

**Regional Articulation Work Group (Pink) – Eastern Region (SDA 10, 11, 12, 14, 17)**  
**Call #1 Thursday, May 10, 2007 1:00 -2:45**

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**Attendance** – Kathy Beck, Denise Hudson, Valerie Kendrick, Betty MacTavish, Merrily Haas, Carolyn McVicker

**Announcements:** Carolyn asked participants to please state their name when speaking so we will know who is talking as we get familiar with voices. As people were gathering there was a discussion of organizing people around professional organizations in local areas.

PRO Chapters are a possibility but are focused on family child care. OregonAEYC has a structure that allows for Geographic Councils in areas where the need or interest for a formal chapter has not developed. Geographic Councils can be by county or groups of counties. Financial support in limited amounts or technical support comes from the state office. Geographic Councils can do any activities they choose, but don't have the requirements of formal governance and financial responsibilities of a Chapter.

**Discussion:**

**1. GAS Review** - Carolyn asked for comments and results of the Articulation Summit. She then gave updates on the Step 7/CDA Transcription Chart. Linn Benton now accepts Step 7 for transcription and Umpqua CC is part way through the process. Kathy Beck reviewed the current status at Blue Mountain CC. The transcription fee is 50% of the regular credit fee and they need to take one class in the ECE program. She has had 4 applicants so far. They will also be starting a one year certificate program after seeing that most other colleges are offering this option. Carolyn will be updating this chart. For a direct link use:

<http://www.oregon.gov/EMPLOY/CCD/GAS/transcription.pdf>

Carolyn asked how the conversations with providers were going. Denise said most providers want to know what is in it for them. She wanted to know how the Step 7 Transcription would actually work. Merrily suggested that she contact Amy Howell at Central Oregon CC. Kathy shared how things had worked when she had some students who needed to complete one more ECE class to graduate, but it was not offered by BMCC this term. She had worked with Rogue CC and SOCC. There were some challenges with Rogue as to pre-requisites, but at SOCC it was a snap to get the students enrolled. Those students will now be able to graduate this June. If they had the Host/Provider system fully working, this would have been easier, but it still worked out thanks to the groundwork of this project.

Betty MacTavish mentioned the Starting Points training of trainers in May for the Professional Development Mentors so that they can provide trainings in the Registry and working on the Registry Steps in their SDA's. [In a call from another Region, it was asked if there should also be training for the PD Mentors in community college entry and options. It was suggested that this might best be done one-on-one by scheduling a lunch meeting between the PD Mentors and the local community college advisor(s).] Betty also shared that she has 2 providers on Step 7 who are now connecting with Blue Mountain CC.

Valerie Kendrick joined the call. She said she has a large staff of 25 employees in 2 centers. She has had a close working relationship with Columbia Gorge CC which has a satellite of the Portland CC ECE program. Through this they have both a Certificate and an AA program. Valerie was not sure what role she could play in the discussion. Carolyn said that the providers give us a voice to keep us on track so we don't lose that grounding. It also is an important opportunity for networking so more people learn about the opportunities and can spread the word.

## 2. Updates –

- a. **Brochure** – contract has been awarded to Sheridan McCarthy. The brochure invited providers to get into the Community College system. We should have a final draft by early June.
- b. **Registry** – please remember to complete your Registry packet if you have not yet done so. It is important to increase the numbers of people on the Registry to give credibility to the profession.

Kathy said that she was facing a challenge in that her application was put on hold for more documentation. After discussion it was decided that this was her Master Trainer application and not her Registry application. Carolyn & Merrily both said they would see what could be done to get this resolved.

Betty mentioned that she has Thursday sessions for Mentoring. By restricting it to one day it helps her keep focused. Kathy suggested giving at a “Scrapbooking Session” feel and it might be more appealing to providers.

Denise said she was working on her application.

Valerie said she had not. Carolyn asked how we could be of help. The big issue is time. The staff is already stressed with an expansion and other responsibilities. Carolyn suggested that she might want to schedule an evening or in-service training about the Registry. Make it interesting, fun and help people through the process.

There was a general discussion of why the Registry was important. Kathy: It makes us visible as a profession. It shows that we are committed to professional development. Carolyn: If we can demonstrate that the majority of providers are committed to professional development, then the state may find the funding to support that. Betty:

Part of our job is to train parents in what to look for in quality child care. There is even a place in the NACCRA software for the provider's Registry Step. Providers should be looking at long term goals. More on-line classes will help toward those goals. Merrily: getting on the Registry can be a challenge, but it also has a payoff. Valerie: Public perception of staff development and professionalism could be valuable. Now that I have an Assistant Director, she might be able to provide some of this support to staff. We need to do more selling of the benefits of people being on the Registry.

- c. **Child Care Division Website** is being updated to make the GAS information more available. You can now find the information by going to the Oregon Child Care Division home page <http://www.oregon.gov/EMPLOY/CCD/index.shtml> Select from the left menu "CCD Funded Programs." When you are on that page select "Virtual Degree" from the bottom of the list. For a direct link use [http://www.oregon.gov/EMPLOY/CCD/Virtual\\_Degree\\_Program.shtml](http://www.oregon.gov/EMPLOY/CCD/Virtual_Degree_Program.shtml) Another planned route is through "For Providers" in the left menu of the home page; however, it is not yet active.

### **3. Outreach Plans: How do we get more people on the Registry and moving up steps?**

The CCR&R training on Starting Points should help with working more with providers. Betty reported further on her Thursdays for Mentoring. There are 248 providers in the database, but only about 3 beyond entry levels of the Registry. She has not set a goal, but would consider doing so. It would be interesting to track the success of the Mentoring program that way. She also will be attending the CRR Network Spring Conference. There will be opportunities to share strategies with other mentors.

Denise said that there are 4 mentors serving her SDA, but she is the only one specifically focused on Professional Development. The others may incorporate it in other mentoring. She particularly liked the 4<sup>th</sup> suggestion from the Summit.

**Create the opportunity where every Step 7 provider gets an individual invitation and in person or telephone consultation from their mentor/college advisor for continuing their education. Twice a year, February 28 & August 30, the Registry will email a list of all providers at step 6 & 7 to the current list of community college advisors and professional development mentors. The community college advisors will mail a letter to their "home school" providers, letting them know that the Step 7 can be converted to college credit.**

She would like to see who is on the Registry and send individual invitations to those who might be ready to move up. They would need to get these names from the Registry. She would like to create an opportunity for every Step 7 provider to get an individual invitation.

Valerie shared the story of a provider who had many years of training and experience but not formal education. This could help her to feel more professional as an educator. Her program is already the top choice for most families in her community, but they could be the model for the community and provide the ripple effect of quality and professionalism through the community, state and nation.

Valerie shared a story about her work with the HR people at the Hospital. They had opened a Veteran's Home nursing facility and were having difficulty staffing it with trained CNA's and LPN's. In order to get the staff with the required training they had to offer higher wages and training opportunities. Valerie took this opportunity to make a similar pitch for her own staff and the training level they had achieved. CNA as comparable to one year certificate and LPN as

comparable to Associates degree. They were able to get wage increases for the child care program. This sharply reduced turn-over in her staff providing greater continuity for child and families and higher quality. This could be one more reason to get staff on the Registry steps.

Valerie also shared about a FUN raiser program they have to boost staff morale and recognize their work. These ideas which happen once each month could be used in many settings.

- Nail polish supplies and magazines brought in for a special break time activity.
- “Who Moved My Cheese” books brought into the staff room (borrowed from library) and served with special cheese and crackers snacks.
- Free “Jeans Day.” Can wear jeans to work that day.
- Certificate for a ½ hour extension on the usual ½ hour break (director and assistance director fills in)
- Chocolates, coffee cards, cookie plates, and other goodies.

Send personal letters to ask for donations to local businesses, follow up with thank you notes. Recognize the donors. If people need more information they can call or email Valerie.

This group would like to work to be sure that Oregon CARES moves forward and is at the top of the agenda for the Commission for Child Care for the 2009 legislative session. They would also like longevity in a particular setting (organization, own FCC, etc.) to be one of the areas for incentives. They would like to develop a letter to the Commission at the October call and select three representatives (a college, CCR&R and a provider) to deliver the letter and speak briefly at a Fall (November or December) 2007 Commission meeting.

#### **4. Data Points** - what do we need to collect?

Data on the Registry steps by County as of 6/30/2006 is available through this link

[http://www.centerline.pdx.edu/forms/7%20OPDS/OPDS-EvalData\\_06-30-2006.pdf](http://www.centerline.pdx.edu/forms/7%20OPDS/OPDS-EvalData_06-30-2006.pdf)

Table 2 shows current unduplicated steps by county. We need to review this data annually to monitor increases in people on each step and also movement of people up the steps. We also want to collect data on how many students are enrolled in early childhood classes across the state. We will do this by collecting data from each college on actual enrollment in every class on the Fusion chart. This will be collected by units (one unit per person per credit). Finally, we want to track how many students receive either a one year certificate or 2 year degree over the course of each year.

**NEXT Call:** It was decided that **Thursday, October 4th, 1:00 to 3:00** would probably work best.