

Workforce Development

Moving forward: These steps will help us align with the President’s proposal for early childhood. They are currently negotiating a contract to survey all higher education organizations in New York State to identify resources, find gaps, and are able to build capacity. The work group would like to see more people with credit-bearing credentials. They are monitoring how study plans contribute to this goal. The group is developing technical assistance to define the role of the coach.

Action Steps per Financial Scenarios

<i>NO MONEY</i>	<p>1. New York Works for Children – limited additions to Aspire, target study plans, design event reviews, raise public funds. Knowledge Framework – roll out train the trainer, disseminate publications, web tool in development would be distributed, no new people would be credentialed. Capacity – continue proposed work.</p> <ul style="list-style-type: none"> ✓ Need to clarify the different standards for the field. ✓ Establish percentage goals for what credential providers should have: certified; have CDA’s; etc. ✓ Encourage providers to use the training calendar to post trainings and for people to get training information ✓ Trainers should be able to certify that a person received the training and not allow the participant to self-report. ✓ What is the target number of credentials for the initial year? ✓ Need to get providers to see the benefit of Aspire. ✓ This work-group needs to know all the dissemination plans of training materials etc from other work-groups so the workforce isn’t flooded and dissemination of materials can be done more systematically--Talk to all the co-chairs. ✓ Raise awareness regarding trainer credentialing. ✓ Align training/trainers to the QUALITYstarsNY assessments. ✓ Teachers who can’t pass teacher’s state exams need support. ✓ Study plans: Students need program level support/motivation. ✓ Increase dissemination of QUALITYstarsNY program standards in addition to Core Body of Knowledge and Early Learning Guidelines.
<i>SOME MONEY</i>	<p>2. New York Works for Children - Expand Aspire, pilot event review system, launch pilot training calendar - continue to publish documents and disseminate, roll out statewide training. Capacity – Add additional regions to Community Higher Ed partnerships.</p> <ul style="list-style-type: none"> ✓ Is there a cost to get credentials? ✓ There is a need for more specialized trainers so they can provide specialized training. ✓ Robust outreach effort to support implementation of the Core Body of Knowledge – (trainings should be delivered in “chunks” in digestible bites). ✓ Critical to include WPDI exp. to other IHE – i.e. QUALITYstarsNY and community colleges. ✓ Expand Common Matrix Campaign ✓ Consider talking to the Regents (Tish esp.) ✓ Statewide training to include QUALITYstarsNY standards.
<i>MORE MONEY</i>	<p>3. Take Aspire to scale, launch statewide calendar. Knowledge Framework – Develop sophisticated web tools, demonstrate best practice. Capacity - Launch regional career development centers, expand scholarship system.</p> <ul style="list-style-type: none"> ✓ May not need “regional career development centers” with over 100 Teacher Centers and BOCES Systems.

Promoting Healthy Development

Moving forward: Next steps include professional and policy development. This will help work towards embedding early screening as a quality measure in health policies. The work group is considering better ways to work with parents and identify a variety of early childhood venues. A general strategy is to develop a website, coordinate, disseminate and conduct outreach, professional development, change practice, offer policy recommendations. Parent Corp begins in NYC boroughs as pilot.

Action Steps per Financial Scenarios

<i>NO MONEY</i>	<p>1. Continue to develop core policy recommendations with focus on Quality Assurance and Reporting Requirements (QARR), disseminate to identify targeted communities social-emotional development learning toolkit and screening, disseminate healthy active living materials to targeted communities, support the efforts of the Early Learning Challenge Grant (ELCG) grant, conduct meetings to strategize how to raise funds for Promoting Healthy Development projects.</p> <ul style="list-style-type: none"> ✓ Medical College Connections – i.e. Work with American Academy of Pediatrics ✓ Infiltrate places that have money/infrastructure – infuse at their meetings professional development, etc. ✓ Identify and analyzing screening tolls to be considered. ✓ Build on what has happened and focus on the existing standards and regulations. Also use what has been developed such as QUALITYstarsNY standards and use potential funding such as the Early Childhood Comprehensive Systems Initiative Grant. Enhance professional development that is already imbedded in Quality Improvement Rating Systems. ✓ Use Health Care Consultants to support Health and Safety Standards and Early Childhood Comprehensive Systems funding can help increase Health Care Consultant capacity. ✓ Child and Adult Food Program (CACFP): Try and get programs to use the CACFP program to build support around healthy eating; Use Shared Services as a way to reduce food costs. ✓ Other Department of Health initiatives should be connected with this work - specifically child care focus – perinatal and prenatal health. ✓ Health Care Exchange is the opportunity to connect family, children and the work force with health care. ✓ Help family’s links to health care resources. ✓ Quality Assurance and Reporting Requirements – There is a need to develop a measure that shows the Quality Assurance and Reporting Requirements has been made. ✓ Expand this work to include Early Intervention Coordinating Council. ✓ There is a need to expand into child and family services - connect this work with the Strong Families Work Group initiatives. ✓ Alignment with existing screening processes/ requirements. ✓ Communication across systems/forms. ✓ Have partners include in their advocacy agenda. ✓ Tap into existing initiatives. ✓ Distribution of tool kit - what connects? Webinars can help explain the value of materials; focus on practitioners/on the ground with script. ✓ Work with Department of Health and Office of Mental Health), better coordination. ✓ Early care and education coordinate with health practitioners – partnership with Early Childhood Mental Health Consultation. ✓ Target communities expand to include public.
<i>SOME MONEY</i>	<p>2. Continue everything in the “no column” plus robust professional development in health and early care and learning including a pilot of practice quality improvement, expand policy recommendations, cultivate health care credentialed workforce, resource development, and professional development including . QUALITYstarsNY to promote Social/Emotional Development and Learning, complete environmental scan of strategic health policies around Affordable Care Act and Medicaid Redesign Team to align with resources in New York State.</p> <ul style="list-style-type: none"> ✓ Development of QARR continue: Help providers get healthy, Employee Assistance Programs ✓ Cross system responsibility – shared responsibility because there is cross over with NYSPEP and other parenting initiatives. ✓ Developmental screening, parent education, relationship building. ✓ Low cost efforts - imbedded in practice (ex. Astor accesses United Way funds) ✓ Early Intervention> ECAC task force on social-emotional development, importantly– enrich collaboration

	<ul style="list-style-type: none"> ✓ Tools = Resource material, so providers have the support needed to meet the health and safety standards. ✓ Public awareness/outreach campaign about screening. ✓ Identify an Early Childhood Mental Health Consultation (ECMHC) resource (who's doing what). ✓ Develop a process for early care and education on the ground to support/explain ECMH to parents. ✓ Follow up and evaluate the effectiveness of materials disseminated (above) ✓ Evaluate results of Parent Corps pilot.
<p><i>MORE MONEY</i></p>	<p>3. Continue everything in the “no” and “some” columns plus create a centralized cross-system “practice support” in early screening, expansion of health care consultant workforce across the state, resources and training for Social/Emotional Development and Learning (SEDL) supports and services for children.</p> <ul style="list-style-type: none"> ✓ Use health data in Early Development Instrument ✓ Additional resources would include regional technical assistance, consultation, more printing/dissemination and increase rates paid for Early Intervention screenings. ✓ Early Childhood Comprehensive Systems (ECCS) Initiative funds can be used to match the current funds. ✓ CACFP funds can be used better. ✓ Public awareness / outreach campaign about screening.

Finance

Moving forward: The workgroup will continue to:

- Make sure the cost model is used in ECAC planning.
- Update funding figures.
- Identify a permanent home for the cost model with a commitment to continue updating it - working with APA in short-term.
- Develop financing strategies by working with the Sparks Policy Institute on initiatives such as braiding and blending funds. The Sparks Policy Institute has a how-to toolkit that the work group would like to build on. Work group will need to conduct some webinars to move the field further. The work group would like to continue identifying where state policy is a barrier to blending and braiding of funds. The work group will need to keep thinking about connections to the federal level (tobacco tax?).

Action Steps per Financial Scenarios

<i>NO MONEY</i>	<p>1. Make cost model available without updates, limited training and support for model users, no dissemination of braided and blended funding beyond toolkit on website, cost benefit analysis available, but limited technical assistance and training, support efforts of ECAC in ELC grant.</p> <ul style="list-style-type: none"> ✓ How to fund a <u>whole community</u> to help them braid and blend (smart start model.) ✓ Providing more cost information to provider and local communities. ✓ The cost model needs a permanent home. ✓ Conduct meetings to develop strategies on how to raise funds for ECAC projects. ✓ Work-group should develop a dissemination plan and evaluation of the cost model. ✓ Work-group should serve as a group of experts to other ECAC workgroups on how to braid funds. ✓ Raise awareness about the cost model tool for usability, program exploration and strategy. ✓ Co-chairs should demonstrate the cost model tool to agencies and encourage ECAC to use the tool. ✓ Create more examples on braiding and blending funds. ✓ Another forum on alternative funding strategies. ✓ Combined funding – impact of Home Visiting programs. ✓ Collaborative or coordinate with for example Shared Services Alliances – ex Colorado tiered system.
<i>SOME MONEY</i>	<p>2. Make some structural updates to the cost model, some support for the use of the model, some exploration of financing options, some exploration of braided and blending funding barriers in state policy.</p> <ul style="list-style-type: none"> ✓ Need for “Maintenance” ✓ Agree there is a need to make some updates to the model and a plan for making the updates. ✓ What regulatory changes would be needed? (Colorado requires program to join. Alliance as part of improvement plan. ✓ What are sustainable strategies = Early Learning Adventures –Hot Pockets + Kellogg ✓ Structural improvements are necessary. ✓ Funding data is old and needs to be updated.
<i>MORE MONEY</i>	<p>3. Identify a permanent home for the cost model, including updates and return on investments, outreach to promote the cost model, focus on development of other funding options, training and technical assistance for braided and blended funding, more extensive analysis of costs relationship and funding.</p> <ul style="list-style-type: none"> ✓ Agree that the cost model should be in two locations.

Question: Can Analysis be done/ran at the local level? Provider level?; What are issues/challenges around use of the tool and generating reports?; is there plan for how people can access information and use different features?; What happens if new data needs to be put into the cost model; and How can the cost model be used to inform decision about QUALITYstarsNY and home visiting?

Request: Have a demonstration of the cost model at the next quarterly membership meeting.

Strong Families

Moving forward: Develop a webinar that defines best practices for family engagement. Want to engage ECAC on how to move the workgroup's agenda forward and continue to ensure family focus on all work going forward. State agencies are also involved in the work of this group and are talking to each other.

Action Steps per Financial Scenarios

<i>NO MONEY</i>	<p>1. Limited ability to distribute materials, limited communication, and limited product development. Would continue developing standards of care and practice that will become embedded across child serving systems.</p> <ul style="list-style-type: none"> ✓ Dissimilate information. ✓ CCRR's ✓ Integrate into State systems. ✓ Use what is applicable as it pertains to family engagement for Early Head Start and Head Start. ✓ Build upon resources that exist. ✓ Articulate the work is focused on family engagement. ✓ Get work groups to connect together (i.e., Home Visiting because this will complement family engagement = added value. This is articulated in Medicaid Redesign Waiver proposal and Maternal, Infant and Early Childhood as it pertains to Home Visiting. How do we get parent to engage = this is a goal) ✓ Review agencies statements on family engagement =How to learn ✓ Join with/Promoting Healthy Development Work Group and do more with ad hoc groups and work together. ✓ Use existing partnership to disseminate information -- Existing materials to be distributes, i.e., Head Start information. ✓ Strategize on how to raise funds for projects. ✓ Collaborate with other work-groups for disseminating information. ✓ CCRR dissemination ✓ Good – transition models – Kellogg Model, National Community Schools website ECE concrete area – Head Start mandate. ✓ Commission Mandate – State Education Department – Prek- 3rd grade admission, AFT Pre-K to Grade 3 transition. ✓ Uses NYSAEYC as starting point for yearlong training theme connect with school districts. ✓ Disseminate information about family engagement/ New York State Parenting Education Partnership (NYSPEP) event with Mary McKay ✓ Reach out to State Education Department – family engagement and Title 1 – percentage to be dedicated towards family engagement was recently increased. ✓ Webinar for districts and Title 1 program administrators. ✓ Continue with Home Visiting Alliance.
<i>SOME MONEY</i>	<p>2. Search for alternative ways to disseminate work (website), create standards of care and practice to embed in all systems, continue to build resource library on family engagement.</p> <ul style="list-style-type: none"> ✓ Supporting community collaborations with the materials (must come together to get the grant). ✓ Technical assistance and professional development for QUALITYstarsNY participant. ✓ Provide technical assistance to agencies to integrate practices, new information, and training/professional development for mentors and proposals ✓ Work with Mary McKay to develop standards of care and practice ✓ Technical assistance for embedding (provide tools) to both systems – practice level ✓ Annual Professional Performance Review Plan (APPR) – evaluation may help. ✓ Considering using Office of Children and Family Services' videoconference capacity as a resource. ✓ What about Family Engagement with the community schools? And What about Literacy Zones? ✓ Keep working on new parent kit. ✓ Link with Child Care Resource and Referral (CCR&R) work with providers.
<i>MORE</i>	<p>3. Create pilots for direct care looking at Evidence Based Practice (EBP), develop curriculum for staff development, develop tools to measure outcomes on</p>

<i>MONEY</i>	family engagement, measure impact within families and communities. ✓ Social workers working with child care providers to help them understand parent engagement. ✓ Promoting fatherhood and father involvement.
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Comment: Think about family condition = First Step to engagement

Quality Improvement

Moving forward:

- Push more on communications
- Engaging public school leaders and business communities as partners;
- Create print and web-based materials to build public and political will. The new website is still under construction; and
- Engage more effort around messaging.

Action Steps per Financial Scenarios

<i>NO MONEY</i>	<p>1. All current initiatives could continue for at least a year (before October 2013). Time is needed to strategize on prospects.</p> <ul style="list-style-type: none"> ✓ Seek other messengers. ✓ Use bottom line data – compared to other countries. ✓ More business champions. ✓ How to put early childhood in economic development. ✓ Build capacity for awareness on QUALITYstarsNY. ✓ Update website to make it accessible. ✓ Engage messaging to providers so they gain support. ✓ Need to think about current infrastructure that can help, using current capacity, time and people. ✓ Early Care and Learning Council can do an inventory of CCR&R's and develop Infrastructure options to help the providers= natural progression – How – What's in it for me; and Moving forward. ✓ Strategize about how/where/to roll out – if QUALITYstarsNY cannot be rolled out statewide. ✓ Somebody strongly championed. ✓ Link technical assistance opportunities across work-groups – provide away to train up quality ✓ QUALITYstarsNY which can live with the CCR&R's. ✓ Explore embedding QUALITYstarsNY in the CCR&R regions. ✓ Train-up existing providers about QUALITYstarsNY. ✓ Create learning collaborative (professional learning communities) --List on QUALITYstarsNY website ✓ Refine appeals process. ✓ Work closely with NYS After School Network Quality Rating and Improvement System (QRIS) – programs to pilot Early Head Start ✓ Website redesign. ✓ Look at difficulty in recruiting and maintaining public school participation.
<i>SOME MONEY</i>	<p>2. Expand efforts, including QSNY sites and quality improvement supports</p> <ul style="list-style-type: none"> ✓ Incentives to get people in and keep them in. ✓ Registry & resources = need to get a clear understanding of how to move providers from –Star 1 -2, Start 2-3, Star 3-4, Star 4-5 ✓ Are there other mechanisms – licensing renewal? ✓ Connect it to existing programs. ✓ BUILD learning table – Quality Rating and Improvement Systems – continuous improvement. ✓ Charity Navigator – require input from “stakeholders”. ✓ Think about wider implementation. ✓ Continue Education and Incentive Program and Quality Improvement scholars program. ✓ Public awareness – value of quality – needs rethinking (Los Angeles tax incentive model). ✓ Consider expanding financial incentives for programs and providers

<i>MORE MONEY</i>	3. Even more expansion of efforts, including QSNY sites and quality improvement supports ✓ No information recorded at either table
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Recommendation: Build corporate interest, understanding, and investments in the expansion of QUALITYstarsNY – articulate why/how they benefit when families who work have quality care. Use the cost model to make the case. Relate this to Strong Families work with families – educate families through parent engagement to know and understand – create a demand.

Data Development

Next steps: Develop a commitment to the development of a system. The ECAC will work with Kristen Proud and the Deputy Secretary for Education and the State Education Department (SED) to develop the P20 data system. Currently, there are MOUs with state agencies such as Department of Health to gather Early Intervention data. The ECAC would want SED to host the ECAC data system. The group expects to encounter barriers in associated with cross data systems. They will host a forum with other states on data sharing issues. The work group is hoping for a federal grant to develop the system and looking for private funding. A data system governance system needs to be developed.

Action Steps per Financial Scenarios

<i>NO MONEY</i>	<ol style="list-style-type: none"> 1. Propose data system governance, confidentiality issues, work with agencies to encourage them to collect more data, fundraise. <ul style="list-style-type: none"> ✓ Create policy papers to position funding, government. ✓ Identify shared goals of those who need/use data – how to link. ✓ Align with the Governor’s data objectives. ✓ Small Steps. ✓ Develop more for data sharing. ✓ Develop policy Questions papers. ✓ Cross Connection with cost model = number of children – outcomes – other program (i.e. Child Welfare) ✓ Biggest barrier is confidentiality – there are examples of how to work through this barrier. ✓ Educate on the importance of collecting and using the data. ✓ Gain consensus on why we are doing this. ✓ Promote advocacy for funding for data development. ✓ Explore university -- collaboration ✓ Compatible systems are Aspire and QUALITYstarsNY ✓ Hope you get the grant – fundraise! ✓ What are policy questions, etc. are they linked to national conversation. ✓ Individual tracking vs. aggregate measures to inform policy ✓ Increase information dissemination inclusive of QUALITYstarsNY program standards in addition to Core Body of Knowledge and Early Learning Guidelines.
<i>SOME MONEY</i>	<ol style="list-style-type: none"> 2. Begin developing data system, support implementation of unique identifier, develop data sharing agreements, and expand to include HV data. <ul style="list-style-type: none"> ✓ Integrate Early Development Instrument (EDI) into data system. ✓ Plug in the gaps once the data base is developed. ✓ Where are the researchers who will use the data? ✓ Connect this project to “ Usefulness of date”
<i>MORE MONEY</i>	<ol style="list-style-type: none"> 3. Build system, link early learning data to P20, and try to link other early childhood data systems. <ul style="list-style-type: none"> ✓ Big ticket items and hard to sell to people. ✓ Statewide training to include QSNY standards.

Recommendation: Maybe Leigh Mountain at State Education Department can give an overview at our next ECAC Meeting or Kathleen Morehead. The request should go to Ken Wagner