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Online ECE Courses for Spring and Summer session can be found at:
www.monocoe.k12.ca.us/child_care_council.htm

Free 3 unit online course through California State University, Northridge: Interdisciplinary Strategies for Infants with Multiple Disabilities and their Families
 Application period: 5/1-6/15/02, space is limited
www.csun.edu/~hfedu009/innovations or email deborah.chen@csun.edu

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Promoting Quality Child Care and Development Programs: Accreditation

Presented By Kathi Walker, Coordinator
El Dorado County Child Care and Development Planning Council
Steven Thaxton, Executive Director
Children and Families Commission of El Dorado County

Accreditation is a program quality tool for licensed providers who demonstrate excellence in all aspects of their early childhood education program. High quality early childhood programs meet the needs of and promote the physical, social, emotional, and cognitive development of the children and adults – parents, staff, and administrators – who are involved in the program.

Research identifies at least five quality elements: group size, ratio of children to staff, administrative stability, staff turnover, provider education. The California Department of Social Services oversees both center-based and family child care regulating minimum health and safety concerns: group size, ratios, training in CPR and health, and fingerprint clearance. Accreditation of providers enhances the quality of care set by licensing standards.

In April of 2000, the local planning council sent out surveys from the Center for Child Care Workforce to child care providers in El Dorado County. The "Report on the El Dorado

County Child Care Workforce" was completed in July 2000. With regards to accreditation, 21% (a total of 4) reported that they were accredited, with three of those being accredited through NAEYC and one through the American Montessori Society. Several (13%) reported being in the process of pursuing accreditation. Five percent (5%) of the family child care providers had received the Family Child Care Accreditation from NAFCC (National Association of Family Child Care).

The Children and Families Commission of El Dorado County is co-sponsoring an accreditation program with the California Association for the Education of Young Children (CAEYC). The Commission's program will follow the same procedures established by the National Association for the Education of Young Children and will offer funds to assist providers through the process. As a major sponsor of the CARES initiative, the Commission has determined that accreditation is imperative to the continued success of offering stipends for educational

coursework. Together, program accreditation and CARES will raise the standard of child care services while supporting the School Readiness initiative sponsored by the Commission.

CARES Participant Responses:

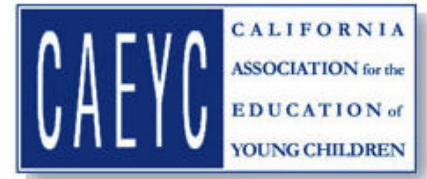
"Without this program, I wouldn't be able to go to school or improve myself as a child care provider or mother."

"Verbal encouragement is great, but receiving this stipend tells me my ECE trainings, goals, and pursuit of more knowledge is valued."

"It will make me feel that the work I do everyday is recognized as important for the future."

"More knowledge, better informed, better care for children."





Staff Development: The Key to Quality

Presented by Patricia A Phipps, Ed.D.

Why Have Staff Development?

- To provide basic skills and an orientation to the profession for those staff who are untrained
- To extend teacher's expertise and skills in specific areas
- To keep staff abreast of current trends and issues
- To promote informal support networks among staff
- To empower teachers to take a more active role in their own work, education, and professional development
- To boost morale and self-esteem
- To ensure teachers have more successful experiences with children

To increase the quality of young children's care and education

Barriers to Effective Staff Development

- Time
- Planning
- Compensation
- Some training methods don't stick
- Hard to individualize

What We Know About Teachers and Staff Development

- Learn when motivated
 - Must be meaningful
 - Must address needs and problems
 - Must be relevant to job
- Find change difficult
- Active vs. passive
- Various learning styles
 - Lecture, experimental, peer group activities, visual, competition, discovery

Elements for a Healthy Staff Development Environment

- Participants have to perceive a need
- Feedback
- Organized program
- Relevant materials
- Appropriate evaluation
- Program support

Utilization of new or needed skills Access Program's Staff Development Needs

- Classroom observations
- Teacher evaluations
- Survey teachers
- Consultant evaluations

Make a List of Staff Development Priorities

- Do all staff need training in these areas?
- Identify staff that need specialized training
- Determine training format
- Determine evaluation measures

Systematic Approach to Staff Development

- Review objectives of the program
- Conduct a skills audit
- Identify training needs
- Implement solutions
- Validation and evaluation
- Redesign solutions

Self-Motivation for Staff Development

- Carrot and stick fallacy
- What does motivate?
 - Meaningfulness
 - Responsibility
 - Knowledge of results
- Clarify goals
 - Compatible with teacher's personal goals
 - Moderate challenge
- Provide feedback
- Promote staff development
- Encourage broader involvement

On-site Strategies

- Along side apprenticeship
- Orienting observations
- Individual development plans
- Personal planning
- Peer evaluation
- Peer training
- Tailored courses
- Cooperative workshops
- Professional days

- Teacher exchange
- Center visits
- Slide/tape presentations
- Videotaped observations
- Teacher's choice
- Directed discussions
- Communication notebooks
- Problem solving sessions
- Simulation games
- Brainstorming
- Outside experts
- Onsite coaching
- Daily wrap ups
- Staff planned meeting agendas
- Meetings without director
- Special rewards

Staff Development Opportunities

- College courses
- Credential courses (I.e., CDA)
- Conferences/workshops
- Continuing education courses
- On-site training
- Study groups
- Distance learning
- Mentoring
- Other

Staff Development Opportunities through CAEYC

- Early Steps to Reading Success
- Pre-kindergarten Learning and Development Guidelines
- Child Development Facility Accreditation Project
- Annual conferences
- Public Policy Symposium

In order to ensure that every child in California is ready for school, those who care and educate them must be well prepared and engage in on-going professional development.



Early Childhood Education:



Child Development Permit Matrix

- Developed by the California Commission on Teacher Credentialing.
- Career ladder for early childhood educators.
- Development of quality teachers of young children is a continuous process– students advance to higher career levels with continued experience and educational and professional studies.

The First Two Permit Levels on the Matrix are the:

Child Development Assistant Permit

- 6 semester units of Early Childhood Education (ECE) or Child Development (CD) course work completed with a grade of C or better.
- The Assistant Permit authorizes the holder to care for and assist in the development and instruction of children in a child care and development program under the supervision of a Child Development Permit (CDP) Associate Teacher, CDP Teacher, CDP Master Teacher, CDP Site Supervisor, or CDP Program Director.

Child Development Associate Teacher Permit

- 12 units ECE/CD (completed with a grade of C or better) including core courses (Core courses include child/human growth & development; child/family/community or child and family relations; and programs/curriculum).
- The Associate Teacher Permit authorizes the holder to provide service in the care, development, and instruction of children in a child care center and development program.
- To be eligible for the Child Development Associate Teacher Permit students must also complete an experience requirement.

Folsom Lake College/ El Dorado Center/ Lake Tahoe Community College

Folsom Lake College/El Dorado Center Courses

- **ECE1** Introduction to Early Childhood Education 3 units (prerequisite for ECE 3)
- **FCS 34/PSYCH 34** Child Development 3 units (prerequisite for ECE 3)
- **ECE 3** Principles and Practices in ECE 4 units
- **FCS 35** Child, Family and The Community 3 units

- **ECE 13** Health and Safety in Child Care Setting 1 unit

Lake Tahoe Community College Courses

- **ECE 102** Children and Adolescent Development 4 units
- **ECE 103** Child, Family and Community 4 units
- **ECE 110** Principles & Practices 4 units

Additional Curriculum Classes (These courses do not satisfy the prerequisites

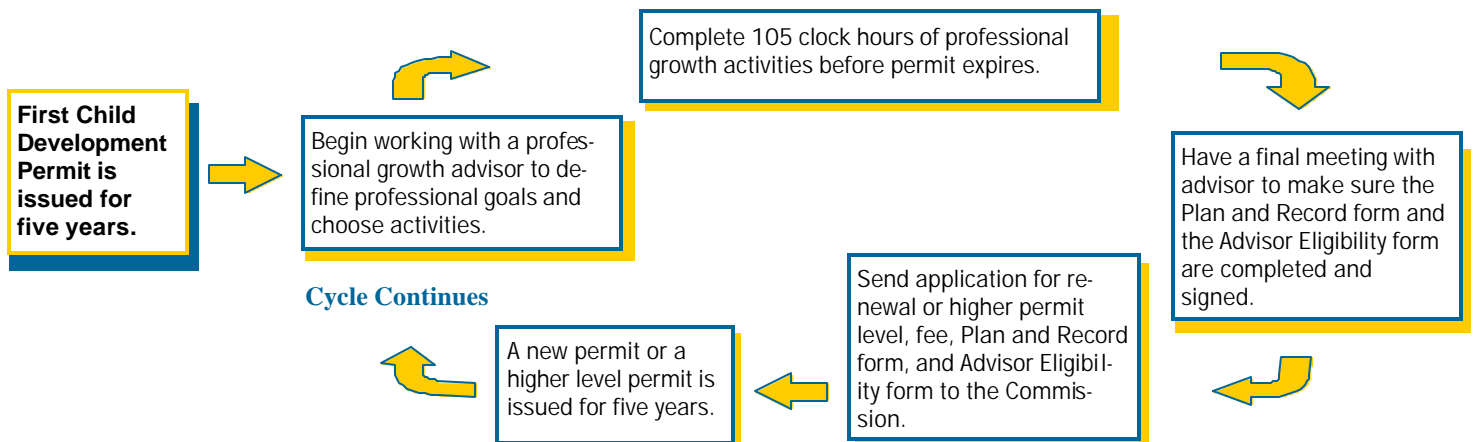
requirement for the FLC/EDC Advanced Principles and Practices, ECE 4)

- **ECE 109** Children's Literature 4 units
- **ECE 120** Creative Experiences for Young Children 4 units
- **ECE 121** Math & Science Experiences for Young Children 4 units

Please contact your CARES Advisor if you have questions regarding appropriate course selection or the campus for course availability and scheduling.

Professional Growth Cycle

from "The California Professional Growth Manual for Child Development Permits"





- **Child Development Grant Program** is designed for students who are attending California public or private, two-year or four-year, postsecondary educational institutions, and pursuing a permit in the field of child care and development. Selected recipients attending a two-year postsecondary institution are eligible to receive up to \$1,000 each academic year. A waiting list is being established for this program. Please contact Judith Becker (888) 224-7268 option #3 for more information visit the State of California website www.csac.ca.gov/doc.asp?id=110
- **CalGrants** - help slow - and middle income students who are pursuing careers in financial assistance providers through California Community College (CTC) system caeyc.org.
- **The Child Development Training Consortium** (CTC) with ninety-four community colleges throughout California and eligible students who are pursuing careers in child care/development. Students with college tuition and fees. Information is available on the state of California website at www.csac.ca.gov/doc.asp?id=105
- **Tax Benefits for Higher Education** There are numerous tax breaks for you if you are in college or are paying back loans on your education. For more information visit the website at www.ed.gov/OSAP
- **California Association for the Education of Young Children** is offering grants and awards ranging from \$1,000 to \$10,000 for children and preschool students and professional development providers. You must be a CAEYC member. For more information contact CAEYC at (916) 486-7750 or visit the website at www.caeyc.org.
- **California Association for the Education of Young Children** is offering grants and awards ranging from \$1,000 to \$10,000 for children and preschool students and professional development providers. You must be a CAEYC member. For more information contact Lisa Daly at (530) 642-5608 and/or textbooks contact forrollment@education.ctdca.org

Grants & Scholarships:

CARES Program Update:

- **Next Mandatory CARES Meeting, South Lake Tahoe, August 14, 2002**
4:00-6:00 pm
- **CARES Advisor Training, Placerville, July 31, 2002**
4:00-6:00 pm
- **South Lake Tahoe, August 14, 2002**
4:00-6:00 pm
- **We are establishing a CARES waiting list for providers and advisors in preparation for a one year expansion. Applications will be available May 13, 2002. Contact us at (530) 2952327.**



Child Care and Development Planning Council

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The CARES Program is funded by the State and Local Children and Families Commission and the State Department of Education.