is the strategy for facilities and providers to make their quality improvements. Strategic Investments is working on the incentives piece of the puzzle.

Dawn shared a simple model of EQUIP (formerly known as Tom’s Concept Paper). The most current version can be found at:

http://www.employment.oregon.gov/EMPLOY/CCECC/popularity_boxes/EQUIP_Summary.doc

With the Oregon Registry Training and Education Database as the foundation, there is a two-pronged approach to EQUIP (invest in) both individuals and facilities simultaneously:

- Individuals – provide incentives to enrollment on the Oregon Registry and continue those incentives as the provider/educator moves up the steps.
- Facilities (both center-based and family home) – develop a model that encourages facilities to be ‘partner ready.’ Leverage state or local dollars for facility improvements that could lead to purchase of infant/toddler and school age slots, Head Start placements, and EI/ECSE placements.

Original concept paper has a number of deliverables with aggressive timelines to build the foundation for EQUIP. Individual incentives will be for CDA (step 7) and AA (step 9) plus incentives to get from Enrolled, Steps 1 and 2 to get to Step 3. Incentives are there for two reasons: equity and encouragement. Goal is to get to a tipping point where getting on the Oregon Registry is normalized and it will become a requirement for licensing (which is a rule not statutory change). Dawn – we need to show legislators that the majority of providers are already on the Oregon Registry and it isn’t a stretch for other providers to get there. Bobbie – another goal is a culture change for both individuals and facilities regarding professional development and quality indicators; change attitudes about the work the child care providers do and how they care for children. Pam Deardorf – we are providing not only incentives but continued funding for movement on the Oregon Registry steps. Bobbie – would like to see Head Start and the early childhood system as one system, which fits with the Obama administration’s vision; build systems that are good for all children not just some children.

- 'Partner Ready' Facilities – as a subset of the EQUIP initiative, Dell and Rosetta are chairing a group that is working on the 'center of excellence' model to move facilities to a level that is not quite accreditation, but is a very high quality facility that would be partner ready. Linda – a workgroup continues to meet on the Head Start/Child Care Division rules crosswalk. There are many areas where child care rules do align with Head Start standards. Dell and Rosetta are also cross-walking the Essential Elements to Head Start and child care rules; bringing in work that has been done in the past so we don't reinvent the wheel.

Child Care Division is contracting with Western Oregon University, Teaching Research Institute, to work on the 'center of excellence' model which will be built on the Child Care Structural Indicators of Quality. TRI will staff the work group that Dell and Rosetta are chairing. They will provide all the documentation to start a field test of the model in September and take it statewide in January 2010. Bobbie – we aren't using the term 'center of excellence' because we don't have the money to measure whether 'excellence' is there. We have to be careful with our language when we talk to providers and parents about quality. We don't have the money to have highly skilled, trained, reliable people observing facilities, so we are putting our money into facilities and staff. We are using a research base to say there is a 'high level of probability' that a facility meets very high structural indicators of quality when we designate it as 'partner ready.' We will use the QI and other research based standards. Self-reporting is not very accurate, which is why we are using QI and the Oregon Registry has measurements. Linda – we will know clearly what the gaps are between Head Start standards and licensing standards. We will work on those gaps to get facilities from basic licensing to 'partner ready.'

Patsy – the way we are linking the systems of support is the concept of a facilitation accreditation project. We are raising the bar by putting together the support system to eventually move to higher quality. Bev – the conversation on the facilities model belongs here at TQC, but eventually what will be the process of saying 'yes' or 'no' on the final model – this is what we are going to do – this is the process for approving a facility as partner ready. What is the body that makes final approval of a facility? Bobbie – the Strategic Investments group will approve the criteria for 'partner ready' but approval of facilities is a Tom question. TQC's role was to build the model and make recommendations to the Strategic Investments group, then review and approval by CCECC and Commission for Child Care. Dawn – it is pretty clear to me what TQC's task is and how we proceed.

- Individual Incentives – Depending where the provider is on the Oregon Registry, there will be an Education Award; a small award for Step 3, bigger award for Step 7, and a larger award for Step 9. The Education Awards will be one time dollars for each step, not like CARES where you get dollars every year. It is an incentive to continue to move up the Oregon Registry. There may be a small Education Award between Steps 3 and 7, and Steps 8, 8.5).

There is no intention that for the facilities that there are steps to reach. Tom's vision is that you are either 'partner ready' or you are not (just like you are either accredited or not). Rosetta – how we tell the story, how to accomplish, and what it means to providers? Family child care providers look at themselves as individuals and not as a facility. We need to tell the story so it is meaningful and understandable. Dawn – when discussing this concept with Teaching Research Institute, we also are asking for the 'marketing' piece and strategies to achieve a successful campaign. Also made clear to them that we know what we want, they don't have to figure it out; their job is to develop the criteria based on research, marketing, training, and field testing. Rosetta – yes, we want the partners to drive the model development based on TRI recommendations.

Merrily – are you looking at the criteria for Education Awards for just those who are new to the Oregon Registry. No, we will provide EA's retroactively, but haven't decided how far back we will

go. There will also be criteria such as: must be working directly with or supervising someone who works directly with children; licensed; and in the field for a specific period of time. We really want to make it simple to administer; we don't want to include people who are not working with children directly. Rosetta – being a licensed facility may move some facilities that are exempt to licensed status if they want professional development dollars. Kim – clarify that they are licensed by the Child Care Division because there are many exempt care providers with DHS that think they are certified, therefore licensed, by the state. Bev and Linda – would like to see center directors, especially of large centers, still be eligible for the Education Award.

NEW BUSINESS

- **CCR&R Brand/Message workshop** – Will Novy-Hildesley, Peregrine Strategic Consulting, is going to conduct a one-day training for the CCR&Rs on social marketing, May 27. CCR&Rs will conduct an internal look at their organizations and what the brand promise is for their programs and services. Then they will look at their audiences, develop their core message, and hone in on their identified audiences. Rosetta – the only way we can promote the child care system statewide is through a message that is the same no matter where you are in the state. It would be good if we could do this training for partners. Bobbie – I think it would be more valuable if all the partners did it first and then came to the table for the system. Rosetta – we keep telling legislators that child care has a strong system, but we have trouble talking about it. Patsy – we do have other states that ask us what the name for our professional development system – we don't have one. Other states have TEACH, STARS, SUCCEED, but all are based on a quality rating system not structural indicators like Oregon. Merrily – our professional development system name is the Oregon Registry, we worked on that for quite awhile.

UPDATES FROM SUBCOMMITTEES AND WORKGROUPS

- **Articulation:** The Grant Articulation Summit is in April in conjunction with the Spring OAEYC conference. Of all the community colleges that offer a two year degree in early childhood education, all but one have the Virtual Degree in place and are excepting community based training and/or the CDA for college credit. There is much more recognition of the needs of child care providers by community colleges. There are also some good articulation agreements with Southern Oregon University and Eastern Oregon University that accept the Virtual Degree credits as other than electives. We are making progress even though there is much more work to do on articulation.
- **Family, Friends, and Neighbors:** Lots of irons in the fire. The National Women's Law Center has some new publications out on FFN and unionization. There is also a series of conference calls on FFN being scheduled; April 7 there is a conference call scheduled on this topic.

FFN Training Tracker has been updated. 714 providers have attended orientations; 29 have become licensed providers and 406 have qualified for the ERDC enhanced rate. Rosetta – would really like it to become mandatory that providers who receive subsidy payments attend an orientation. Merrily – SEIU has a bill that does this. Bobbie – we do have numbers from the evaluation that Pacific Research did for FFN about the use of the toolkit; may not get a high enough response rate to have confidence in the numbers. Rosetta – it is clear we are making an impact with this group of providers.

- **Professional Development Standards:** working on a trainer survey for the Oregon Registry trainer program – will report out at the May meeting. Surveyed certified standard, community, and master trainers on training activity and a number of other topics. Will need 15 minutes on the agenda.

- Professional Development Data System – have a very large list of questions regarding the Oregon Registry Training and Education database. Will then take out to stakeholders for feedback; sort through what can be incorporated. List of needs must be to the programmer by June 2009. At this point in time, there is nothing concrete to share in order to get feedback on development. Need to flesh out key decisions and work flow (big process decisions) before it comes to TQC – will bring it here in May for discussion. Will need at least 30 minutes.
- Training Gaps – One new item on workplan: Request for Proposal to develop and First Aid/CPR curriculum that is child care provider specific, can be translated into multiple languages, and allows us to make changes and develop training materials necessary to deliver the training. Training will be based on American Heart Association standards (Red Cross training is based on those standards), OSHA standards, and recognized by the Child Care Division as fulfilling First Aid/CPR licensing requirements. Possibly, the training would be recognized by other organizations and other states (will build that into the Statement of Work).
- Training Review – already talked about CCHS. Currently working on a curriculum that focuses on the social/emotional development of school age children. Have a workgroup that is advising on the content of the curriculum. TOT scheduled on June 18 and 19; will only do one at this point until bugs are worked out of the curriculum. Need to have a name for the curriculum (NOTE: now called Discovering Potentials). Anyone in the school age arena interested in working on this curriculum is welcome to join. Also hatching ideas for a training for child care providers on how they set fees. Bobbie – some of our finders from the market rate study would be helpful. Bev – yes, we used those findings as a motivator for the training. Also working on 60 hours of training for a Certified Family Child Care Training Series based on the Director Training Series. The setting fees training will be part of the CFCC Training Series.

May Co-Facilitator: Pam Deardorf

May Timekeeper: Sue Norton

May Taskmaster: Kim Williams

2009 meeting dates: June 8 (if needed), September 14, November 9

Agenda Items:

EQUIP project update

Infant/Toddler and Director Credentials status and update

Oregon's Registry Campaign status and update

Oregon Registry Training and Education Database – 30 minutes for feedback on development

Oregon Registry Trainer Survey – 15 minutes