



Office of Child Care Advisory Committee

Meeting Minutes

Wednesday March 13, 2019
720 South 200 East, Salt Lake City
Conference Room 100
1:00 p.m. to 3:00 p.m.

Committee: Johnny Anderson, Rhonda Dosset, Katie Ricord, Amy Ahrens Terpstra, Anna Thomas, Debbie Tilley, Jessica Smith for Jamie Robinson, Kelly Riding

On the Phone: MJ Aguayo, Teresa Oster, Simon Bolivar, Jodi Hansen

Excused: Kyla Clark, Leah Schilling

Support Staff: Tracy Gruber, Kathy Link, Montana Meyers, KC Hutton, Kim Melville, Nune Phillips, JoEllen Robbins, Ann Stockham-Mejia, Heather Thomas, Jocee Doramus, Nicole Kerwood, Van Christensen

Agenda Item	Discussion	Recommendations/Actions
Welcome	Johnny Anderson welcomed the group. Approval of prior meeting minutes.	Mr. Anderson called for a motion to approve the minutes. Ms. Ricord motioned, passed unanimously. Minutes approved.
Report from Internal Audit	a. Van Christensen provided an update on the DWS internal audit of the child care subsidy program. He presented a PowerPoint summarizing the process for the audit. Of the 22 providers audited, 2.7% of child care subsidy records did not have supporting attendance documentation resulting in \$185,364 in unsupported payments.	
Department Reports	a. Childcare Licensing Program i. Simon Bolivar reported that the next meeting of the Licensing Committee has been postponed to 3/28/2019. He also reported that Child Care Licensing will no longer require providers to submit forms and pay for background check renewals because they conduct daily checks of the FBI through RapBac system. New Employee's will still need to submit a background check. b. Utah State Board of Education i. Jessica Smith reported on behalf of Jamie Robinson who was unable to attend. Ms. Smith provided a status update on the Utah State Board of Education's revisions of the Early Childhood Core Standards. They anticipate completing the revisions by the end of the calendar year. ii. Ms. Smith provided an update on the development of the Preschool entry/exit profile (PEEP) assessment. The PEEP will be implemented at the start of the 2019-2020 School Year.	

OCC Director's Report	<p>a. Legislative Session</p> <p>i. OCC director, Tracy Gruber provided an update on several pieces of legislation approved during the General Session. She reported on SB 166, HB 47 and two pieces of legislation pertaining to child care licensing.</p> <p>b. High Quality Classroom Bonus</p> <p>i. Director Gruber provided an update on the request of child care providers applying the Childcare Quality system's rating to age group rather than the entire program. After careful review and analysis, OCC determined that CCQS will be applied to entire program rather than a particular age group in a program. Ms. Gruber cited two primary reasons for this decision. First, federal law requires that states utilize CCDF to support continuity of care for kids, to ensure children covered by subsidy have access to high quality care throughout early childhood. Rating a program by age group jeopardizes continuity care given that parents may be inclined to remove a child from a program because it is not quality for a subsequent age.</p> <p>Second, past practice in OCC was to invest in quality improvement by age groups through the issuance of monetary grants to programs. Upon return to programs after the grants, quality improvements were not always sustained, demonstrating that providing resources by age group does not work. Although it will not apply CCQS by age group, OCC established an alternative approach to recognize classrooms that are meeting quality benchmarks. It is re-allocating resources previously utilized for the Quality Indicator program to provide awards to recognize high quality classrooms. The bonus will be as follows for classrooms receiving the observation scores required in the Child Care Quality System: ITERS: \$2,500; ECERS: \$1,500; SAPQA: \$500. Classrooms eligible for the bonus are only those in which an observation is conducted for CCQS. Only programs applying for certified quality rating will be eligible for the classroom bonuses.</p> <p>ii. Committee member, Jodi Hansen encouraged OCC to consider adding a group for families with disabilities to the framework. Currently families with special healthcare needs are still not being considered or accepted into programs. Children of all ages, up to 17 years old, still need support.</p>	
Assistant Director's Report	<p>a. Ms. Link explained that OCC has issued an initial draft of the CCQS Policy and it is published on at jobs.utah.gov/occ. Providers will be notified of the policy and provided an opportunity to give feedback until the end of March. All feedback should be submitted via email to the following address: CCQS@utah.gov</p> <p>b. Ms. Link referred to the Updated Framework handout to explain the breakdown of the Total Score;</p>	<p>Policy is on the website at: https://jobs.utah.gov/infosource/occcqs/index.htm</p> <p>The framework is published on the</p>

GRAND TOTAL SCORE

MAXIMUM TOTAL POSSIBLE POINTS IN EACH DOMAIN:		POINTS
1. Health and Safety		30
2. Learning Environments and Relationships		70
3. Leadership and Professional Development		70
4. Management and Administration		10
5. National Accreditation		20
GRAND TOTAL MAXIMUM SCORE:		200

website:
<https://jobs.utah.gov/occ/provider/ccqs/ccqsframework.pdf>

Program Manager's Report	<p>a. Quality Operations Manager</p> <p>i. Ms. Robbins provided data results from the Early Rating & Pilot.</p> <p style="margin-left: 20px;">i. 13 programs participating in the pilot.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #f2e0d2;">Overall Average scores/Highest /Lowest</th><th style="background-color: #f2e0d2;">Interactions Scores overall average/ Highest/Lowest (minimum score - 4)</th><th style="background-color: #f2e0d2;">Language and Literacy average/ Highest/Lowest</th><th style="background-color: #f2e0d2;">Total % of High Quality Programs</th></tr> </thead> <tbody> <tr> <td>ITERS</td><td>3.22 / 4.4 / 1.65</td><td>3.86 / 6.33 / 1.5</td><td>3.96 / 5.6 / 1.67</td></tr> <tr> <td>ECERS</td><td>3 / 4.32 / 2</td><td>3.66 / 5.88 / 1</td><td>2.77 / 5 / 2</td></tr> <tr> <td>SAPQA (scale of 5)</td><td>3.2 / 4 / 2.19</td><td></td><td>33% 13% 36%</td></tr> </tbody> </table>	Overall Average scores/Highest /Lowest	Interactions Scores overall average/ Highest/Lowest (minimum score - 4)	Language and Literacy average/ Highest/Lowest	Total % of High Quality Programs	ITERS	3.22 / 4.4 / 1.65	3.86 / 6.33 / 1.5	3.96 / 5.6 / 1.67	ECERS	3 / 4.32 / 2	3.66 / 5.88 / 1	2.77 / 5 / 2	SAPQA (scale of 5)	3.2 / 4 / 2.19		33% 13% 36%
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<p>ii. Ms. Terpstra asked if the lowest score are coming from the same program or would it vary that a program would score high in one category and low in another. Ms. Robbins indicated most of the programs in at least 1 observation had at least a 2 or higher. Ms. Robbins confirmed the next observations for the pilot will be in July 2019.</p> <p>ii. Ms. Robbins provided an update on the Family Quality Project, which ends at the end of May 2019. Family child care providers reported the following:</p> <p style="margin-left: 20px;">i. Providers are pleased with the financial incentive that went along with the grant as it was enough to buy larger items that would sustain over time for use in family child care. In addition, providers have enjoyed the online training modules that were specific to family childcare and indicated it has been the most impactful grant they've ever received from OCC.</p> <p style="margin-left: 20px;">ii. OCC will be releasing a second round of these grants. Informational meetings will be in April, with the exact dates scheduled in each Care about Childcare region. Applications will open up online May 6, 2019, for two weeks. In June 2019, there will be orientation and welcome visits. The next FCC cohort will begin July 2019 and</p>																		

	<p>continue through March 2020. Ms. Robbins reported a slight change to the eligibility from the first round of grants, in which OCC required that the program serve children covered by child care subsidies. This requirement is being removed. However, OCC will be giving priority of the funding to those programs serving children covered by child care subsidies.</p> <ul style="list-style-type: none"> iii. Ms. Robbins provided an update on the CCQS early ratings. She reported that 17% of the providers that requested an early rating either don't have any subsidy kids, or only 1-2 subsidy children enrolled. iv. Ms. Robbins reported on the upcoming grants released for out-of-school time programs. These releases include: Afterschool Match Partnership RFGA, which will be released early April; Rural/high needs quality improvement grant, which will be released in early April; and Teen Afterschool Prevention grants, which will be released in late May. <p>b. Subsidy Manager</p> <ul style="list-style-type: none"> i. Ms. Stockham-Mejia introduced OCC new staff members, Nicole Kerwood and Jocee Doramus. Ms. Kerwood is replacing Alan Hansen who retired in December. Ms. Doramus is the program specialist responsible for child care subsidy policy. ii. An overview of upcoming rule changes was presented. OCC Advisory Committee members were reminded to register for notices of these rule changes through the Utah Administrative Code website. <p>c. PD & Policy Manager</p> <ul style="list-style-type: none"> i. Professional Development Program Manager, KC Hutton presented OCC's policy on cost sharing of professional development expenses for programs participating in the Child Care Quality System. A handout explaining the policy was distributed. Ms. Hutton explained the below table. <table border="1" data-bbox="464 962 1393 1240"> <thead> <tr> <th data-bbox="464 962 1034 995">Centers:</th><th data-bbox="1034 962 1393 995">Family Child Care:</th></tr> </thead> <tbody> <tr> <td data-bbox="464 995 1034 1044">Number of Caregivers Employed at Program</td><td data-bbox="1034 995 1393 1044">Annual Professional Development Cost Sharing Amount</td></tr> <tr> <td data-bbox="464 1044 1034 1093">40-49+</td><td data-bbox="1034 1044 1393 1093">\$2,700</td></tr> <tr> <td data-bbox="464 1093 1034 1126">30-39</td><td data-bbox="1034 1093 1393 1126">\$2,150</td></tr> <tr> <td data-bbox="464 1126 1034 1158">20-29</td><td data-bbox="1034 1126 1393 1158">\$1,600</td></tr> <tr> <td data-bbox="464 1158 1034 1191">10-19</td><td data-bbox="1034 1158 1393 1191">\$1,050</td></tr> <tr> <td data-bbox="464 1191 1034 1224">1-9</td><td data-bbox="1034 1191 1393 1224">\$ 500</td></tr> </tbody> </table> <p>ii. Professional Development Program Specialist, Heather Thomas reported on recommended revisions to the professional activities policy on the career ladder. At the PD Subcommittee meeting held on March 13, 2019, the subcommittee revised and narrowed down professional activities to 6. In addition, for the Childcare Quality system, the subcommittee limited it to a maximum of 10 hours of professional activities towards the 40 hours needed.</p>	Centers:	Family Child Care:	Number of Caregivers Employed at Program	Annual Professional Development Cost Sharing Amount	40-49+	\$2,700	30-39	\$2,150	20-29	\$1,600	10-19	\$1,050	1-9	\$ 500
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Administrative Rules website:
<https://rules.utah.gov/publicat/code/r986/r986-700.htm>

To receive notifications of rule changes, contact Amanda McPeck via email ampeck@utah.gov or via phone 801-517-4709.

PD Activities website:
<https://urpd.usu.edu/ou-files/uploads/Utah%20Career%20Ladder%20System%20-%20Approved%20Professional%20Acti>

	<p>iii. As requested by the OCC Advisory Committee at its January 2019 meeting, the subcommittee revisited its previous recommendation establishing Level 11 and Level 12 on the Career Ladder to recognize early childhood professionals with masters and doctorates in early childhood fields of study. Ms. Thomas reported that the subcommittee revisited this recommendation and studied similar systems in 37 other states & District of Columbia. Of those states, 90% recognized degrees separate from other degrees in the career ladder system. In addition, approximately 120 out of 1,100 early childhood professional in the workforce registry had a Masters or PhD. In regards to the change potentially compressing the other levels, after reviewing the ladder, educators with a high school diploma and demonstrated competency could still reach level 8 out of 12. Ms. Thomas suggested it is helpful to think of career ladder as separate from the professional development incentive.</p> <ul style="list-style-type: none"> i. OCC Advisory Committee member, Deb Tilley expressed concerns regarding the establishment of the additional levels and she was joined in this concern by Anna Thomas stating that the additional levels are a disservice to those who have progressed on the career ladder. Ms. Gruber explained the subcommittee was instructed to review the changes to the career ladder and did as instructed and the recommendation was to proceed with the additional levels. It is noted that although some of the committee members opposed the decision, the committee functions as an advisory to OCC but OCC has the ability to proceed with the recommendation from the subcommittee. Ms. Ricord stated after much deliberation, she finds no need to revisit. ii. Committee member, Rhonda Dossett agreed with concerns that it is challenging for child care educators but it is necessary to improve quality. iii. Committee member, Simon Bolivar commented that the subcommittee took the advice and did research and have provided valid information to back up why the decision was made. Chair Anderson expressed concerns regarding increasing emphasis on formal education on the Career Ladder. He believes that it is not as important for a Center Director to have that formal education as it is to have the practical experience. Committee member Ricord sited research demonstrating a correlation between higher levels of educational attainment and program quality. 	vities%20List%204-3-2019.pdf
Public Comment	<ul style="list-style-type: none"> a. Members expressed thanks to the Committee for the work they did. b. Jodie Zabriskie provided public comment regarding the changes to the Career Ladder. She noted it is challenging to keep educators in the field when they attain higher levels of education however she noted that educators will stay if this is the area in which they want to have a career and will not focus on the levels on a career ladder. Ms. Gruber expressed appreciation for the conversation. 	
Adjournment		Johnny Anderson called for a motion to adjourn. Deb Tilley

	<p>motioned, passed unanimously. Meeting adjourned.</p>
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