

Childhood Care and Education Coordinating Council
Meeting Summary
April 1, 2010

Attendees: Mark Anderson (CCR&R), Terry Butler (ICC), Kim Cardona (CACFP), Michelle Deister (LFO), Pam Dunn (CCR&R), Pam Everitt (ODE), Merrily Haas (OAEYC), Karen Henkemeyer (CCR&R), Kathleen Hynes (CCD), Kitty Lake (CCD), Donna Lewelling (DHS), Heidi McGowan, Dawn Norris (CCD), Julie Petrokubi (CampFire), Roni Pham (CCD), Dianna Pickett (OHA), Diane Ponder (Head Start), Sandra Potters-Marquardt (OHA), Rhonda Prodzinski (DHS), Sonja Svenson (CDD), Shannon Vandehey (CCR&R), Bobbie Weber (OSU),

Introductions and Announcements

- Roni Pham, Licensing Specialist, is the new Special Projects Coordinator for the Child Care Division. She is on a 15-month job rotation in the Programs Unit.
- Child Care Administrator – will have an announcement fairly soon on the selection. There were two very good candidates interviewed by CCD staff and numerous partners. FBI background and reference checks are in process.

Early Childhood Matters Advisory Council – Heidi McGowan

The Governor's Early Childhood Matters Advisory Council document (ECMAC) was shared with attendees. The 2009 Head Start Act requires state Governor's to appoint a broad public/private Council which will submit a three-year strategic plan by August 1, 2010. There is \$1 million available for each state to develop the Council and the plan (grant is non-competitive). Oregon is ahead of the curve because of the 2007 Early Childhood Summit that kick-started development of Oregon's Early Childhood Plan. The Council will build on the framework from that plan and keep the three subcommittees: Early Learning Matters, Health Matters and Family Matters. Staff are waiting for the Governor to sign the Executive Order that establishes the Council. There are required members of the council designated by the Head Start Act:

- State agency representing child care
- State education agency
- Local educational agencies
- Institutes of higher education
- Local providers of early childhood education and development services
- Head Start agencies including migrant/seasonal and tribal Head Start programs
- State agency responsible for early childhood special education
- State agency responsible for health or mental health care

The Governor will also appoint additional representatives from a variety of agencies, businesses, early childhood advocates, community-based organizations. The 25 members have already been selected for appointment.

The organization chart builds upon the current Early Childhood Matters framework. The Council and its Steering Committee will be as inclusive as possible of all partners. There is recognition that core members will be needed. The co chairs of each of the committees plus the chair of the Commission for Child Care will be Steering Committee members. The Steering Committee will act as a filter for the Council; look at the priorities and strategies from each of the subcommittees. The Steering Committee will also develop criteria for decision-making and sending forward to the Council. Quick wins, efficient

models, and initiatives that can go statewide will be foremost on the first agenda. Billie Young, NCCIC representative, is working on something for federal Region X and not be available to facilitate the development of the strategic plan.

Where does CCECC fit in the ECMAC structure? Some members of CCECC like Commission for Child Care chair will sit on the Steering Committee for the Council along with co-chair of Early Learning Matters. Our task is to figure out operationally how the work of the CCECC coordinates with the work of the Council. How can we interface and ensure the work of the CCECC is coordinated with the work of the Council. Many people at this table will be on the three subcommittees and speak for child care issues. Heidi is staffing both the Council and the Commission for Child Care and will ensure that child care issues are included. There are also connecting dots between Commission on Children & Families, State Interagency Coordinating Council, and ECMAC.

As an example, under Early Learning Matters one of the strategies is to promote and support high quality in all early education settings and one of the ways to achieve this is under the EQUIP Steering Committee. If there is a need within EQUIP to expand Oregon Program of Quality (OPQ) statewide, that concept could be brought to the Council and get fed up to the Governor's office. Dianna P – it would be good to see how the three sub-committees connect. Heidi – the co-chairs of the three sub-committees are on the Council's Steering Committee to ensure continuity of information both up and down.

Sandra – we have a nice window before we lose the current Governor to set the stage and make as much progress as we can; we need some early successes. Heidi – we are moving ahead whether the Executive Order is signed in the near term or not and have been working on bylaws, decision-making criteria, and private partner definitions. We are currently setting dates for four short, quick meetings to start on the strategic plan application. We will put it out for statewide public input and then submit in July 2010.

We had an opportunity to apply for a National Governor's Association grant. Our application asked for technical assistance and policy advice on OPQ development to bridge Head Start, EI/ECSE and child care. We were seeking to align standards and expand placements for Head Start. Facilities that achieved the OPQ designation will receive technical assistance and funding to move toward slots or community placements. We received the grant and now will have federal technical assistance to move OPQ forward. Sandra – the Early Learning Challenge grants have been removed from the President's FFY 2011 budget, but there may be some opportunities as that budget moves forward. Heidi – yes, we want to position the state to take advantage of any opportunities that present themselves.

EQUIP Update/Timelines – Dawn Norris

Roni Pham's addition to CCD Programs will enable her to take a large role in Oregon's professional development system and the implementation of OPQ. Dawn shared a timeline for implementation of the six (6) initiatives under EQUIP.

- Oregon Registry Training and Education Database (TED) – each agency has their policy and procedures developed for their organization's part of implementation. TED has morphed to include many new ideas which create more efficiencies and take advantage of the benefits of the TED database. Dawn shared the central portal concept; what it is and how it affects data collection and reporting. All the involved agencies: CCD, DHS, CCR&R, OCCD/PSU are working on policies, procedures and budgets on how the central portal impacts their work. The current child care provider Training Calendar will be integrated into the further development of TED; it will align with the concept of a single point of entry into the system. It will take about a year to populate TED with

data; project managers/participants will need to talk to EQUIP Steering Committee members to ask about any time extension if needed. Sandra – does TED just have child care providers? Dawn – it is being designed and created for anyone in the childhood care and education workforce. This includes providers, trainers, CCR&R staff, adult learners, Head Start employees, afterschool practitioners, and anyone who provides support services. What about staff providing family supports? Dawn – There is a potential for the child care workforce as a whole, including non-direct service providers. We are using the Education Awards as the carrot right now to bring in more child care providers. Terry – Oregon Registry participants must connect in some way to childhood care and education workforce and training.

- Education Awards – awards have been issues since May 2009 and this component of EQUIP is considered to be implemented in full. Sustainability for the future is the work of the EQUIP Steering Committee. Almost \$500,000 has been awarded to approximately 1,100 Oregon Registry participants.
- Oregon's Registry Campaign – the campaign officially started in July 2009, but much of the work has been happening for quite some time. The big push started last summer with specific training around the Oregon Registry and getting people enrolled and moving up the steps. We have been able to take some of the initial reporting mechanisms of TED for CCR&Rs to look up providers and determine if they are already on the OR.
- Relationship-Based Professional Development (RBPD) – a small ad hoc workgroup is fleshing out what RBPD means in Oregon. They are using the systems currently in place for professional development as the foundation. The kick start for RBPD began when The Oregon Community Foundation wanted to look at how to make more effective investments in early childhood. OCF contracted Bobbie Weber to do a literature review of what strategies work to improve quality, what changes provider behavior and practices. The ad hoc work group took that information and has been conducting in-depth conversations on areas of agreement or non-alignment of standards. Diane P – is the relationship part already defined? Dawn – RBPD is a strategy to affect change, but the elements are intensive, ongoing, individualized, and focused training. We are looking at how RBPD ties to current training curriculums and are using the NCCIC definitions for coaching, mentoring, technical assistance, and consultation. Now we are down to: But what does intensive mean? What does relationship-based mean? We are going to focus on coaching as the model, but the other three elements will always be part of any model. TRAC is a good example of RBPD with follow-up to teach skills and affect behavior. First Connections is also being revised to include a training module that is RBPD. The development of the curriculums and the models are happening in tandem. One of the goals is to increase investments by the private sector in early childhood.

Merrily – as we design the Certified Family Child Care Management training we are designing as RBPD – there will be follow-up by enough people that we can keep the ratios to 1:10 providers. There will be goal setting and physical visits to facilities. Dianna P. – the Clackamas county health consultation program is doing this with their networks – they set goals, work toward them and follow up. We may be able to get you some data from their program. Heidi – this is an area in which foundations may want to invest; may draw their attention if we have a model(s) that shows success.

- Scholarships – this component of EQUIP is also fully implemented; many scholarships are up and running. These include: John and Betty Gray early childhood education; two year Infant/Toddler Mental Health Certificate (April 1 is deadline for this scholarship); and two cohorts of the statewide Director Series training. Mark – need to recognize the involvement of the public/private partnership.

Dawn – with the infusion of American Recovery and Reinvestment Act (stimulus) funds, this public/private partnership really got a boost. We are getting national press because of EQUIP and its funding structure. Shannon – is the School Age Credential part of this? Dawn – it was already part of the contract with OCCD/PSU and is in their workplan for 2010.

- Quality Indicators (QI) – statewide reports will be printed tomorrow and mailed early next week to all certified facilities in Oregon. Dawn – when you look at the TED database and QI, there is an interconnectedness between TED, CCRIS, QI reports, and Oregon Program of Quality. Data will be flowing for both individual and facility levels.
- Oregon Program of Quality – Dawn looked back at the original concept paper and we are not meeting our original timelines. However, the standards and the portfolio process are currently in field testing. From there we will be building the project with National Governor’s Association grant technical assistance, the job rotation position to help with development, and strategic investment of funding. We initially targeted spring 2010 to roll it out beyond the pilots. Lack of staffing has held this up, but many opportunities have come up in the interim that will help move this forward and get the project accelerated.

Kitty – at the recent federal Region X meeting we had table topics and Utah representatives were very interested in OPQ and the Head Start, Early Head Start bridge that will be developed. Oregon is getting a great deal of attention on this initiative. Dawn – I was on a federal conference call this morning on a QRIS economic model. The model takes cost data, shows how different variables can be input, and how it can be used by any state. It is a tool that states can use to find out how much a program will cost and simulates a return on investment. Most of the QRIS projects were in the multi-million dollar range. Heidi – the contrast is that Oregon’s QI costs about \$100k a year compared to states that are using the federal QRIS model and spending millions.

Diane Ponder – when you mentioned the HS, EHS model, there is a workgroup within HS that has had many conversations to develop a cost model on the integration of Head Start and child care. One recommendation is to accept the Oregon Registry Infant and Toddler Credential as equal to the Infant/Toddler CDA accepted by federal Head Start as meeting education standards. Will Quality Indicators be integrated into licensing standards? Kitty – we plan to go through another round of licensing reviews in about a year. We usually pull in many partners and any regulation changes will come out of that discussion. The Quality Indicators are way above licensing – we are using standards that are national standards, not licensing. Diane P – in terms of aligning with Head Start? Dawn – OPQ could be on the QI report as the facility having achieved that designation. Bobbie – there are many kinds and levels of standards. Whatever the final alignment is with OPQ, there will be a different set of standards. Kitty – licensing standards are the floor, if we set them too high then child care goes underground and we don’t want that. Bobbie – for example, Washington has higher licensing standards, but they have less regulated care than Oregon – we don’t want to affect supply negatively with over-regulation. We cannot expect every family child care provider or center employee to have a CDA or an AA degree.

Department of Human Services – Draft Legislative Concepts and Program Option Packages

- Automation of billing processes – Rhonda went over the current billing process and how the pilot is working to automate and streamline this paper heavy/staff intensive process. Senators Wyden and Merkley are both interested in this project and have asked significant questions. Shannon – would the cost savings be a reduction in fraud? Rhonda – it will be that plus more accurate payments. Some states have been forced to go to an automated system because of rampant fraud. For Oregon, it is the heavy paper process and easier to make a mistake from both the agency and the provider ends because it is confusing. Majority of mistakes are overbilling – not really fraud, but the manual

process of entering attendance and hours of care.

- DHS Program/Policy Option Packages – very preliminary for 2011-13. The complete POPS were already sent out for review; sharing with CCECC members for public input.
 - ERDC eligibility to 12 year old children – align ERDC with TANF and JOBS child care.
 - Update the current maximum rates to align with the 2010 market price study, which will be completed in June 2010.
 - Automate child care billing and attendance tracking system; have applied for and hope to receive federal funding.
 - Restore self-employment eligibility for ERDC. This affected about 185 families, lost their child care in April 2009.
 - Restore reduced co-pay eligibility for ERDC. First month co-pay waived about 45 families were affected
 - Adjust ERDC income eligibility standard - restore family ability to stay on ERDC until their income is 250 percent of FPL.

Rhonda asked CCECC members to share with their constituencies and others that might be interested. Feedback should include: what would be your priority order if you had to rank them? Public meetings on the overall DHS budget will start in April 2010.

Diane Ponder – question on maximum rates – the increase in 2007 was at the 75 percent rate?

Bobbie – no, at the 75th percentile. This means the DHS payment will cover the full price of care in 75 percent of the facilities in the child care area where the family lives. Are we still going to try and keep the rates tied to the market price? It would be nice, but we can't count on that.

Rhonda – the costing out of each of the options has not been done. Bobbie – there isn't any inflation so I don't think we will see a big market price increase between 2008 and 2010. Rhonda – would like to see the initial discussion be what is best for the program. We will also be doing our reduction list. The affordability workgroup met in October 2009. Their report and recommendations are in the interim Commission for Child Care report to the Governor and Legislature. One recommendation is to freeze the program; DHS cannot support a freeze because of the impact to TANF program and TANF families. Adjusting co-pays and eligibility limits are still on the table.

- DHS Executive Brief – Background check proposed policy change. Addresses the issue of possibility of inappropriate care providers receiving authorization and payment before completion of background checks. Good news – background check unit is hiring additional staff which is under administrative services part of DHS. Beginning of January 2010, asked them to start keeping stats for January and February – out of 1200 subjects checked – 454 had incidents and didn't self disclose something they should have; five were eminent danger. 44 cases resulted in overpayment referrals. Will implement these changes July 1, 2010. It has been reviewed by SEIU and they are in support of the changes. Merrily – if a parent wants a family member to care for the child and that person does not pass the background check, do referrals to other care happen. Yes, they are put into the resource and referral system. Shannon – we do have providers that are willing and approved to care for DHS subsidy children. It would be good if we had a designation in NACCRAware that showed whether a provider was approved so we don't have to do a full search of the database. Mark – we had talked about doing a mapping system for specific types of care. We have talked about doing something like this. For the online system, if you click on the provider, it pops up with information about the provider. Merrily – concern is if there is some confidentiality. Rhonda – the hope is that we will eventually have 24 to 48 hours of turnaround on background checks. Jim Neely is now the Deputy

Director for that area and is working with Direct Pay Unit to get these changes made. Additional permanent staff is in a POP. Merrily – if you adopt this policy, there will be fewer people willing to wait to hear about background check results and get appropriate care – there will be more use of providers already in the system. Mark – the concern isn't whether they are getting paid sooner, it is that undesirable people are caring for kids. Donna – not saying this is a bad policy, but my concern is that parent's will lose care, which might mean losing their job. 24 to 48 hours is not a good turnaround if you need care today to keep your job. Karen – that is where the R&Rs can help. Donna – but that doesn't happen at every DHS branch office that referrals are made to R&Rs. How will we do some parent training because getting a stack of papers back doesn't work; the reality is that parents don't know the R&Rs exists. Merrily – the other question is the capacity of R&Rs all over the state. Sometimes it takes 2 or 3 days to get a call back. Donna – and the parent needs care today, not 2 or 3 days from now. Rhonda – we have parent and provider guides, but it is a stack of information.

- Mandatory orientations – With passage of HB 2686 (2009) beginning July 1, 2010 mandatory orientations are required for exempt providers. Have been meeting with SEIU and FFN providers on how to implement. Mark – one thing I didn't understand is the number of people attending and the stipends offered. We are a little over budget. Over 50 percent of providers end up earning the enhanced rate; higher than last year. It is a good thing, but all the training is at no cost to them. They get \$12/class hour to attend. Will be meeting with SEIU and DHS to take a look at how we can stay within the LAB amount. If it is mandatory, why are we paying them to attend? We may have to look at reducing the amount of the stipend. It is encouraging that the number of providers that fall into the category is smaller than we thought. We do need to rethink the additional costs of mandatory orientations. Bobbie – I would expect the people that come because they are required to will decrease. Karen – we put it all in one big day of training. Rhonda – and the providers like the one day. With TED we will see some streamlining. Merrily – the training may decrease turnover and keep them in the system and stable rather than finding another 100 people every year. Sandra – how many hours of training is this; how many hours to they get credit for? No credit, but it is 3 hours up front and then an additional 2 hours of training.

Program Accountability and Tracking Tool – Sonja Svenson

A brief outline of the areas where the childhood care and education system has made improvements or has declined (for various reasons) was distributed. The 2010-11 CCDF Plan includes a summary of the seven high-level outcomes and strategies and the agencies responsible for those strategies. Starting with the 2011-13 contracting cycle, PATT will be used as a performance measure tool. Terry Butler, Inclusive Child Care Program, and Pam Deardorf, Center for Career Development, will work with CCD on a model agreement which includes the PATT and share that model at the June 2010 CCECC meeting.

Child Care Division – Budget Overview – Sonja Svenson

All agencies with General Funds have been requested to build in a 25 percent cut list for the 2011-13 budget cycle; CCD needs to start the process to identify cuts. Potentially between \$700k and \$1 million in cuts are anticipated. Donna – would you consider asking programs to do the five percent increments up to 25 percent? We have done that in our agency and it has worked. Kitty – it is never easy to talk about reductions. We have General Fund investments, but every time we get an increase in federal dollars then the legislature reduces our General Fund allocation. If Pres. Obama's FFY 2011 budget includes an increase in quality funds, we may be able to fund the things we want to do. But, we are still faced with reductions to General Funds and need to prepare funded partners for that reality.

Committee Updates

- Professional Development – the revamp of the Training/Quality Committee into the Professional Development Committee has been completed. There are three standing subcommittees: Access and Outreach; Quality Assurance; and Qualifications, Credentials, and Pathways. Each of the subcommittees has co-chairs and will develop the agenda for the bi-monthly PDC meetings. The work of all the old TQC subcommittees and workgroups has been absorbed into one of the three new subcommittees. Workplans are currently under development.
- Health Links – Still working on the Child Care Health & Safety handbook. Looking at a way to reproduce at a very low cost. Heard from our survey that providers want a physical copy and that they use it; a great project that results in something you can pick up rather than just ‘thoughts’. Priority Action Workgroup – subgroup of the Early Childhood Matters is taking up what health/mental health consultations would look like statewide. Interesting process and think we will come out with something we can use. Right from the Start – survey going out and focus groups being conducted in Multnomah County to assess provider knowledge around health, nutrition, screen time and breast feeding. We will be getting some real data from child care on these areas – then look at ways for providers to change or improve practices. Bobbie – there is a parallel activity at OSU being done to increase physical activity. Young researcher working with CCR&Rs and visiting homes – seeing both what they say and what they do – not the same. Questions providers - Do you have the TV on? If her programs are on it isn't for kids – so we ask if it is ‘on’, not just on for the kids. Interesting about their perceptions of screen time. They don't consider gameboys or other things of this type as screen time. Multnomah County is hoping that findings will be so valuable that someone will fund it statewide.
- Inclusive Child Care – Currently working on update of *Open Hearts, Open Doors* reprint. Looking at options and ways to put it on the web for additional access to info. Shannon – is this booklet part of the ICC program – is there a way to combine the subsidy sheet with the booklet? Terry – we manage the printing and dissemination of the booklet, but it is separate from the subsidy program.
- Child Care Contribution Tax Credit – Child Care Division is working on changes to the original enabling language. The Tax Credit Advisory Committee and EQUIP Steering Committee have agreed to use tax credit funding to support the two original purposes – provider compensation and facility quality improvements – through EQUIP statewide initiatives. The third component, affordable care, is not sustainable statewide through the tax credit. Gap funding for working families would need a tax credit with a multi-million dollar revenue stream. With the credit capped at \$500,000 per year, only two components can realistically be supported statewide.
- Child Care Research Partnership – working on the definition of the child care workforce and have been surprised at the size. We have been using 14,400 from the 2005 economic impact study; have found that it is 29,000, which includes relatives caring for relatives. We want to define the workforce in all the possible ways that we want to think about it – then be sure that we have all the data elements in TED. Of the 29,000, how many of them work in regulated facilities, how many work directly with children. Has been important for us to think about what data goes into TED. How many in this workforce should be on the Oregon Registry and moving up the steps. TED should be as inclusive as we can make it so anyone can pull estimates based on characteristics that are meaningful. Subsidy study – some data glitches, but the study is moving forward. Market Price study – data is almost finalized, next step is analysis. OSU gets the data in May, with a final report in mid-July. The 2010 Economic Impact Study is currently in the writing phase; should be done, printed, and distributed by end of May 2010. Dawn – in the economic simulation I saw today on the federal webinar, that kind of data was also included (estimates of workforce).

- Family, Friends and Neighbors – Mark – regarding the conference on FFN attended last Fall – one interesting thing is that they are a group of providers, but they are family. Some states when they do home visits are working with the parents on quality child care. By connecting the provider with the extended family, it changed the approach of working with a particular class of providers. Meeting again in April, will get back on regular meeting schedule in 2010.

Partner/Agency Updates

- Bobbie – Next week at OSU, presentation by woman from University of Illinois/Chicago who studied the impact of the participation of the food program – where/how do food subsidies in child care impact care and nutrition? April 8 at OSU - Noon with reception afterwards.
- OregonASK – lots of synergy around school age professional development. The School Age Credential being developed by Center/PSU should be completed this summer. OSU is considering development of Youth Development Certificate; lots of conversations across the agency funding silos so we can build on what is already in existence. Dawn – walked out of the last planning meeting with a VENN diagram in my head – where are the opportunities to connect across education, recreation, youth development, and child care. Julie – there are also some other groups to include for older youth that aren't really served in the child care system; need to include them.
- Child Care Resource & Referral – Mark – ARRA dollars moved to CCR&R – dollars originally from the Commission on Children and Families were cut. Banking on increased funds in federal 2011 budget. Right back to where we were back in May /June 2009 with programs having to make contingency plans. Real forum for discussion is the R&R Advisory Committee on April 12; that would be the larger discussion about what we do, then bring it back to CCECC and Commission for Child Care.
- OAEYC – Friday April 23 is the Grand Articulation Summit (GAS) – primary focus is transition between community colleges and universities. One of the roundtables will be on school age professionals and how they can be involved as the Dept of Education doesn't really address their needs. OAEYC conference - April 24 at Lane Community College will include University of Oregon brain lab. There will be 20 different sessions 10 a.m to 10 p.m. Large number are Set 2 trainings directed to all ages and program management. Full schedule is on the OAEYC web. Additionally, have been trying to schedule Hadia Miller training which is applicable to anyone who is in anti-bias work – 4 Wednesday evenings – Set 2. For additional \$10 can get Portland Community College credit.
- Kathleen – CCD has put out temp rules on imposing civil fines on providers. Currently hosting focus groups on proposed rules for recorded programs – out of school exempt programs and preschools. Requirements for recorded programs are: pay a \$20 recording fee, have criminal backgrounds checks for workers and volunteers, and notification to parents that they are not licensed. This is a big issue, especially for out of school time programs and level of state involvement.

Next Meeting

June 3, 2010

1:00 to 4:00

Roth's West Salem