

Early Care & Education Trainers Meeting

Meeting Summary - December 7, 2012, 9 AM – 1 PM - Ives Grove Auditorium

Introductions/Participants: Carolyn Dame, Gaylene Garcia, Cassandra Malone, Nelly Martinez, Kath McGurk, Tina Melzl, Andrea Murray, Bev Schumacher, Patricia Waldron, Sara Hawks & Bev Baker

Training Expectations (flip chart notes)

Trainers' Expectations of Child Care Providers

- To be tired and hungry
- Willing to ask questions
- Be enthusiastic
- To be open to networking
- Respectful (i.e. on time, pay attention, and good listeners)
- Complete evaluations
- Apply new knowledge
- Follow up with questions
- To be professional
- To leave the training with commitment to implement
- Understanding why they attended the training
- Register by the deadline
- Commitment
- Active participation
- Honesty
- Reflection
- Have a professional development plan
- Be on-time
- Show responsibility
- To be open to new ideas/concepts/practices and be willing to change
- Value learning
- Desire to stack learning / go more in-depth

Child Care Providers' Expectations of Providers

- On-time (start on time and end on time)
- Respectful
- Professional
- Keep to timeframe / start on time
- Be honest (if the trainer doesn't know something, admit it)
- Use real examples / link content to make it relevant to them
- Use effective facilitation (don't treat providers like children)
- Trainer understands the way to connect it all to (from content to credit)
- Stay focused – trainer and participants
- Make it fun, dynamic, and engaging
- Create a comfortable room (i.e. temperature, tables, seats)

- Have enough materials
- Timely entry into PDAs
- Low cost trainings
- Trainers have thorough knowledge of subject
- Have actual experience working with children (in a childcare setting)
- To have activities and opportunities to participate
- Be able to share our own experiences
- Appeal to different learning styles
- Provider handouts and materials that are meaningful
- Be open to feedback and suggestions
- Be able to adapt training to who is in the room

Workshop Logistics

Locations - develop list of possible locations, contacts, costs, hours

- Ives Grove, Western Racine County Service Center –
- Mt Pleasant Village Campus - resident
- Kenosha County Job Center, Nicki
- Higher Dimensions, 15 & Grange – Adrian Malone, 488-3790
- Goodwill Industries – conference room (behind sports plex) Tricia
- YMCA - Nettie, fee?
- Visitors Center, 15 people
- Wheaton Franciscan Healthcare – Nelly
- Gateway Technical College, CATI – Jim Schneider
- Educators Credit Union – daytime, Deana
- Schools –
- St Patricks Church
- Cristo Rey Church - basement
- First United Methodist, Kenosha, Sheridan Road north of Job Center, Nicole Kerker (Tina)
- Little Champions in Racine, Tina Lux
- RCOC
- Compensation to child care center if possible, free spots
- St. Charles, Burlington
- Libraries – agency has to be from Kenosha, Racine library (little space now)
- RC Workforce Development Center – little space with remodeling
- Busy Bees – would have to clear school age room (need to pay for set up)
- Next Generation Now – Community Room
- Research other options? Hotels even with cost

Connection with other counties – Tina, Pyramid – Muskego, Mukwonago (library), some child care centers, maybe use Burlington for regional meeting

Registration

- Last minute registrations - not enough people to offer class, then people call on the actual date disappointed (desperate) that the workshop has been cancelled
- When are flyers received – need earlier – two weeks
- Take credit card makes it go quicker

- Register – decide one week out, sometimes 48 hours prior, some have to be held regardless of numbers,
- Calendars are great if they keep looking at them
- Make sure sign posted if location is moved, cancelled
- Pre-registration required
- Shaken Baby and SIDS usually monthly – KC Coord Unit at Job Center – pre cost, then increased cost if late, then don't get certificate until later

Marketing

- Define market(s) – number of regulated providers (home, center – Kath will provide numbers – can get lists for targeted outreach, 115 in Racine & Kenosha participating providers, R/K – licensed group 119, family 46, certified 115, 11 by school board), 108 certified in Racine County (was 300), Kenosha County about 40, unregulated providers, family members (parents/grandparents/etc.), other
- Email – not captured in state database
- Address for mailing address for payment through state
- Where to send – Jenny Wehmeier, Walworth County, Waukesha, Jefferson
- Kenosha County only send to Kenosha County – Ana, Nancy in January
- Racine County goes to 4C list – 192, many are unduplicated
- Cross advertising of each other's programs, challenge of direct mailings/undeliverable mail, internet access – WECA relies on technical consultants (Tina will provide their emails, Corie has email list of her providers)
- Support existing groups with training – i.e. family care provider groups
- Resource list – YoungStar add website, Change workforce development to Racine County Human Services
- Calendar deadline-
- DCF – base contract, YoungStar contract with SF, not set yet for 2013, will do calendar for entire year (look at YoungStar – some standard training, each R&R can survey providers for needs)
- 4C – Milwaukee offers all introductory trainings (would love to come to Racine/Kenosha – Gateway doesn't offer, only Early Education Station), 4C working with MATC – individual can take to MATC to gain credit (Implementation and Reflection piece) – credit need for 3 star; Cassandra – providers are asking for credit courses
- WECA – TEACH scholarship in state
- Gateway does offer online (on YoungStar) foundations and infant toddler, inclusion credential – face to face, evening and Saturday
- Fundamentals of child care – Kath said some credit based coursework will cover
- Luann Platt's email -

Training

- Beginning times – try 6:30 – 8:30, or 3 hours 6-9
- WECA, KC – 15 minutes late; Cassandra – 3 minutes late
- Security issue – lock the door for safety
- Tina – miss 2 sessions out for multi-session (need to take identical class – name not in PDAS, develop a form?), unless death
- Late arrivers at training - how late is too late, options for accommodating late arrivers, format of first 15-30 minutes

- Start on time – need to sign their name (Tina passes around list, then she connects name to the list)
- End of session – 4C get certificate (roster getting entered), give out half sheet pre-printed with name (Nelly talk with Melinda how to get names on form, then trainer signs); name spelled wrong – contact Melinda; real credit is when it's entered into the registry
- Homework for additional registry credits - how participants implemented in their workplace; tier 3 training requires it; tier two 2-4 hours; can use project that can be used for document at tech school – gain competencies for credit for prior learning
- Engaging participants who just took care of children all day, or have to repeat the same content every few years –
- SCAN-MRT – no longer on DCF – a different training available (on DCF website) – won't contract with YoungStar; Division of Safety and Permanence. Less intensive and individualized online – individual counties have continued to do training; providers could always take the standard child abuse prevention (shouldn't hurt to a child)
- Interpretation – acknowledge it going on, keep as quiet as possible
- Contract for expectations – 4C may do, first slide of powerpoint – common language

Ongoing communication – email people, nelly will send a contact list in Outlook

Mapping – What Exists, Trends/Needs/Costs

- New provider becoming licensed or certified
- Ongoing continuing education requirements for regulated care
- YoungStar requirements, early childhood & afterschool
- Costs
- Training needs assessments – has anyone done one lately?
- Organization's Training updates and Tips for providers to successfully navigate your organization's training and resource
- Credit based instruction
- Cross sector professional development
- Training needs and trends (i.e. trauma-informed care, mentoring)

Reflective Practice for Trainers

- Share your training tips – Hospitality, Preparation, Presentation, Visuals, Commenting, Etc.

Lunch conversation

Walk An Hour My Shoes (Nelly) the group could do a training

Training Needs Assessment –

- No one in the group has done one lately
- DCF would be interested in it
- WECA might have an assessment form that can be used

DCF is especially interested in training that helps providers put their training into practice through training groups, etc.

Quality Improvement Plans – What are the biggest training needs (see the sheet from Kath)(The Info comes from YoungStar Technical Consultants)

Compensation – convincing providers that it makes sense to engage in professional development. WECA tries to remind them that TEACH can help. Also, increased PD can move from 2 stars to 3 stars.

Discord regarding YoungStar – especially among those who had a 2 star rating and lost payments

Parent outreach is still on the list so parents know what quality child care looks like

Reasons for 2 star ratings

- Staff turnover (moving people into different positions, more emphasis on hiring providers with credit based instruction)

Future Trends

Credit based instruction

- To get a 3 star rating, there must be credit based instruction (need 18 credits)
- There are many tech colleges, online courses
- WECA has Professional Development counselors and TEACH counselors
- WECA has Journey to Quality that outlines different paths to professional development
- Contact Autumn at WECA for a list of credit based instruction

So whats...

- Unified attempt regarding late attendance
- Understanding what WECA does now that Gateway no longer offers some classes
- Meeting other trainers face to face and making new connections
- Going beyond training opportunities and how do we support individuals to put it into practice (mentoring and coaching support). How are providers putting the knowledge learned into practice.
- Learning what is working and building upon it
- She coordinates training statewide and it is nice to see faces
- It would be nice to have meetings like this in every region of the state
- Putting names with faces and have learned good information to share with coworkers and providers in the county
- Good opportunity to talk about the issues that we are facing and to resolve them together
- Adding YoungStar to the ELS flyer
- There is a value in doing more reflecting, coaching, and mentoring.
- How to have better conversations with kids (Bev)