

CBEC Early Care and Education Programs Workgroup
September 20, 2013 from 10:00-3:00
Harry S. Truman Building, Room 493-494

MINUTES

Workgroup members in attendance: Chair Carol Scott, Co-Chair Christy Brookins, Rachel Brown, Kay Billings, Cindy Burks, Melissa Chambers, Jennifer Crouch, Terri Foulkes, Cindy Gabbert, Bev Hooker, Shirley Patterson, Peggy Pearl, Cindy Reese, Pamela Speer, Kathy Thornburg, Alicia Jenkins, Thea Scott for Pam Williams

- I. Welcome and Introductions – Co-Chair Brookins welcomed workgroup members and invited them to introduce themselves. The group summed its collective experience in the field to 412 years.
- II. Chair Scott presented PowerPoint slides covering highlights from white papers and reports conducted by CBEC at the request of the workgroup, including: Career Lattice review paper; data from a survey of directors about their training, supplemented by data from the Missouri Workshop Calendar and the MO PD Registry; review paper on parents’ perceptions of quality; and a white paper on compensation strategies.
- III. Small groups formed for discussions of these reports and data, considering the questions: 1) What do the data/reports tell you about “what is?”; 2) What could Missouri do to improve upon “what is,” for better outcomes for children and families?; and 3) What specific recommendations might CBEC make?
- IV. Report outs from three small groups:
 - A. **Career Lattice Review Paper and Compensation Issues Report: Possible Recommendations:**
 - i. Increase fee assistance reimbursement rate to ensure that child care facilities have more funds for salaries.
 - ii. Push more rule revisions for training required pre-employment or early-in-service (first 90 days), and restricting new employees from being the sole supervision for children until this training completed (degree of CDA can substitute).
 - iii. Build a MO Career Lattice on the foundation of the Education Matrix, by tying the levels to specific positions. Link it to licensing or fee assistance to make it meaningful.
 - iv. Help directors learn how to use salary increases as an incentive to complete entry-level training (i.e., lower salary at start helps cover the training costs).
 - v. Revisit the Directors Credential requirements and fit them into a MO Career Lattice; look at whether the credential requirements need revising, to dial expectations back from the ideal to the realistic.

- vi. CBEC sends a letter to the HHS Head Start Office and Office of Child Care to ask that child care partners with Head Start/Early Head Start programs have 18 months (at least) or 2 year (preferable) to achieve the performance standards, with clear benchmarks of progress.
- B. Parent Perceptions Report:** Parents don't understand "quality" in the same way as it's defined by early educators; parents need to know what to ask when reviewing child care options; some parents still seek accredited facilities; facilities can provide education on quality for parents; parents don't understand our "jargon" in the field. Possible Recommendations:
- i. Tie the information on quality in consumer education materials to child outcomes or milestones. Make consumer education materials more "focused" and "hard hitting," more strengths-based.
 - ii. Distribute consumer education materials more widely: health departments (✓), WIC offices (✓); FSD offices (✓); OB/GYN and Pediatricians' offices (outreach begun in Central MO); Parents As Teachers programs (outreach begun in Central MO); hospitals (outreach begun in Central MO); Vocational Technical schools; high school FACS classes.
 - iii. Increased funding for child care/early education quality initiatives (e.g., T.E.A.C.H. MISSOURI, Accreditation support).
 - iv. Reduce "cliff effect" in child care fee assistance program and ensure families looking for work get sufficient fee assistance support to help them find a job.
- C. Directors' Training Data:** There is a lack of certainty about what Directors should be taking and a lack of specific requirements for topics within the rules. Most of what Directors have been taking is on Health and Safety, though their expressed interest is in program planning and policy. Possible Recommendations:
- i. Keep making the MO Workshop Calendar more user friendly and accessible. Provide clear guidance for trainers on how to design their workshops around competencies and levels in the core competency document.
 - ii. Limit the number of competencies that can be assigned to any one workshop, to help participants make more informed choices.
 - iii. Provide guidance/recommendations for Directors' competencies and training that will help meet them.
 - iv. Create a menu/selection of topics specific to Directors and make sure there are trainers available to provide those topics well.
 - v. Ensure that Director-relevant content is available throughout the state.
- V. Chair Scott quickly presented highlights from the CBEC-commissioned analysis of fiscal resources for early childhood in Missouri and Co-Chair Brookins facilitated a discussion.
- VI. Next steps for Workgroup:
- A. Reconvene after CBEC has their input on the reports/white papers.
 - B. Invite a presentation to the Workgroup of evaluation data from the Director Credential program.

- C. Invite a presentation from SCCR on the rule revision process, seeking to learn how we, as a CBEC workgroup can support their vision/plans.
- D. Invite DSS/ECPS staff presentation on the new ACF rules for CCDF and their plan for how to implement them.
- E. Schedule some conversation about how to get information from these state-level dialogs out to the child care/early education/after-school workforce. Schedule some conversation on the political climate in which we're doing our work.

VII. Adjournment