



TEXAS RISING STAR 2016

WORKFORCE FORUM
MARCH 29, 2016

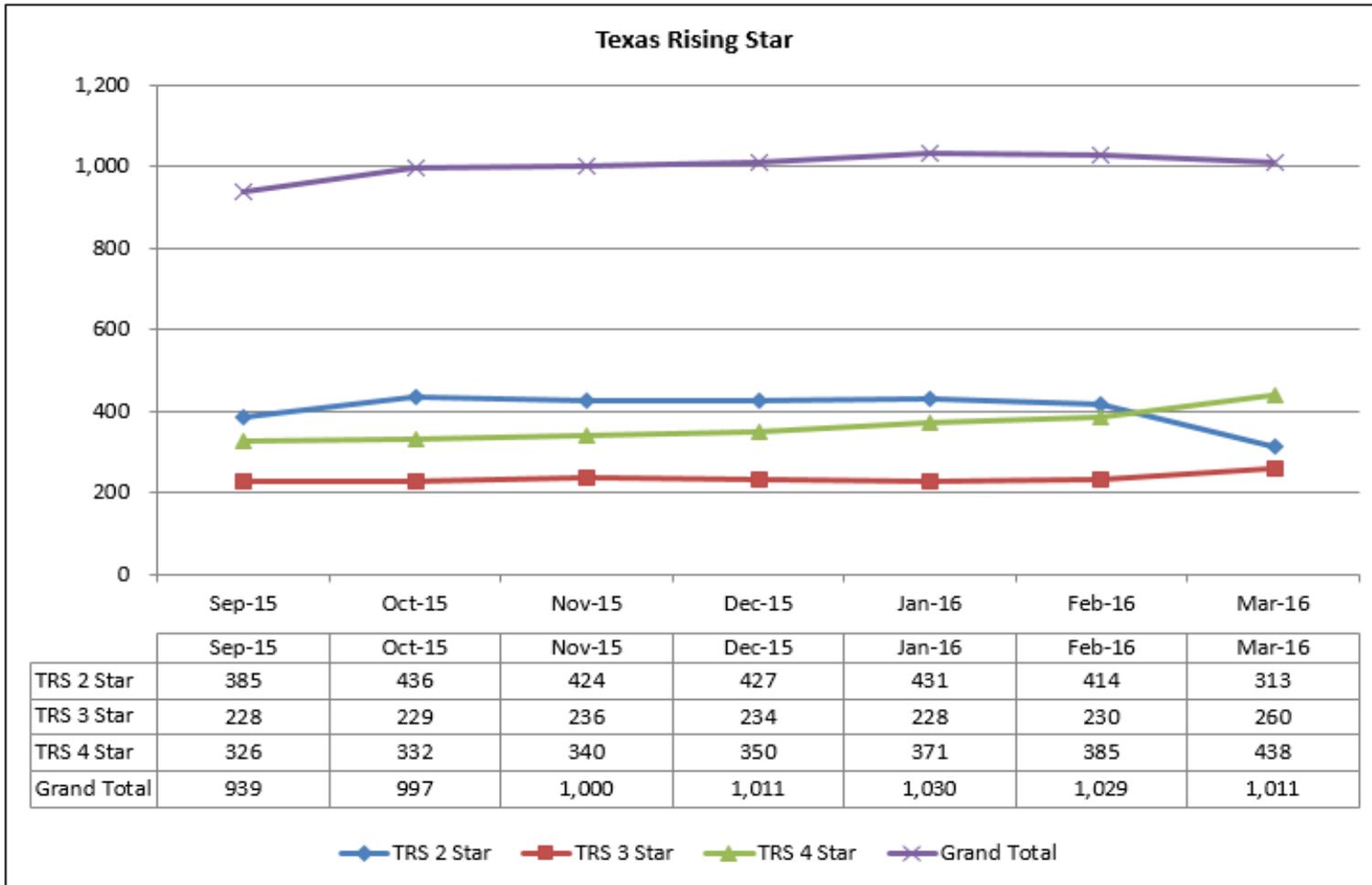
TWC TECHNICAL ASSISTANCE AND
CHILD CARE

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AGENDA

- ⦿ Background
- ⦿ April 1, 2016 changes
- ⦿ September 1, 2016 changes
- ⦿ Questions/Comments

TRS TRENDS



BACKGROUND

- Throughout Fall 2015, the Texas Workforce Commission (TWC) hosted four public meetings on the subsidized Child Care Program. During the meetings, the majority of the comments received were regarding TRS; this prompted TWC to host two provider working group sessions to gather feedback and recommendations on TRS.



BACKGROUND (CONT.)

- The first provider working group session meeting was held on January 11, 2016, in Austin, and the second session was held on January 19, 2016, in Dallas. Additionally, a working group session for TRS assessor and mentor staff was held on January 26, 2016.
- On March 9, 2016, the Commission approved changes to TRS based on input received from the stakeholder meetings and working group sessions.



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APRIL 1, 2016

- The following recommendations were approved by the Commission to be effective April 1, 2016:
 - Remove Director Education Career Lattice
 - Amend Director Qualifications Formal Education Scoring
 - Amend Caregiver Qualifications
 - Amend observation methodologies
 - Guideline changes



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SEPTEMBER 1, 2016

- The following recommendations were approved by the Commission to be effective September 1, 2016:
 - Changes to the group size and ratio measure
 - Curriculum changes
 - Assessment protocol
 - Changes to the process for monitoring nationally accredited sites



APRIL 1, 2016 RECOMMENDATIONS



DIRECTOR'S QUALIFICATIONS

- ◉ Remove the Director Education: Career Lattice Level (S-DQT-01)
- ◉ Amend the years of experience in the director qualifications measure (P-DEQT-01, 02)
- ◉ Add non-expiring director's certificate as a score of 3 option



Effective April 1, 2016

REMOVE THE DIRECTOR EDUCATION: CAREER LATTICE LEVEL (S-DQT-01)

All facility types	S-DQT-01	<i>DIRECTOR EDUCATION: CAREER LATTICE LEVEL</i>	MET
		The director assesses their education, experience and ongoing education to determine their career lattice level. Provider determines their current career lattice level, identifies how they want to progress to a higher career lattice level.	NOT MET

When scoring in CLI Engage, assessors will now select “N/A”. TWC is working with CLI and this measure will ultimately be removed from the Engage system.



AMEND THE YEARS OF EXPERIENCE IN THE DIRECTOR QUALIFICATIONS MEASURE (P-DEQT-01)

Part 2: CENTER-BASED PROVIDERS FORMAL EDUCATION SCORING (points-based)

All Ages Except School-Age Only Programs

	SCORE OF 0	SCORE OF 1	SCORE OF 2	SCORE OF 3
P-DEQT-01	<input type="checkbox"/> None	<input type="checkbox"/> Valid child care administrator's credential, or <input type="checkbox"/> 5 to 9 <u>over 2 years, up to 4</u> years as a director in a TRS or currently recognized nationally accredited provider	<input type="checkbox"/> Valid Child Development Credential (CDA), or Child Care Professional (CCP) Credential with 6 college credit hours in business management, or <input type="checkbox"/> 9 college credit hours in ECE and 9 credit hours in business management, or <input type="checkbox"/> 60 college credit hours with 9 college credit hours in child development and 6 college credit hours in business management, or <input type="checkbox"/> A child care administrator's certificate from a community college with at least 15 college credit hours in child development and 3 college credit hours in business management, or <input type="checkbox"/> 10 to 14 <u>over 4 years, up to 8</u> years as a director in a TRS or TRS-recognized nationally accredited provider	<input type="checkbox"/> AA/AAS in ECE or closely related field with 12 college credits in ECE and 6 credit hours in business management, or <input type="checkbox"/> At least a BA/BS with 12 hours college credit hours in ECE and 6 credit hours in business management, or <input type="checkbox"/> 15 or more <u>Over 8 years</u> as a director in a TRS or currently recognized nationally accredited provider <input type="checkbox"/> <u>Non-expiring Director's Certificate from DFPS</u>



CAREGIVER QUALIFICATIONS

- ◉ Amend Option C to include “working toward an Associate’s or Bachelor’s degree”
- ◉ Amend Option E to 150 training hours in the last 5 years to align with the 30 annual training hours in the TRS training measure
- ◉ Amend Option F to allow for degrees other than child development or early childhood education
- ◉ Add Option G: 10 years full-time experience in a nationally accredited and/or TRS facility



CAREGIVER QUALIFICATIONS (P-CQT-02)

CAREGIVER QUALIFICATIONS AND TRAINING (points-based)

P-CQT-01

CAREGIVER QUALIFICATIONS

Not counting the center director, full-time caregiver staff must meet one of the following measures:* (For centers having only 3 or fewer staff and at least one full time staff caregiver)

- A. Have a Child Development Associate (CDA) credential, OR
- B. Have a Certified Child Care Professional (CCP) credential, OR
- C. Working towards an Associate's or Bachelor's degree or have successfully completed twelve college credit hours in child development, early childhood education or related field and two years of full time paid experience as a caregiver working with children in a licensed or registered facility; OR
- D. Have two years full-time paid experience working with children as a caregiver in a licensed or registered child care facility while presently working toward a CDA or a CCP credential; OR
- E. Have successfully completed ~~192~~ 150 training clock hours within the last 5 years in child development, early childhood education or related field and two years of full time paid experience as a caregiver working with children in a licensed or registered facility; OR
- F. Have a Bachelor's or Associate's degree ~~in early childhood development or related field.~~
- G. Ten years of full time paid experience as a caregiver in a TRS or TRS-recognized nationally accredited center

Scoring: # of caregivers who meet one of the qualifications, divided by total number of caregivers, x 100 = % of staff.

0=Provider meets less than 30% of staff

1= Provider meets 30% of staff

2= Provider meets more than 50% but less than 75% of staff

3= Provider meets 75% or better of staff

NOTES

All facilities except school-age only programs



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OBSERVATION METHODOLOGIES

- Category 2: Caregiver-Child Interactions - group size/ratio
- Category 3: Curriculum - lesson plans



CATEGORY 2: CAREGIVER-CHILD INTERACTIONS - GROUP SIZE/RATIO

- Currently, the classroom group size and ratio for TRS is determined by the age of the youngest child in the group.
- The amended methodology uses the median age of the children enrolled in the classroom to determine the age group (same methodology as child care licensing)



CATEGORY 3: CURRICULUM

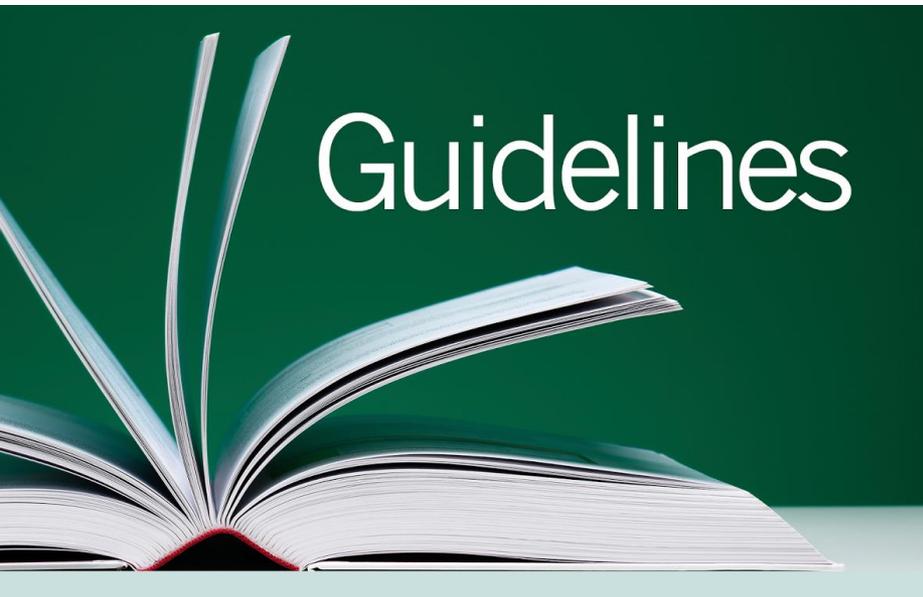
- Currently, in order for an assessor to give credit on a lesson plan, page numbers connecting activities to curriculum or supplemental resources must be referenced.
- The new methodology removes the page number requirement.



Effective April 1, 2016

GUIDELINE CHANGES

- Prescreening form
- Entity change
- Caregiver observation
- Curriculum change



TRS PRESCREENING FORM -- *CURRENT*

- TRS providers must report the results of each licensing visit to TRS staff through the completion of the appropriate prescreening form.
- TRS staff will also complete the appropriate licensing screening form prior to the provider's annual TRS monitoring visit.



TRS PRESCREENING FORM -- AMENDED

- Removes requirement in the TRS Guidelines that providers report to assessor/mentor staff the results of DFPS monitoring visits
- Adds a requirement for assessors/mentors to complete a TRS Prescreening form quarterly for all TRS providers.



FACILITY-TYPE CHANGES

- Currently, the TRS Guidelines address the procedure for when a provider moves or changes ownership.
- The Guideline change will now also address a change in facility type - i.e., a Registered Child Care Home changing to a Licensed Registered Home.
- All facility type changes in the Guidelines will have the same procedure: the provider has 3 months after the change to have a full reassessment



CAREGIVER OBSERVATION

- Currently, the assessor/mentor is to observe only the lead teacher in the classroom
- The Guideline change will require the assessor/mentor to observe all primary caregivers in a classroom



CURRICULUM CHANGE

- Amend the technology scoring process to allow for a “Not/Applicable” score if providers have clearly stated in their policy/parent handbook that the use of technology goes against center philosophy



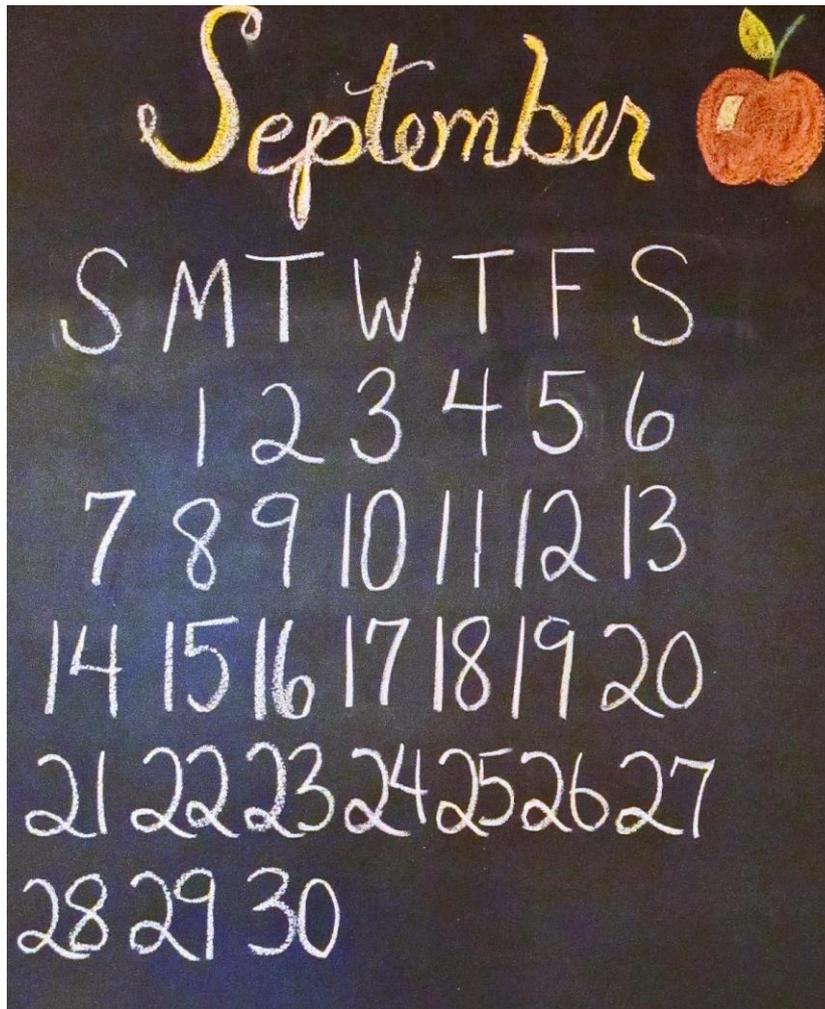
Effective April 1, 2016

IMPLEMENTATION OF TRS CHANGES

- ◉ During a 2-star or 3-star provider's first annual monitoring visit, TRS assessors must reassess the provider under the new amended measures.
- ◉ If a provider has already had an annual monitoring, that provider may request a reassessment of the revised measures.



SEPTEMBER 1, 2016 RECOMMENDATIONS



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RECOMMENDATIONS EFFECTIVE SEPTEMBER 1, 2016

- ◉ Changes to the group size and ratio measure
- ◉ Curriculum changes
- ◉ Amend any TRS measure that duplicates DFPS Minimum Standards
- ◉ Assessment protocol
- ◉ Process for monitoring nationally accredited sites



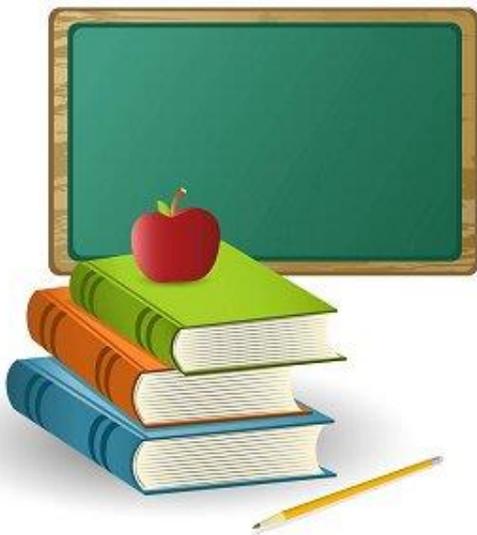
CAREGIVER-CHILD INTERACTIONS

- Change group size to point-based measure; remove group size as a required measure
- Combine group size and staff ratios; the combined measures will become a point-based measure per age group



CURRICULUM

- Provide a lesson plan checklist to assist in evaluating lesson plan and to clarify required elements



ASSESSOR/MENTOR PROTOCOL

- Currently, TRS Guidelines offer some best practices regarding conducting an assessment.
- Per the approved change, TWC is developing a standard TRS pre- and post-assessment protocol and making this protocol available to child care providers to clearly outline the on-site assessment process.
- The protocol will outline the roles and responsibilities of assessors and mentors, as well as providers.
- The protocol's purpose is to ensure that the parties involved understand and agree to the assessment process, roles, and responsibilities.



PROCESS FOR MONITORING NATIONALLY ACCREDITED SITES

- Currently, nationally accredited providers are subject to the TRS requirements for DFPS minimum licensing standards and required to comply with the procedures for the annual TRS monitoring
- The new process for nationally accredited providers is that, while still subject to TRS requirements for DFPS minimum licensing standards, TRS annually monitoring will be for only Category 2 (Caregiver-Child Interactions) and Category 4 (Nutrition and Indoor/Outdoor Environment)



OTHER CHANGES (DUE BY SEPTEMBER 1, 2016)

- ◉ Modify the TRS Guidelines and measures;
- ◉ Modify the assessor/mentor Technical Scoring Manual to reflect TRS revisions and to include technical assistance for providers;
- ◉ Develop a one-month time frame for Boards to review all TRS documents;
- ◉ Develop a webinar for providers for the TRS website to highlight the changes and implementation;
- ◉ Modify the CLI Engage system to support TRS revisions; and
- ◉ Host a statewide training for all assessor/mentor staff (existing and new) on TRS Guidelines revisions, CLI Engage changes, and overall best practices.





QUESTIONS? COMMENTS?



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