

**Missouri Coordinating Board for Early Childhood
Early Care and Education Programs Workgroup Conference Call
December 4, 2012 from 2:00-3:00**

MINUTES

Participants: Carol Scott, Stacey Owsley, Daryl Rothman, Kathy Thornburg, Shirley Patterson, Tammie Benton, Carol Bolz, Leanne Cantu, Melissa Chambers, Sondra Jones, Pam Little, Tamara Drenon, Cindy Reese, Loletta Combs, Brea Connett, Jennifer Crouch, Terri Foulkes, Cynthia Gabbert, Beverly Hooker, Angie Oesterly, Sherri Ragan, Tina Trueblood, Michelle Vladova, Lynn Weber, Bobbie Wydeen

- Revise funded projects proposals for CBEC: The ECE Programs workgroup funded projects proposals were revised as listed below.

Funded Projects Proposal

Newly approved by CBEC at the May 2012 meeting, the Early Care and Education Programs Workgroup met for the first time on September 20th. In the context of the Desired Outcome, Goals, Objectives, and Long-Term Activities established in the strategic plan, the Workgroup proposes the following four projects, listed in order of their priority for the group, and requests approval of the maximum budget for each project. In all cases, the maximum allocation request has been deliberately set at a level that is higher than what will likely be needed, to ensure sufficient funds for these projects for which bids have not yet been solicited or firm budgets prepared.

1. Commission a white paper that reviews mechanisms used in other states to support/increase compensation in the child care/early education workforce.

Issue an RFP for a contractor to:

- Identify states or communities with an existing compensation support mechanism
- Research the main features of each mechanism (e.g., eligibility, level of support, methods of implementation, accountability measurements)
- Identify associated costs and financing method(s) for each mechanism

Purpose: The paper shall provide a thorough comparison of various models and be used by the Workgroup to form recommendations for mechanisms that might be built into the Missouri EC system. Completion in late Spring 2013.

Rationale: Related to Goals 4 and 5, and Objective 3 in the Early Care and Education (Early Childhood) Programs section of the strategic plan, and relates to an item from the PD Workgroup action plan.

Estimated consulting time required: 80 hours

Maximum allocation requested: \$10,000

2. Develop a review paper that examines states' career lattices, identifying common features and comparing successful implementations.

Issue an RFP for a contractor to identify all states with an existing career lattice¹ that requires specific educational/experience requirements to achieve state-approved credentials. All examples shall include state-approved credentials issued at less than an Associates degree, as well as credentials at higher levels of education, and link those credentials to specific professional positions. Final report shall include a grid that compares/ contrasts lattices on key features, and will include the length of implementation for each model, numbers of professionals holding each credential at this time (if data available), and contact information for the state organization associated with maintenance of the lattice.

Purpose: The paper will be used by the Workgroup to form recommendations for development and implementation of a Missouri Career Lattice as a new component of our EC system.

Rationale: Related to Goals 4 and 5, and Objective 4 in the Early Care and Education (Early Childhood) Programs section of the strategic plan, and relates to an item from the PD Workgroup action plan.

Estimated consulting time required: 80 hours

Maximum allocation requested: \$10,000

3. Commission a literature review of research on parents' perceptions of quality in child care/early education programs.

Issue an RFP for a contractor to identify and review research or survey results published in the last 10 years on parents' perceptions of quality. A report written by the consultant shall include a thorough review of the literature, including relevant critiques of research methodology, and a summary of the key findings.

Purpose: The workgroup will use the review as a foundation for recommendations related to consumer education and raising public awareness.

Rationale: Related to Goals 3 and 4, and Long Term-Activity 1 in the Parenting Education section of the strategic plan.

Estimated consulting time required: 80 hours

Maximum allocation requested: \$12,000

4. Survey Missouri program directors to learn what clock-hour training they had in 2012 and map the geographic availability of director-appropriate content.

¹ Note: Missouri's Education Matrix, which was referred to as a career lattice for many years, is not actually a career lattice. According to NAEYC, "A career lattice provides for the multiple roles and settings within the early childhood profession (vertical strands), each allowing for steps of greater preparation tied to increased responsibility and compensation within that role/setting (horizontal levels), and allows for movement across roles (diagonals)." The Missouri Education Matrix provides only the horizontal levels from this more comprehensive model.

Part A: Request a data report from the OPEN Initiative's MO Professional Development Registry to aggregate data on directors' 2012 clock hours.

Part B: Issue an RFP for a contractor to gather phone survey responses and print documentation of clock-hours completed in 2012 by a statistically significant sample of the directors at Missouri licensed child care centers and preschools. The survey respondent group shall be randomly selected, and stratified by geography, type of center (e.g., private for-profit, Head Start, public, nonprofit), and size of center. The final report shall describe the methodology used, and provide detailed and summarized results.

Part C: Issue an RFP for a contractor to develop a new reporting template for the *Missouri Workshop Calendar for Early Childhood and Youth Development Professionals*. The report will identify workshops published within a given time span that address specific content areas from the Missouri Core Competencies. For this workgroup, we will want to document 2012 sessions in Areas IV (Families and Communities), VII (Program Planning and Development) and VIII (Professional Development and Leadership). The final report template shall include names and locations of each session, the attendance data for each session (if available), and the Core Competencies covered (if available). This project will result in a new reporting capacity that can be used for other data analysis in the future.

Purpose: These three reports, together, will be used by the Workgroup to develop recommendations for ensuring essential skill development in directors of centers and preschools.

Rationale: Related to Goal 4, and Objective 4 in the Early Care and Education (Early Childhood) Programs section of the strategic plan.

Maximum allocations requested:

Part A: No cost

Part B: \$30,000

Part C: \$5,000