

Commission for Child Care
October 24, 2008
Roth's West Salem Conference Center

Attendees: Randy Fishfader, Rosetta Wangerin, Gary Taylor, Deborah Murray, Lynne Angland, Cheryl Reece, Stephanie Swan

Guests: Pam Deardorff, Tom Olsen, Kitty Lake, Beth Unverzagt, Teresa Stevenson, Kathleen Hynes, Kim Cardona, Marian McDonald, Lloyd Tolle, Mary Louise McClintock, Roni Pham, Julie Smith, Heidi McGowan

Introductions

Motion: Rosetta will entertain a motion to accept the September minutes. So moved by Lynne Angland. Second by Randy Fishfader. Minutes accepted.

Last June, the Commission decided to meet with Senator Courtney to ask for a Senate representative to the Commission that would be able to attend regularly. Deborah and Rosetta met with Sen. Courtney yesterday. Deborah said it went very well. They took the opportunity to make a couple of recommendations for Senators – Margaret Carter who Deborah knows well and is deeply invested in underserved children and knows the importance of child care, and Dr. Allen Bates who understands the importance of brain development – which Senator Courtney said he would into consideration. He understood the importance of the Commission having elected officials from both sides of the aisle. Deborah and Rosetta also discussed with him the Commission priorities for the upcoming year. In addition, Rosetta discussed how Oregon has made some inroads with training and providers. Rosetta mentioned how he was quoted in the statesman regarding the need for training and the structure of training in Oregon, the value of the Nurse Consultant project, and the criminal clean box concept that Rep. Flores has dropped as a bill.

Deborah discussed the conference on brain development she attended on Thursday and how they demonstrated the level of financial investment in children is flat while brain development peaks on a graph. This information would be valuable information to attach with the thank you note the Commission will send to Senator Courtney.

Deborah will send Heidi information to send out to the Commission. Randy recommended sending a letter to legislators with this information just as a 'Hello, here we are' and attach a one-page of this chart. Rosetta recommended including recent information from Bobbie's literature review.

Other Business:

Kathleen Hynes and Heidi McGowan presented information to the Human Services and Women's Wellness Committee about the Child Care Complaint Database. The committee requested the Commission to look at how best to

inform parents about the database. It may be most efficient to put the web site on the license that providers are required to post. Deborah asked how we address concerns about the website before widening the information available. Tom noted that all we can do is put what we have in our database on line. The problem is, do you give some information or more? Tom said providers don't like it and we try to make it as fair as possible and only put complaints found to be valid on the site.

Compliance history calls have increased and it is assumed that it is due to the complaint website. Tom suggested that we might be able to ask the staff who answer the phones to ask if the individual checked the web site.

Lynne asked if providers are required to inform parents if a complaint is found valid. Kitty stated that it would require a rule change and it is currently not CCD's practice. Due to the wide range of complaints it would be difficult to identify how best to do this.

Exempt School Age Care Next Steps:

Lloyd Tolle is the Western Regional Service Director for Boys and Girls Clubs (BGC). Each BGC is an autonomous 501c3 but are members of the national organization. BGC don't see themselves as child care so have not been participating in our forums. The national office has been working on the school age issue throughout the country and is offering help, particularly on the criminal background check which their organization requires. Lloyd said that Oregon has a better grasp of exempt care vs. licensed than other states. Lloyd talked about the open door policy rather than a swinging door. Open door is that the front desk staff know the kids walking in and leaving to make sure that kids are safe.

Questions regarding the exempt tracked document. BGC have no concerns. Agreement with parents allows daily attendance, although Lloyd did feel that some clarification is needed on page 2. As far as signing up with the state as a tracked program, his advice is that the state makes sure that they get what they need out of this, but would prefer not to have a fee. Kitty explained that it will enable a communication strategy with exempt programs which will make low cost training and information more readily available.

Criminal background checks are a national requirement for Boys and Girls Clubs. There are a multitude of criminal background checks. BGC state that their threshold for whether or not to do a criminal background check is "repetitive direct contact with children" due to the community groups that will occasionally provide people for a one day program. They require checks on sexual abuse, and feel that the use of a national criminal history check is essential. These are conducted prior to employment and not to exceed 24 months for rechecks at regular intervals. The national criminal history check can be costly but needs to be done. There are difficulties such as college kids who are foreign students who don't have a social security number. What happens when you discover this? It takes some good thought on what this should include. We just ask, as an exempt organization, that these things are considered. Posting that you are not a licensed facility is not common practice but he stated that, personally he would do this. Lloyd can coach and train Directors and will probably draft a

statement for BGC to post. Lloyd is glad to be here and will be a point person. Rosetta thanked Lloyd for his involvement.

Deborah asked how they see themselves as youth development in contrast to child care. Lloyd said 'custodial care' is the benchmark for child care and with BGC youngsters come generally because they want to not because they are required. They generally come for the first time because of an activity. It's a club atmosphere with age appropriate and different activities.

BGC often open doors at 10:00am specifically to not be child care but children will still show up at 7:30am. When this happens, BGC then starts an open group which to keep kids safe. The difference is that children are not mandated to attend and if they don't show they are not called. Marian expressed concern about the younger children attending. Lloyd said that if a program is doing child care I tell them they need to be licensed.

Beth asked what is the youngest age BGC take and the Lloyd responded that the national membership states 6 years old yet most programs use the term "school age".

Heidi asked if these exempt tracked requirements should be applied to preschools operating less than 4 hours per day. A general direction from the Commission is needed on this before moving forward.

Deborah noted that our intent was school age care and there are several items in this document that don't apply to preschools. Lynn stated that we need to address this but not in this document. In the interest of moving forward with this Heidi recommended that it not be included at this time, that but that the Commission should take this on in the future and move forward as rapidly with the current document as we can. Cheryl was adamant that we need to pursue this issue with preschools in the near future. Beth asked if there are groups other than preschools that are not connected to the larger system through background checks. Beth said it's important to include preschools for criminal history checks.

Deborah said that this would require a process similar to what we did with school age care or else we could end up creating resistance from providers. We need to go through a process so that we don't move forward on assumptions without hearing from citizens. Kitty noted that it is always good to have inclusion and this might make a good model to get there. Gary noted that he is not as close to preschools but said we need to make sure that if something becomes required, then it will need to be monitored.

Tom said he can't support doing preschools at this time due. His recommendation is that preschools would be a phase two. Rosetta noted that our response to legislature is that we have been strategic responding to the need that included citizen input which has not been done for preschools.

Rosetta stated that she would entertain a motion as to how we should proceed. Lynn moved that we go forward with draft proposal for school age and do not extend it to preschool at this time and the Commission take on this question of exempt preschool care as a part of plan for 2009. Randy second.

Gary noted that a big debate locally is the question of “is it a facility or a program?” Facilities can include a number of programs and different things. He also asks if the time frame of 8 hours refers to the hours that kids participate or the hours that the program is open. How do we encourage what is right? Does this find a BGC in an awkward situation when kid leaves and you can’t stop them? Pam asked if age comes into play here because it is very different then a 6 year old leaving on their own vs. a 13 year old. Pam asked if there is a law about leaving a child home alone under 10. Rosetta said that under child welfare it is determined by the maturity of a child and no age is specified in law. Kitty noted that if police go out, they will make a judgment based on the assessment of the whole situation.

Follow up: Reword the document to address ‘custodial care,’ the language facility vs. program, and hours. Assess language on the issue that differentiates custodial care from camp, youth services.

Lloyd noted that he thinks a perception which exists in the non-profit world is that child care providers view the requirement of licensing as unfair in the competition with exempt programs which may not be true.

Registered Family Child Care Workgroup Recommendations

Heidi stated that a workgroup formed a year and half ago regarding family child care because of issues that have surfaced in past strategic planning sessions regarding increase number of visits by CCD and increased training hours. A workgroup developed some recommendations and today Kitty will update on what changes are occurring in CCD and Heidi requested direction from the Commission regarding training hours.

Kitty described that CCD will begin annual visits which will not be a full inspection but a technical assistance visit. It will include bringing a book to the provider as well as providing guidance in how that book can be used in various ways with the children in the program outside of just reading the story. Julie said that they are surveying the providers that have taken part in the pilot and the response has been very positive about the visits. Kitty noted that we are going to do some work with the R&R’s to get the word out to providers and will begin with applications starting January 1st. Cheryl asked if they are required to have children in care. Kitty said it will be an announced visit. Cheryl recommended that it be required that providers have children. Kitty noted that since it is announced it can be scheduled with providers when they have children.

Increased training for registered family child care that has been raised several time over the years and Heidi requested direction from the Commission. Tom is working on several initiatives currently addressing training. Philosophically we have 3800 registered providers down from 7500 when we started inspections. They make about \$2/hr and it’s very difficult to tell them you need to go out and get 24 hours of training when access to a variety of training doesn’t exist all over the state and is expensive. We are looking at setting up a private/public investment fund to get to a point where we have the supports behind providers so they can raise their own bar rather than telling them they have to jump over a bar that is too high for them. There is a need for child care supply that at it’s

baseline is safe. Otherwise, we will increase the number of people providing illegal child care that may no longer be safe. Before we mandate child care providers need additional training, let's get the supports in place that will make raising the bar for everyone a positive vs. a just another requirement.

Lynn asked if a change were to occur would it require a statute change. Training hours are in statute.

Tom noted that we want providers to move to the same level of quality as certified family child care and the provider population is moving that direction and we want to build in incentives to do this.

Child Care Quality Indicators – Roni and Julie

See hand out. Roni shared the story of a father who called Roni who is happy with where his child is receiving child care. He decided to tour another facility that looked good and was closer to his home and he identified that if he moved his child then he would save \$1200/year. But he had concerns about what the risks would be and wanted to know how he could find out. The facts he had from his own research were that the building was nice, clean and staff were nice but he didn't have any more information. One of his concerns was what if it didn't work out for the child? He had two extensive conversations with Child Care Division licensing staff. Roni noted that these are the concerns that a project such as Quality Indicators (QI) helps the community overcome. The QI is one way to tell parents information so they have more information to use when choosing child care. This will also give funders information about what areas to fund when trying to positively impact child care and how or whether it was effective. It can also be used as a marketing tool for child care providers when they talk to parents.

Discussion of Topics Changed in Agenda:

Legislative Concepts:

Kathleen Hynes made a brief report of the legislative concepts under consideration for the 2009 session:

1. Change name of criminal history registry to background – one of the biggest complaints is that the current name of “criminal history registry” sounds like a place where people with a criminal history have to register.
2. Impose civil penalties on certified facilities – currently only registered facilities can have civil penalties assessed at this time.
3. Prohibit individual facilities who have had license revoked or suspended or voluntary close from being able to take advantage of operating an exempt family child care or preschool.

Oregon Center for Career Development – Pam Deardorf

The focus of the Center is positive growth through professional development. They oversee the Oregon Registry, a trainer program, and a statewide scholarship program.

Pam has been a family child care provider, center director and moved into developing training. Pam's vision is to be more integrated more with ECE and Head Start. Primary challenge is for providers to see the benefit and use it to build the profession. Marketing is an essential component on intensive training on marketing. The trainer said you have to start first with your brand promise. Say who we are, what we do, why does it matter. Message has to be simple, different and relevant. Lead out center in making decisions based on data.

Current work focus is to simplify documents for the Oregon Registry. In addition, working with mentors to support providers get on the Oregon Registry. They also are surveying Oregon Registry trainers in regards to the Center. They are incorporating recommendations from Bobbie's literature review into practice.

The Center is working in partnership on the Director's certificate. In addition, a school age certificate and training focused for school age programs.

Gary asked about the need for relevancy of the Oregon Registry to younger staff/providers. Pam discussed the need for different messages for different audiences. Patsy has been meeting with some high schools to work on a process where completing their ECE program can place young people on the registry.

Professional Development Recommendations, Oregon Community Foundation (OCF) – Mary Louise McClintock

Quality of early childhood education (ECE) is one of OCF's primary focuses and has been a long time interest for the foundation. Early grants to support the Oregon Registry came from OCF and currently they spend \$350,000/yr on scholarships which come through 16 out of 17 community colleges for individuals pursuing a degree in ECE and commit to working in the field upon graduation. Secondly, the scholarship fund through the Center supports the ability of providers to access professional development opportunities.

The OCF board, last year, reconfirmed their commitment to ECE and signaled their interest in increasing their investment. To determine what should be done, OCF commissioned Bobbie Weber to conduct a literature review about effective investments.

The three factors consistently associated with quality are: compensation, professional development and staff stability. Scholarship programs as a stand alone factor have not been studied because other states have combined them with compensation initiatives. Scholarship programs linked with compensation have the most impact on training levels, behavior change and stability.

Bobbie suggested increasing training and education specifically for infants and toddlers.

OCF Scholarship proposed changes:

1. Blend the scholarship and community college advisory committee
2. Consider requiring that members who receive the OCF scholarship are required to get on the Oregon Registry. This will assist us in comparing long term impact.
3. Training and education have more of an impact if it is facility wide. Consider providers of facility only when it is part of a facility wide strategy.
4. Consider limiting professional development that meets two or more characteristics of effective training: intensive, continuous, individualized, focused
5. Limiting a number of scholarships for one time use to allocate more for those in #2. Interested in commission feedback because a one time scholarship use may open doors for providers yet we know that one time training does not have long term impact.

Additional recommendations that involve further partnership:

1. Regulatory: revisit regulatory requirements on training requirements which would require legislative action and OCF is willing to help with.
2. Articulation: OCF could help by convening.
3. Combine scholarships with incentives: Research did not tell us what type of compensation or a tipping point. We can look at different types of compensation models.
4. Relationship based professional development: Improve existing mentoring programs to align with research.

Tom noted that we have an environment to develop a public/private fund. Funds have been committed to build the provider training warehouse and connect with the Quality Indicators Project. This builds the infrastructure but how do we incent providers to move up. We can rethink how we're doing training. We need to look at the mentoring program and could use this with people who are in the registry with scholarship funding to enhance the training they've taken. If we can put this fund together we can make it so local communities can use funds to match the state as long as they use it for a system that directly impacts quality. Kitty noted that we all know the training requirements for RF are too low; this is an opportunity to use Bobbie's research to provide meaningful training.

Rosetta asked if there is anyway to build upon the nurse consultant project and their mentoring piece. Tom said coordination is key.

Julie noted that providers need support such as a substitute provider pool to give provider the opportunity to get out for training without having to close.

Send full copy or link to copy of Bobbie's report to Commission.