

**Training Quality Committee
Meeting Summary
March 12, 2007**

Attendees: Kim Ashley, Andrew Bremner, Bev Briggs, Colette Brown, Kim Cardona, Donalda Dodson, Pam Dunn, Pam Everitt, Merrily Haas, Patsy Kohout, Allison Laughlin, Heidi McGowan, Mary Nemmers, Linda Nelson, Dawn Norris, Sue Norton, Rhonda Prodzinski, Sonja Svenson, Rosetta Wangerin, Bobbie Weber.

Introductions

Minutes – Corrections/Edits

JaNell Welker was not an attendee at the January 8 meeting.

Announcements

OLD BUSINESS

Workplan

All updates to the workplan are due by April 27 for the May 14 meeting. Bobbie – we could use the annual plan for a three minute update on each area of the workplan at each TQC meeting; members lose track if they are not on the workgroups.

ACTION: 30 minutes on the May agenda will be spent on the workplan.

AFSCME & SEIU

Update – the training money that is included in the budget is for exempt providers. Meeting scheduled on March 12 with SEIU; Jon Reeves, Mary Nemmers, Kathleen Hynes, Sonja, Mark, Rhonda and Sue Nelson met with SEIU reps and exempt providers to discuss considerations for those dollars. Pam – will this meeting include discussions on how to implement? Yes, but no decisions will be made – just discussion. Mary – is SEIU coming with ideas? Yes, Abby Solomon will attend. Rosetta – make sure that Sue knows that TQC and Family, Friends, and Neighbor exist – please carry the message that we have groups that work directly with child care providers. Sue is with DAS – and works on union issues.

Heidi said it would be nice to have a presentation by the Commission for Child Care too. Rosetta – some of the DHS providers are licensed – is AFSCME involved. No, this training is specifically for exempt providers. Bobbie – is it to get them licensed? Not necessarily and we may not call it training – licensing is not the goal. Rosetta – FFN is also working with exempt providers – they need to know this.

How many hearings has the package had? One and nothing scheduled at this point. There are two bills – collective bargaining for providers and another on investigations. One more on ongoing training for staff that do investigations. Another on economic development. Is the investigations about third party investigations of abuse – yes. Rosetta – explained the third party investigations. Who should handle it? Child welfare, law enforcement, child care – has been a fingerpointing issue for many years. Several groups have worked on this issue trying to get clarity. A situation in Klamath Falls brought the issue up again. Another example – child care provider had to shut down for an investigation and was not able to earn a living – investigation took over two months.

Has anyone heard what AFSCME is doing in the training arena? No, and they have not reported to any child care arena of which we are aware.

The hearings for the SEIU training dollars went very well – very positive. Good testimony from clients and providers.

NEW BUSINESS

Family, Friends, Neighbors Presentation

State commission budgeted about \$155,000 for the work of this committee. Background – Rosetta – who this audience is – usually not connected with DHS, USDA or the R&R system. Another characteristic, not really providers, but family or friends that are helping a working parent out. Some continue to provide care, don't want training, and are not interested in being licensed. They want to learn but not in a formal way. They may be informal but doesn't mean they don't offer quality care. They don't consider their care as child development as most of the providers are grandparents. We spend so much time on the child care workforce that we forget that the majority of children in care are not in licensed or paid care. FFN represents the majority of caregivers.

The TQC Workplan does reflect some of the work of FFN. Tool kits will be ordered from Michigan this month. Kim is also doing an RFP for the evaluation. There is a roject in Multnomah county which is hiring a part-time librarian and adding a health consultant to work with the Latino population.

The other effort is with DHS, which has an FFN project in partnership with Child Care Information Services and Chemeketa CC. Project is targeted to families on the DHS subsidy program in Marion, Polk and Yamhill counties. It took quite awhile to get a contract in place for the project; there is a white paper on this project.

The FFN workgroup is excited about these two projects because the only system in place is the USDA food program, but they don't see themselves as doing outreach to this population on an individual basis. FFN thinks this relationship model will work much better than XXX. Members are hoping this effort will be shifted to the CCR&R system. The in-home food programs are very strapped and do not have the manpower. Two studies – Brandon in Washington and Chase in Minnesota on FFN outline the characteristics.

Kim visualizes an unscientific model (blue paper). Target population is about 300 child care providers, who serve about twice that many children. Kim went through the materials in the kit. Not overwhelming for a provider – not too much information – also includes health and safety info and child development materials. Not enough school-age materials so will add those materials in the next kit order. A new tool kit is also being developed for inclusion.

Are other languages being explored – Russian, Vietnamese, Chinese? This biennium is coming to close and the current funds need to be expended for English and Spanish. Members will work on other languages next biennium. Rhonda – at DHS, other languages will definitely be considered.

Allison – website with early childhood knowledge and learning center = www.ecklc.org. Babies and toddlers are more likely to be in FFN care – preschoolers in centers. Bobbbie – we have done a lot of work on FFN, but we are driven by block grant saying that all legal care should be eligible for subsidies. Most states didn't know what the FFN group is doing – what were the characteristics? Toni Porter has become a leader in research of this population. Study after study finds pretty much the same thing –

provider is helping a relative or friend – do not consider themselves as child care providers. Don't want training – like having things done for the children – parent/child like training or networks with other FFN. Washington and Minnesota are running FFN support through the CCR&R system and have lessons learned – what works and what doesn't. Work from both parent education and provider sides. Exciting new area for us to move into without stopping our work with other types of care. Many of these providers do not know where to go to get support services – compensation, parent education, equipment, networks, other assistance.

When will the strategic plan be ready for public consumption? Kim – anyone who can help me write it. Bobbie - it is written, it just needs some group time and input.

ACTION – Attached to the TQC minutes and send out to the TQC list.

Allison – excited about this because it is the missing link in the child care system. Mt. Hood got a grant to work with the population, but there hasn't been much reporting out on the project since Pam Greenough, project coordinator, was promoted. Albina will take over the early Head Start program in Multnomah county that was previously administered by CDI – Community Development Institute (interim grantee).

Donalda – update – no more money for Head Start, but a provision for reallocation of current funding. Some of the things we are hearing – care by grandmothers is usually financial in nature, sometimes cultural; not just poor people use FFN care – it crosses all economic strata.

ACTION: Kim will do a two minute update on the tool kits and strategic plan at the May 14 meeting.

Professional Development Data System

Overall purpose is to collect training and education information on the child care workforce. The Professional Development Data System (PDS) workgroup has been working for many months – Andrew, Becky Vorpagel, and Deb Trammell are the technical group that have been working on the data warehouse.

Diagram generally outlines how the data warehouse works. Verified data is training that has been documented and proven true; verified vs. unverified training data. Budget will be developed soon. The system and technology has to be developed. Preliminary budget and timeline to TQC and CCD in September 2007. All comments should go to Andrew Bremner regarding this project.

Have policy questions that needed to go to PDS regarding staff costs for increased staff data entry time, getting technology in place to get ready for the data warehouse. Need a discussion with CCD on cost considerations for staffing and technology. Individuals will do much of their own data entry which is a cost savings to the system (not the individual). Trainers must also be within the system in order for their training to be verified automatically. New trainers have to register with the OR – meet the general requirements. Rosetta – like the red and green dollars on the diagram which show costs considerations.

OPEN DIALOGUE FORUM

Oregon Registry – Recruitment Plan with November TQC Recommendations

Purple sheet – a culmination of all the recommendations from TQC and other marketing efforts done by PSU/Center for the Oregon Registry/Oregon Registry Trainer system. Marketing is not just the Center’s responsibility but for all members of TQC. The new workplan for the PDS has been developed, now how to we get the information out to the child care system and other systems of care for the OR.

Patsy and crew did a very holistic brainstorming ‘blue skies’ on marketing strategies. Now how the Center organize into venues, partners, and target audiences, what to do. Brainstorming did not get to the level of ‘who does what’ ‘who is responsible’ for completing the activity. Took all the activities that had been brainstormed and put them in the three levels of involvement: dissemination, outreach and engagement, active recruitment. Some have already started or been doing – some partners are also doing these activities, not just the Center.

Mary – are the materials ready yet? Yes, but some need to be developed. There are some areas where all partners would be involved – like newsletters – make sure we are in all the newsletters that serve the child care community. Could be an article, a website address, an Ask Patsy column. What would be included depends on the newsletter. Mary – the professional development mentors have the responsibility to be the ambassador for the Oregon Registry – how can they be the most helpful? Suggested that Patsy could write an article every month that ‘trains’ the professional development mentors on a single issue.

Patsy – lots of blanks on the purple sheet because we recognize there are many other ideas that we haven’t heard yet. We are developing posters (Dena Boswell developed) with messages related to the Oregon Registry. Postcards with the messages too. Include in R&R updates or in CCD mailings. Professional Development Standards posters. Next need messages on working with parents. Get messages out in a variety of ways. Dawn mentioned the online applications – under active recruitment, making the applications fillable online so they don’t have to be done by hand.

Linda – the packets seem to be overwhelming – need more sound bites and less material. Five steps to Choosing Quality Child Care had inserts – something like that. Sonja - Virtual degree program – will also need some future marketing.

Our next step for the PDS subcommittee is looking at messages for parents and working on the purple sheet activities; will bring back to this group. Mary – people are ready at different times, what are the pieces of information we can feed when people are ready. Center is developing a class for PD mentors – example of giving a message to a receptive audience. Goal – take a person where they are developmentally and move them along gradually. Example - Patsy – currently working with Randy Fishfader and the current ECE class to move them automatically onto steps on the OR.

Think about – how do we market the system – how do we bring all the puzzle pieces together and show how all the systems are working together – how do we market ourselves as a system (not just disparate pieces). Example – OACCD conference with 80 center directors that are beginning to understand there is a system and how it works.

Mary – need to figure out a reason WHY people want to be on the Oregon Registry – they need to be ready because X, X, and X are beginning to happen. What are the questions that parents are going to start to ask providers - are you on the Oregon Registry and what step are you? Sue – many providers don’t get why the Oregon Registry is important to them – they don’t get the context or how it relates to their job. Mary – as advocates, we are going for money for the system and only providers on the

Oregon Registry will be eligible – that is the message. Patsy – there is a definite need for tools to answer the why – one pager – that talks about ‘why’ prof development is important. Kim Ashley – providers can market us better than anyone else. Once you get a few providers on board, they will start talking to each other.

Merrily – incentives for the whole OR process – we need to be working over the next two years so that we have one total package and get a statewide CARES program – OR is ready, virtual ECE degree is ready – all the pieces are in place.

CCIP – should we ask Tom to regenerate this committee of the CCECC.

STANDING SUB-COMMITTEE UPDATES

Articulation

Over 60 participants at GAS – commitment to telling 10 other people about the OR. Packets sent out to 20 other people that registered but couldn’t attend. Regional work for OR and the Virtual Degree program – conf calls this spring to continue the Virtual Degree project.

Evaluation

Have two committee members but have not yet met.

Family, Friends and Neighbors

Next meeting March 26 – 10 to 12 at the OCCRRN. Working with Michigan on the packets.

Continuous Quality Improvements

Has not yet met. Because Dell is involved with the legislative session, probably will not meet until this summer or fall.

Professional Development Data System

Heard a report today.

Oregon Registry and Professional Development Standards

Have made progress on concerns when Sponsoring Organizations or Certified Trainers don’t follow the rules; did come up with some strategies. Also, summarized the data on the OR trainer program. Data report on the center website. Short and sweet summary passed out.

Training Gaps

Issue Brief last meeting on the training calendar. Questions on administration and clerical work – consulting with Becky Vorpapel; need to slow down a bit and wait to make a decision on those issues. Will take Becky some time to train someone else on the administrative duties. Will wait until May to make those decisions. Working with Bill Boyle (FA/CPR) on alternate languages – can’t find this training in other languages with translated materials.

Training Review Coordination

Transitioning First by Five to First Connections - 21 training session with 62 training hours. Uses PITC materials from WestEd. Used every bit of PITC materials except for Health and Safety and Child Abuse. Currently in English and Spanish. TOT was done in February. Mary – will there be a TOT for new trainers? Kim and Bev will be looking at geographical distribution – very expensive to equip a new trainer (about \$1500). It really is a funding question on how many trainers will be trained – even

though we know there are trainers that want to be ‘new’ trainers on this curriculum. Trainer agreements – yes, they were given to the new trainers. Linda – does the participant get a certificate for each module – yes, and they were developed to stand alone, there is no particular order. This removes a barrier that First by Five had that made providers take 10 hours before they got a certificate. All the training sessions have to use the full title so that CCD knows it is First Connections.

Draft agenda items for May meeting

- Training Gaps
- Workplan
- Virtual degree presentation
- Any comments on FFN strategic plan
- Resurrect the CCIP group
- CCECC on April 5
- Recruitment plan for OR in September

Next meeting is May 14 at the DHS Cherry Street office.