

**Training / Quality Committee
Meeting Summary
November 3, 2008**

Attendees: Mark Anderson, Kim Ashley, Beverly Briggs, Colette Brown, Kim Cardona, Lorine Day-Reynolds, Pam Deardorff, Donalda Dodson, Pam Everitt, Joe Grosso, Merrily Haas, Patsy Kohout, Heidi McGowan, Dawn Norris, Tom Olsen, Teresa Stevenson, Kathy Suebert, Sonja Svenson, Rosetta Wangerin.

Additions/Corrections to September meeting summary:

- add Beverly Briggs to list of attendees.
- spell out Oregon AEYC as opposed to OAEYC (Oregon Association for the Education of Young Children)

ANNOUNCEMENTS

- Kim C – just saw the numbers on the FFN training and 200+ participants have achieved the enhanced rate at DHS out of about 500 that have attended training.
- Heidi – QI is going statewide for centers in January 2009. Will start family child care in 2009. Lots of information going out to local commissions.
- Merrily – just selected the next 21 members of the Directory Training Certificate Series –12 of them have either an Associate or Bachelors, which means nine have no degree. That level of training or less is typical in many child care centers. Did the orientation for the new cohort. All the old trainers are coming back to work with the cohort. Continuing to get the directors networked with OCCD and trainers. Looking at learning styles of participants. Confirmed the funding. Also, have local Commission on Children and Families funding from several of the counties – Marion and Benton counties are the only ones without confirmed funding. Four of the participants have a step on the Oregon Registry; focus will be enrollment and a step on the OR. 1,309 unduplicated count of children served in the facilities of the current cohort group. High interest in taking the series for credit at a community college. If we can get the funding together, start the training series for family child care. Kim – thank you for writing up the one-pager because I share that at the monthly OCCF meetings.
- Kim C – last week local commissions were invited to the Employment Department to attend the federal DHHS/Region X training on Child Care and Development Funds, Maintenance of Effort, Matching funds, and use of funds for federally targeted purposes. Point of the Thursday Q&A was to ask the federal representatives questions specifically about the use of CCDF quality dollars. Questions were gathered from local commissions and sent to Region X so they could be reviewed and answered on Thursday. A majority of the questions were around the use of dollars to pay for staff salaries at child care facilities. There was a question was about paying the salaries of local CCR&R staff, Tom said it depended on how the dollars were being used and it could be negotiated.

The CCDF State Plan is the ‘agreement’ between the state and the feds on how CCDF dollars will be used. Most of the challenges were not understanding the federal regs but understanding the state plan and the CCDF guidelines. The question about CCR&R staff being paid for with commission dollars was restructuring what was currently being funded. The whole idea is to not duplicate what is being done at the local level through two or more entities (especially with CCDF dollars).

Rosetta – what kind of response did you get back? It was interesting situation because they didn’t get the questions in time to respond in writing – took questions at the meeting. Feds will provide a

written response later. The local commissions are generalists and it is hard for them to understand how the child care system works – plus they have a feeling of sovereignty in their local communities. Kim and a technical assistance team have worked hard to bring them to state level meetings, provide technical assistance to them in their communities, assist with understanding the guidelines, drawing a diagram of the child care system and how it connects to the commission system. She would like to use more technology so that local commissions can participate in a meaningful way in the CCECC meetings and committees.

- Oregon Center for Career Development– two dates for RRCAN Training of Trainers, November 20 and February 20, 2009; deadline for November 20 has passed, but still taking applicants for the February 20 session. Great response for the November 20 session – a handful that can train in Spanish. No Russian, Vietnamese or Chinese trainers – may register for February 20. The Professional Dev Standards workgroup will have two (2) agenda items for January meeting; minor revisions to the Oregon Registry steps document. Will report to TQC at the January meeting. Also, in the midst of mini evaluation of the OR trainer program – report to TQC at the January meeting.
- OCDC - having regional teacher conferences for Head Start. Rosetta – would be great to have one of our TQC meetings at the new Head Start building in Woodburn. 17 classrooms, not many offices. No room in the summer, but could do it in the winter months.
- Kathy Suebert – Addictions and Mental Health Division has been working on the wraparound initiative for which legislation is being proposed. Multnomah County submitted a proposal and is doing the next phase; working with kids with serious mental disorders. Wraparound Oregon in Multnomah County is working with older kids and an early childhood program –working with the Education Serviced District EI/ECSE program. AMHD also applied for a SAMSA grant but didn't get it. Oregon Children's Plan General Funds have been shifted to four sites to do diactic therapy (attachment therapy). Instead applying for another systems of care grant, instead work on local sites and build it on the early childhood foundation and apply in one year. Kathy will want to look at different components and groups that are working on these issues. Will want to look at what private partners are doing as well. Rosetta – our partners may write letters of support when that time comes. Kathy – child care health/mental health consultation may be one area where we can build a regional model. Build on the work that Multnomah county has done. See how it grows.

ACTION: January TQC meeting will be at the Woodburn Head Start facility.

NEW BUSINESS

- Concept Paper for a Public/Private Investment Strategy for Professional Development – Tom shared information on the creation of a private investment fund to increase professional development and quality of care in Oregon. Create a public/private partnership in coordination with the Child Care Tax Credit Contribution program. The underlying infrastructure is the professional development database (a training and education warehouse), one place where training and education can be recorded, takes providers out of trying to figure out what training to take, and moves the Child Care Division out of reviewing certificates to determine what training meets licensing requirements. The Oregon Registry will be the benchmark for training and education and TEI warehouse repository.

The key question: How do you get to accreditation in this state, which is one of the Quality Indicators? There is NAEYC accreditation, but it is complicated, expensive, and difficult to accomplish (number of accredited programs is decreasing). The proposed concept is an interim step, a 'center of excellence,' that will help facilities on the path to accreditation and allows the system to incorporate Head Start expansion into child care facilities. These 'centers of excellence'

would also have the subsidy program purchase infant/toddler and other types of slots in facilities that meet the criteria (stabilizes income, increases supply).

Private sector partner investments plus adjustments to the tax credit program would provide the pool of funds to tie Head Start, Quality Indicators, the TEI, and Oregon Registry all together. The concept would help the child care system introduce legislation in 2011 to modify the tax credit program (remove the contribution cap and change enabling legislation, if necessary).

Tom would like the Training/Quality Committee to work on the different elements of an interim accreditation program. Use the Essential Elements, Head Start standards, Head Start/Child Care Licensing crosswalk, Quality Indicators, to build the criteria for the 'centers of excellence' model. This work has to start right away in tandem with the development of the TEI. Some of the work is already starting in the Child Care/Head Start crosswalk workgroup. The crosswalk is almost completed, the next step is imbedding the QI. Linda – with the new model, would it allow Head Start placements? Yes, but understand that the concept has not been completely thought through at this point.

Rosetta – would the group that is working on the concept eventually work with TQC? Yes, but the work of that group is conceptual, TQC will be putting together the 'accreditation' model. Members of the concept group are from CCD, QI project, Children's Institute, Oregon Community Foundation, Commission for Child Care, and Oregon Child Care Research Partnership.

Merrily shared a paper on NAEYC accreditation, which is a five-year program (most are three years). The paper showed the costs per child, per year and fees. The time that it takes for a program is also a cost factor because the documentation is a staff-time issue. The biggest issue that comes up for facilities is that teachers are no longer qualified. Unless we lower the standards, we will also have an issue with the new accreditation concept. Linda – programs in her area say the underpinning cost of maintaining staff education levels is a factor. Merrily wanted TQC members to be aware of all the issues in accreditation, not just the cost factor - it will involve lowering standards. Heidi – whatever we put into place, the model will have to address staffing capacities or provide substantial support. Linda – also, no facility gets credit for being 'part of the way there' to accreditation. QI may be a springboard toward accreditation. Lorine – we need to build a better training base – we are still struggling with ensuring that basic training for licensing is available.

Tom – we are going to start with centers, add family child care later. Donalda – our agency is contracting with two child care centers for Head Start placements. If this could help move more centers to having Head Start in the morning with child care in the afternoon, OCDC would like to be a pilot for this. Tom – many of the pieces are floating around, we need to pull them together into a model that allow us to do something in the near term. We can't wait on this any longer. Colette – it is the overhead that is the issue, getting a facility up to standards and then maintaining them (whether it is for-profit or non-profit) is a problem. Pam – if Oregon wants to build steps in the Oregon Registry to accommodate 'centers of excellence' and incentivize programs, we can do that.

Tom – one thing that needs to happen along with this concept is requiring providers to have more training for licensing. But we cannot require increased standards unless we have the training and supports in place or we will start losing providers and slots. Family child care will just fall off the map. Patsy – we are finally getting to the point where we can bring all the elements together in a cohesive package – getting providers from point A to point B. There are projects in other states that

provide grants to facilities to help them work toward accreditation, fees, release time for staffing – we can look at those models and see how they are working.

Rosetta – who will be the conduit between the concept group and TQC? Mark Anderson will bring the information back to TQC. Given that TQC only meets every other month, can it meet the timelines? Probably not, will probably need an ad hoc group or move different pieces to existing workgroups of TQC. Extensive discussion at the January 2009 TQC meeting will be needed on this topic. Heidi – the concept group can also discuss where the work should go and bring it back to TQC. Tom – to maintain the interest of private sector folks, we need to pull this together and show progress in a year. We need a single point of contact – probably Sonja – that works with both groups. Someone with project management background that can move this forward in a timely way.

ACTION: Once the concept is formalized and a firm timeline established for activities, the ‘work’ will move to TQC and other appropriate workgroups.

ACTION: The accreditation model will be the open forum topic of discussion at the January 2009 meeting.

- USDA Food Program – new database overview – Joe Grosso: Joe gave an excellent presentation and linked directly with the USDA live website to demonstrate the new database for USDA sponsors and participants. The types and breadth of reporting capability that can now be done for child and adult nutrition programs is extensive. It also includes the summer programs and commodity programs – everyone has a piece of the database. Not all the sponsors are using the database because of cost issues – mostly maintenance costs. However, providers can entry their information directly, so sponsors that are using the database are getting checks out to providers in record time. Joe also provided contact information for the entire USDA Food Program staff. The websites for USDA Child and Adult Food Program and Child Nutrition Program (claims) are:
<http://www.ode.state.or.us/services/nutrition/cacfp>
<http://www.cnp.ode.state.or.us>

OLD BUSINESS

- **Workplan for Subcommittees/Workgroups**
 - Articulation – the new virtual degree program will give us a huge amount of leverage with four-year schools. Every community college has some articulation in place between their school and four-year schools – providers need to tell their school counselor what their educational goals are and plans and make sure the courses are correctly credited and the right classes are taken to transfer to private or public colleges or universities.
 - Continuous Improvement /Evaluation. Was removed as a workgroup in 2007. Lorine – What happens with inclusion and diversity being reviewed and valued. We don’t know that it is universal and included as part of every workgroup. Linda – it was part of the guiding principles, but we need to keep it. Lorine – would like to see the guiding principles are included in the workplan – make them the cover sheet to the workplan.

ACTION: Sonja will include the Guiding Principles of TQC as cover sheet to workplan and will distribute to all TQC members.

- Family, Friends and Neighbors – couple of months ago had a planning session – lots of ideas and most of the activities on the old workplan were accomplished. In the planning session, we took the FFN Logic Model (get from tape) Partners have system in place and are building on the

system – working with DHS; Elena Emlen is doing research. Having guests at the next two meetings that have solid linkage with FFN providers in the community – using librarians to get information into their hands. Pam – how does this connect with the other FFN projects that are underway like Great Beginnings in Marion and Polk Counties. Yes, the subcommittee is connected to those projects.

- Professional Development Standards – no different than what was reported last time except the full workplan is now available.
- Training Gaps - nothing new on the workplan, but members did merge some objectives where elements were completed. Members are focusing on identification of gaps by sets, core knowledge categories, and ages. Still haven't identified a First Aid/CPR curriculum that can be used as a standard for translation purposes. Proprietary materials cannot be translated without the permission of the organization (Red Cross, Medic First Aid, etc.). Looking at the possibility of putting out an RFP for a standard curriculum that can be 'owned' by the child care system and modified/translated when necessary. Donalda suggested that TG members check with Michigan for translated materials for FA/CPR.
- Training Review – big focus now is Child Care Health and Safety (formerly Basics I) with an eye to making some changes – another report that we will do at the January meeting with some recommendations – might be an issue brief. Meeting with some partners on CCHS this Thursday, November 6. Rosetta – are you going to include some of the original partners – like Cheryl Reece and Dianna Pickett? Yes, plus trainers that have trained in it since the beginning. Anyone can participate in the discussions.
- Professional Development Database - the work of this subcommittee has been made a standing Committee of the Childhood Care and Education Coordinating Council. Any work on professional development systems will need to call it something other than database. Dawn provided a draft workplan to share with TQC members.

OPEN FORUM DISCUSSION – Professional Development System

- System Accountability workgroup – reviewed Logic Model, PATT, and CCDF State plan. Small group updated the PATT to bring to CCECC in December for review from the partners. Will be used by CCECC for CCDF State Plan development, Commission for Child Care strategic planning. Sonja will develop a two-pager that combines the Logic Model, PATT, and CCDF State Plan as one guiding document and communication tool for the CCECC, child care and other partners to use. Dawn emailed all TQC and CCECC mailing lists to get input on the PATT and will update it at the December CCECC meeting. As part of the big picture, the whole professional development plan will fit with the concept paper that Tom presented.
- Sonja – How do we pull all the disparate pieces together – literature review, system accountability, concept paper, TEIW, mentoring program, connecting to local commissions, Oregon Registry, OR program, articulation. Where is the grand plan for all of this? Is this the group to work on this and make recommendations to the CCECC? We have workplans, but where is the big chart along the wall with all the dates on it that says 'this will be completed here, this here, this here' and here is how it all connects. Could any one of us give a 90 second elevator speech to a legislator and explain what we are doing in the child care system for professional development? How do we explain all of the very good work we are doing in a coherent manner. That is why we decided to have this discussion.

Merrily - We need a vision statement 'Oregon's child are thriving.' No, we have a vision statement for child care. Merrily – well, we have to have well-trained, quality people caring for children. How do they get there? We have to have training and access to training, funding and support in order to do that. Then, how do we keep track of their training and be able to report what they have

done? Sonja – how do you explain all that to someone outside of the child care system, like the director of a local commission? Pam – it's like the gingerbread man with all the puzzle pieces. We have the over We have all the pieces, how do we put them together. Linda – Tom, Kitty and I were all on a panel recently and the OCCRRN fall conference talking about child care and someone asked us, 'well, why aren't you doing anything for quality.' We were stunned because we know all of the work that is being done. Tom had the presence of mind to say we are doing this, this and this. We all know a little bit of the pieces, but not sure that any one of us can talk about the system as a whole.

Heidi – we are all definitely in the thick of the trees to be able to articulate the view from the top. We need a messaging piece. We need a brand promise. Our brand promise – the top three things we vision for the child care system. Rosetta – not that the Commission for Child Care is the vehicle for the message, but we do meet with the Governor and legislators. I like the gingerbread concept because right now it seems like an octopus. We all know that each tentacle is connected to the head, but if you are just dealing with one tentacle outside of the child care system do the tentacles know how to talk to each other. Pam – the key concept I was trying to make was that there are pieces even though there is a linear process.

Rosetta – Debra Murray and I met with Senator Courtney last week and we had fifteen minutes. About five minutes into the conversation, he was already looking at his watch and thinking about his next appointment. Knowing that he probably is thinking I have this report to read and this phone call to make, we have about the first three minutes when we see a legislator to get our point across. I thought we did an outstanding job; we had four elements to get across. Truly, it just reinforces how we can get their attention quickly. We aren't there to tell them what needs to be done, but lay it out and let them figure it out as part of their agenda.

Donalda – we can't speak in one voice if we don't work together and speak to the same issues – show all the pieces and how they fit together. Every time I try to advocate for child care I don't know which message I want to share. Talk about early care and education must be working together for the same child rather than talking separately. It is critical that we can articulate one single message.

Colette – we need to speak their language and not use our language to bring them on board. What are they trying to accomplish and how the base we are building will help with the economy of the state. Rosetta – Debra Murray went to the Lane county conference with national speakers and talked to Sen. Courtney about how much we spend on early brain development and how much we spend on corrections and linked it together. He started to apply brain development on his own to other concepts.

There is a phrase in Texas 'tomorrow's workforce is in child care today.' That is how to link to business. Sonja – there was a small marketing workshop at the OCCRRN conference – my small group work on a concept off of the eggs in the frying pan – this is your brain on drugs. We used a busy hospital emergency room with people hurt and in pain – then used the same emergency room with no nurses or staff to show what a day would be like without child care for those workers and the people they were trying to serve – no-one would be there. Our slogan 'child care matters.' Louise Hamilton was in my group and she said 'we need to stop being nice about child care issues.' We need to punch people in the nose with it and get their attention. She is exactly right. Child care does matter and that is the message we need to send. We need to stop being warm and fuzzy because that isn't working.

Mark – I heard the same thing at NACCRRRA, child care and the child care workforce is in crisis. Are we talking about where this should be housed? No, we are talking about the message, not where it comes from at this point. Heidi – we need to get it down to three things, because that is all people have time to pay attention to. Sonja – we have the PATT and Logic Model, but it is too gridlike. We need something more high level, something above the trees. Kim – what about Tom’s crop circles. Heidi – this might be something we can tie into the Gov’s Report for the Commission for Child Care. Rosetta – need to pat all of us on the back, because we have really used that report to send a message. Two reports ago, we talked about the child care system and all of the partners and how they work together. Last report, we talked about the issues and asked the Legislature to step up to the plate. Maybe this is the report where we talk about the child care system in crisis – grab them by the nap of the neck and say ‘listen to us.’ Look how long it took us to get their attention about Head Start. We need to connect child care more to education. This report has to be a wake-up call. Sonja – I am not volunteering to be the central point of contact for all of this, but let’s get started. Let’s do something now and not wait. We have lots of ‘nice’ documents out there talking about child care and the system – let’s be a little more dramatic.

OTHER BUSINESS/UPDATES

- Oregon Association of Childcare Center Directors – sponsoring the Fall conference on November 15 at Lane Community College. Five hours of training to the direct care workforce. Understanding and guiding behavior will be the focus of most of the training. For the Spring conference, Sonja is teaching a three-hour grantwriting class for both public and private sector grants/opportunities – it will be a Set 2 class.
- Mark – not sure where the social marketing thing went. Rosetta – at the next meeting we will discuss the pager that Sonja is putting together on the Logic model, PATT and State Plan. Sonja – that’s not really what Mark is talking about, my paper is not social marketing – not even marketing at all – it is very high level. Mark – was assuming that the Commission for Child Care would at least house the social marketing pieces. He would really like to participate in any efforts in that area – he is very excited to get started before he loses the training and ideas that he has gained at the last three social marketing conferences. Linda – image of a quilt and children may be a more cohesive way to depict child care than a puzzle. Rosetta – depends on who gets the RFP for the Gov’s Report and how much knowledge they already have of the child care system, then how much is left to do after the report is finished.
- Mark – CCR&R system update – Jeanette Ewald is going to start at the OCCRRN office again on December 1 as the Finance and Contracts manager. Very exciting to have her back.
- Joe Grosso – reauthorization for the Child Care Nutrition Act is this year – the comment period has ended but nothing will happen until after the election. Advocacy groups will start their work as soon as a new administration is in place. Sonja – we know from child care providers that the two tier system has issues. Joe – yes, the tiering comes up every year and definitely has been included. There is a November 10 nutrition conference at OSU; sponsors will be attending. All day conference on nutrition with presenters from New York to present a model. Rosetta asked Joe to make an update in January and bring materials.

Next meeting agenda items

Donalda is co-facilitator for January meeting at the Woodburn Head Start Center.

Task Master: Sue Norton

Timekeeper: Kim Ashley

- Tom’s proposal – will get update from Mark

- Sonja's one pager on Logic Model, PATT, CCDF State Plan
- Ginger bread or octopus or quilt concept as it relates to the marketing piece
- Updates from Joe on the November Nutrition Conference and any extra materials
- Update or Issue Brief regarding Oregon Registry Steps; CCHS updates
- Continued discussion on the brand message for the child care system

Stay with every other month meeting schedule for calendar year 2009.

2009 Meeting Dates – All meetings at WESD except for January 2009

January 12

March 9

May 11

June 8 (if needed)

September 14

November 9