

**Training Quality Committee
Meeting Summary
January 14, 2008**

Attendees: Kim Ashley, Beverly Briggs, Colette Brown, Donalda Dodson, Pam Dunn, Barbara Griffin, Merrily Haas, Sue Mackey, Tammy Marino, Heidi McGowan, Linda Nelson, Dawn Norris, Mary Nemmers, Rhonda Prodzinski, Teresa Stevenson, Kathy Suebert, Sonja Svenson, Sonia Thomas, Bobbie Weber, Kim Williams.

MINUTES:

Corrections: Spirit Mountain grant of \$45,000 to OCCRRN office which will focus on the 11 counties that Spirit Mountain serves.

ANNOUNCEMENTS:

- Building Blocks: Social/Emotional Development – Training of Trainers at Wilsonville on March 4. Specifically targeting trainers that speak Russian, Spanish, and traditional Chinese. Will work through Kim Ashley to get a list of R&R SDAs that need BBSSED trainers.
- Oregon Association of Child Care Directors – State conference on March 12, 13, 14 in Newport. Nancy Rossenow is the keynote speaker for natural environments and impacts on children.
- Trainer numbers – OCCD/PSU will provide data reports on trainers for curriculums/geographic areas to TQC members.
- NAEYC – the latest Young Children issue has information on the new NAEYC accreditation system. Oregon has either 42 or 43 programs accredited and two that are reaccredited through the new system: Old Mill School and the KinderCare program at OSU. Merrily has a new intern that is going to assist programs with accreditation. Will have a session at the Spring conference to give technical assistance on the new accreditation criteria. Heidi – would it be possible to get information on the cost of accreditation – that qualitative information would be very helpful in many other settings: cost of substitutes, baseline standards, every place where a cost is incurred. It would be valuable to have a single overall cost that we can tell programs for budgeting and planning purposes. Also, what is a fixed cost and what is variable.

OLD BUSINESS

- Training Certificates – CCD Management team discussed the type of training recorded on certificates and made the following recommendations to TQC: 1) document substantiated training fraud, 2) make recommendations in writing to the Child Care Division on suspension of certificates received from the entity engaging in fraud, and 3) if it is a sponsoring organization, notify the Center for Career Development in Childhood Care and Education. The Child Care Division highly recommends that modes of training be listed on all training certificates received by providers.

Questions and answers: Is this just for sponsoring organizations or for all trainers. Check list on the cert? What modes do we want to list? Merrily – when looking at space on certificates all say they attended the training, date and location. The certificates are pretty crowded. Dawn – suggest we develop some common language and put that on the certificates – CCD won't prescribe. Mary – could we get recommendations from the Center/PSU on how it should be recorded on the cert? Barbara – perhaps we could just put it on the certificate if it is an exception? Bobbie – problem with that is for data entry, we are asking the data entry person to make a judgment call. Sue – would

college courses need to have the mode of training? This is for community-based training. Sonia – the few online courses that I have taken have the URL at the bottom with the training taken. Teresa – but not all online training has that on the certificates.

ACTION: Center/PSU will develop language for training certificates and bring recommendations on implementation date and new language to the March meeting.

- Accreditation Ad Hoc Workgroup (December 12, 2007) –Sonia Thomas, Merrily, Bev, Linda Nelson, Rhonda, Bobbie and Heidi. Looked at the criteria developed a couple of years ago for acceptance of accreditation for the Quality Indicators project. Decided that for the process of selection, QI project will have a list of accrediting organizations that have met the criteria. Organizations with information that was easily available, accessible, and clear they met the criteria: NAA, NAEYC, NAFCC, and ACSI. The second process for selection, any provider can submit for assessment their accreditation as long as they meet the Oregon criteria. The recommendation was that TQC would appoint an ad hoc group to review submissions.
- There were some issues and questions that came up in relation to Head Start and Montessori. Group concluded that Head Start was not an outside accrediting organization. Montessori also only accredits organizations that deliver the Montessori curriculum. Kim – Dell called me and was concerned that Head Start was not included in the ad hoc meeting. Linda/Merrily – Dell agreed quite awhile ago that Head Start has performance standards, as such they are not an accrediting organization.

ACTION: Sonja will attach a copy of the QI criteria for accrediting organizations to the January meeting summary.

NEW BUSINESS

- AFSCME Training Agenda – Sue Mackey/provider/AFSCME representative – providers want information on SIDS and HIV/AIDS training. Need training in alternate languages, especially in Spanish. Providers in remote areas have a difficult time accessing training. Example: First Aid/CPR class was cancelled at the last minute and had a hard time getting this training. Sue was not aware that providers in rural areas did not have access to training. Providers would like intermediate and advance training to increase skill levels and move up on the Oregon Registry. Providers wish that more providers could become certified (note: approved) trainers because providers like taking training from other providers. Sue – personally, think the state is lacking in child care abuse and neglect training – there is not much out there. She looked for several years for something beyond the basic training. Thinks the state should require more, make it mandatory, to have more than just the two hour basic RRCAN. Faye Zapeda and JaNell Welker got some preliminary information on RRCAN at a higher level – they would like to be able to develop it. Spoke with someone at Liberty House in Salem about it.

Pam – do you think providers are accessing the training calendar, because Linn-Benton CCR&R does offers a higher level of RRCAN. Any provider is welcome to register for that class. Sue was not aware of the training calendar. SIDS and HIV/AIDS is covered in Child Care Health & Safety, Module 5. Heidi – how do you learn about training? Sue – mostly from our CCR&R newsletter. I am not computer savvy and don't use that as often.

ACTION: Teresa will provide Sue with cards to distribute at the next meeting of Child Care Providers Together.

Sue – for the 2009 Legislative agenda, we sent out a card asking providers the issues with DHS, CCD and training. Merrily – is AFSCME intending on providing training in the gap areas or accessing training that is already available? Sue – does the Oregon Registry honor the training that AFSCME offers? As long as documentation (certificate) is provided, there is no reason the training would not qualify. Bev – AFSCME could also become a sponsoring organization. Mary – also, the union could make sure that training that is already available is being advertised in R&R newsletters. Merrily – over 80 hours of Set 2 training was available at the OAEYC fall conference last October Heidi – please bring feedback to us on how providers are accessing training and let us know the difficulties that providers are having in the training arena. Teresa – we can get some acronym lists out and make sure they are available in several areas. Sue – although we are supposed to have two representatives, it is really hard to attend. It is hard to get a substitute and also drive school age kids.

Sonja – what other higher level trainings are you seeking? Sue – environments and curriculum, understanding and guiding behaviors, human growth and development, record keeping, personal growth and development. Providers also said the length of training is too short – most providers are interested in four hours training session. Curriculums of 15 hours over multiple days have the least interest. Merrily – addressing the barriers of having you attend, we could have union representatives at the beginning of the meeting so they can leave at 2:15 might help with ability to attend (because of school age children).

- Core Body of Knowledge – currently revised and is being translated into Spanish. Document will be going to all Starting Points trainers because they use it in their training sessions. Should be using the January 2008 version – no changes in categories, no changes in definitions. Mary – what was changed? Bev – some of the categories needed more standards – we plugged the holes that existed. Trainers that use it a great deal, use it for Oregon Registry applicants. Mentors also use in professional development mentoring. Tammy – as one of the reviewers, thanked Bev because having this available and revised is very helpful for us in the training field.
- Scholarship Report – Barbara Griffin – over half the funds went for community based training. A small group met in December 2007 with Mary Louise McClintock, Oregon Community Foundation, to discuss the priorities for the scholarship program. Barbara talked to Mary Louise and a supplemental amount of scholarship funds has been requested to fund the program through the end of the fiscal year. OCCD staff will meet with Mary Louise toward the end of January to submit a supplemental proposal. Should know by March about the end of the year funding. We are changing the criteria to fund through the end of the year. A small group will be working on criteria changes for future years. Although the small group talked about criteria for funding through the end of this year, it is premature to share that criteria until supplemental funding has been secured.
- In the Mix – Mixed ages in family child care – Bev reconvened the group that developed the original training outlines. Kim and Bev are co-chairing the Training Review committee and are working

together to develop the curriculum for IN the Mix. A TOT will be scheduled in late spring. Meeting again on January 22; not sure what the format will look like.

OPEN FORUM DISCUSSION – Mentoring, Coaching, Consultation, Technical Assistance

Bobbie – no consensus in the child care field on mentoring, coaching, consultation and technical assistance. She has seen the term one-to-one professional development. There is an argument that this type of training is more effective than classroom training. Feels like we should get ahead of the curve, think about, and discuss the implications of current research.

For CCD training, could we get to consensus on components of training – a type of equivalency that we give other types of training. As we put more resources into this type of professional development, how can we credit the this type of training. If it is truly effective, then how do we give providers credit for it. Suggests a small workgroup really educate themselves on all the forms and issues around one-to-one professional development. Report along the way and keep TQC informed as it moves forward.

Merrily – just want to make sure of my perception of what we count currently; none of it counts currently? Teresa – yes we do, there are criteria for one-to-one professional development and it is on the 8 hour training two-pager provided by CCD. Merrily – so it is about delivery of content? Teresa – Yes. Mary – none of the time spent in the mentoring program is counted as training. Bobbie – and I am not sure it should be, but we do need to start the conversation. Merrily – we need to look at the research and may end up requiring that a certain amount of one-to-one is counted toward training hours.

Linda – we know that some of this type of one-to-one is good for providers. Bev – when does the report come out? Bobbie – it is in the fourth year of research and is funded through September 2008. Bev – maybe we need to wait and see what the conclusions are – if it is good – how do we quantify? What will count? It probably will need some standards. Bobbie – right now it is wide open. Mary – is there any groundwork we can be doing prior to the report being released? Bobbie – I think we can get started getting the language and concepts clear. Marty Zazlow thinks this is a gaping hole in professional development. I think we have a whole national group that would dialogue with us on this issue.

Sonia – there are other groups that have worked on this issue – Promoting First Relationships – there is some information already available on definitions. Dawn – there are business models that also have definitions and how changes in practice are measured. Kathy – did you look at the toolkit for evaluation that Eileen Brennan and others from Georgetown released last June? It would be a good place to look for definitions around health consultation and mental health consultations – way to get consistent instruments used.

Mary – I think we are using some of these terms synonymously. Kathy – in mental health, we are starting to look at systems and SAMSA grant applications. One of the focus populations is early childhood 0-5. Mary – sounds like we are moving toward a workgroup to start the conversation on this issue.

Bobbie thinks that Eileen Brennan would join the dialogue. Start with brainstorming and how to educate ourselves about this topic. Be ahead of the curve and give ourselves time to learn. Donald – are you familiar with the concept of ‘popular education’ – if we are headed to one-to-one – there might

be some concepts in popular education that can help us. Essentially taking people where they are and move forward – there is a whole curriculum related to that. The more we get into things, the more we realize that those principals are relevant. Paolo Frerry concepts. Seems like we are bridging those learning concepts especially when working with minority populations.

ACTION: Bobbie will lead the workgroup discussing definitions. Members: Mary Nemmers, Kathy Seubert, Dawn Norris, Kim Ashley. (Call Sonia Thomas for suggestions of names – she wants to ask them first.)

WORKGROUP UPDATES

- Articulation – working in smaller groups for the Virtual Degree initiative. Smaller regional summits scheduled for February 29 in Grants Pass at Rogue Comm College, April 26 in Eastern Oregon at BMCC; Half-day midweek at Linn-Benton; Clackamas in late February or beginning of March. April 11 and 12 is the OAEYC Spring Conference and supporting these topics: training, mentoring, and supports. Cecily Alvarado is the featured speaker. Spring Conference is at Lane Comm College. The conference call to confirm dates is happening in the next week and firm dates for the Linn-Benton and Clackamas regional summits.
- Continuous Improvement – no report
- Family, Friends, and Neighbors – January 25 is scheduled for Spanish/English orientation and some enhanced rate provider training in Multnomah County. CCR&R is doing the orientation and DHS staff are doing the enhanced rate training. Linn-Benton has also done a lot of planning for orientations.
- Professional Development Standards – major task is to finish work on statewide credentials; have been working on this for quite awhile (last reported in June 2006). Moving forward with two specific credentials: Directors and Infant/toddler. CCD is working on a Licensing Specialist credential and Center/PSU staff are working with CCD to ensure alignment with other standards. There are some states that have Director’s credentials that are accepted by NAEYC. They are very interested in what is happening in Oregon. Will bring issue briefs to the May meeting on the Director and Infant/toddler Credentials. Sonia – is there any interest in articulating the credentials into college credit? Yes, we will be working with the Articulation workgroup.
- Training Gaps – had a timely conversation today on foster care children and training of providers that have foster children in child care when their foster parents are at work. There are some foster parenting classes open to providers, but are often not offered at times available to providers and at a cost they can afford. Why this issue? There are specific issues that foster children in child care of which providers should be aware. Kathy – there are mental health issues and the impact of trauma on children. Providers should be aware of and be able to assist children and not ‘re-traumatize’ them inadvertently and unknowingly.
- Training Review Coordination – Currently reviewing In the Mix for Spring 2008. A workgroup of school age providers is currently building a curriculum for release this summer. Will be reviewing CCHS for relevance and updates; workgroup will report back in late spring.

RRCAN – was revised recently by DHS and is significantly different than the old book – need to update training and have TOTs for trainers. The new handbook is online on the DHS forms page – is downloadable. Form number is 9061 and that is the best way to search. The forms of abuse have not changed, but the data has and all the examples have been taken out of the back.

Sue – is the training review only about curriculum, or is it about format, content, length of training modules, cost effectiveness. Example: First Connections – now that we have rolled it out – what have we learned? Bev - the review process is open to any aspect of any training that is delivered. First Connections is not on the table for review as yet. Sue – we gather evaluations on all this training, what is relevant? Should we add questions that gather that information from participants? Dawn – for example, it was good to hear from Sue Mackey that four hour training sessions are wanted by providers. Sue – we could use all the evaluations to information new training being developed and use the suggestions or integrate new ideas. Dawn – CCD is possibly going to do another survey with family child care providers – would be a good way to gather information on training from the provider perspective.

March 10 Agenda

Scholarship information from Oregon Community Foundation

Brief History of Time

Report out on increasing training requirements

Open Forum – Popular Education presentation – speaker from Multnomah County/Center for Capacity – 30 minutes

May Agenda

Issue Brief – Director’s Credential

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NOTE: TQC meeting November 3, 2008 – Change from November 10