

# Missouri Coordinating Board for Early Childhood

## Early Care and Education Programs Workgroup

September 20, 2012 – Inaugural Meeting

Truman Building, 10:00-3:00

### MINUTES

Workgroup members in attendance: Shari Allen, Linda Armstrong, Tammie Benton, Kay Billings, Carol Bolz, Christy Brookings, Rachel Brown, Jennifer Crouch, Tamara Drennon, Cindy Gabbert, Alicia Jenkins, Sondra Jones, Pam Little, Angela Oesterly, Stacey Owsley, Shirley Patterson, Sherri Reagan, Cindy Reese, Donna Scheidt, Carol Scott (Chair), Pam Speer, Tina Trueblood, Pamela Uehling, Pam Williams, Bobbie Wydeen. Joining by phone: Michelle Vladova.

Guest: Donna Baringo

Staff: Daryl Rothman

- I. **Welcome and introductions:** Chair Scott invited introductions and group members shared their reason for participating. Common themes included a concern for ensuring access to quality programs; the wide gap in quality between licensing and accreditation; the need for legislators to understand the importance of quality early care and its link to economic development; a need for better awareness about available services, including special needs services; a need for greater cultural diversity; kindergarten readiness; and the need for additional funding in the field.
- II. **Review CBEC mission and workgroup charge:** Chair Scott reviewed the CBEC mission, strategic plan excerpts, and a draft work group charge, which the group discussed. Feedback included the need to clarify whether the focus begins at birth or prenatal, as both are referenced. Ms. Owsley noted the importance of including Family Engagement in the work ahead; it was suggested that “families” be added to the draft of the work group charge. Chair Scott will bring the revised draft to the November 13<sup>th</sup> CBEC meeting for approval.
- III. **Review/expansion of briefing book contents:** Chair Scott moved quickly through the contents of the briefing binder, asking for questions/comments. Feedback included: The information on the Trainer Registry and the MO PD Registry are no longer separate documents on the OPEN website; in the Family Section, perhaps incorporate the Head Start framework on Family Engagement; consider some focus/information on partnerships, health, and dental.
- IV. **Defining our priorities**
  - a. **Small group discussions and drafting:** Four groups formed and developed priorities in their topic areas: *Programs* (Pam U, Pam S, Linda, Christy, Alicia, Shirley), *Business Management/Fee Assistance (Subsidy)* (Michelle V, Jennifer, Rachel, Pam L, Sondra, Shari, Carol B), *Family Engagement/Consumer Education/Public Awareness* (Stacey, Cindy, Tamara, Cindy G, Donna,

Sherri), and *Professional Development* (Angie, Tina, Kay, Bobbie, Pam W). Each group was tasked with developing two top priorities.

- b. Carousel review and notes:** After small group discussions, members posted flip chart pages showing their proposed priorities. The whole group was given time to peruse the notes posted from each group, and then each group discussed their priorities, answering questions and responding to feedback proffered by the larger group. Draft priorities and discussion points follow:

*Programs:*

- 1) Improve licensing infrastructure (continue revising rules and examine monitoring caseloads).
- 2) Access for families to affordable, quality early care and education. Key elements in this process would include supply, curriculum, program standards and inclusion.

Comments: need to revise licensing requirements, as we are working from outdated, baseline requirements; need better enforcement of requirements, and include consideration of worker caseloads; bear in mind, the promulgation process is very cumbersome. 5, 6 and 9 of the core competencies in particular warrant potential revision.

*Business Management/Fee Assistance (Subsidy):*

- 1) Increase subsidy rates and expand transitional benefits.
- 2) Licensing would require directors to procure 12 additional clock hours, with at least 6 in business administration, or human resources, management, etc.
- 3) Examine relationship between subsidy and compensation; commission a white paper examining compensation supports in other states (this pertains to 7 and 8 on the competencies list).

Comments: It is very important for directors to have job-specific training; parents want good care but few parents use a referral service—their paramount question is typically, “Can I afford this?” There was consensus that continuing education is needed, but there were differing views regarding how much and in what areas.

*Family Engagement/Consumer Education/Public Awareness:*

- 1) Clarifying the components of quality in consumer education.
- 2) Building public will for higher quality to drive demand.

Feedback: family visibility will remain vital in these efforts.

*Professional Development:*

- 1) Accessibility of a variety of quality PD opportunities across the state
- 2) Professionalization of the field (trainers and providers)—consideration in this area must be given to a career lattice, pre-service training, and staff recognition.

Feedback: Varieties of topics and delivery modes are indeed very important; we should explore what other states are doing in this area, particularly regarding a career lattice.

- c. Additional discussion:** The group further discussed the refined priorities and determined a prioritized list of requests for funded projects, to be made to the CBEC, including:

- 1) Commission a white paper that reviews mechanisms used in other states to support/increase compensation in the child care/early education workforce.
- 2) Develop a review paper that examines states' career lattices, identifying common features and comparing successful implementations.
- 3) Commission a literature review of research on parents' perceptions of quality in child care/early education programs.
- 4) Survey Missouri program directors to learn what clock-hour training they had in 2012 and map the geographic availability of director-appropriate content.

In addition, given the strong interest in the priority for *Building public will for higher quality to drive demand*, Chair Scott will contact Dr. Patsy Carter, Chair of the EC Mental Health Workgroup to discuss the possibility of the two workgroups working together on the message development for the AdZou campaign.

**d. Review PD Workgroup action plan for priorities to add**

- V. Next steps:** Chair Scott thanked the group for their participation and good work, and proposed that the work ahead is important enough that a second meeting in early November would be appropriate. The group agreed and Chair Scott confirmed that Mr. Rothman would send out a Meeting Wizard to establish the date of the next meeting.

**VI. Closing comments and adjournment**