



WPD Committee NOTES
February 27, 2015, 9:00 – 11:00
2 Delta Drive, Concord, NH – 2nd Floor

Committee Charge: Develop recommendations and implementation plans to enhance NH's capacity for the recruitment, retention, advancement and support of qualified professionals across early childhood programs via education/training and credentialing. Meeting Co-Chairs: Ellen Wheatley, Pat Cantor

Participants: Ellen Wheatley, Pat Cantor, Joan Izen, Tessa McDonnell, Ellyn Schreiber, Melissa Clement, Tracy Pond, Shannon Quinn, Monica Rogier, Carol Garhart, MaryEllen Schule, Bagdat Caglar, Claudette Mallory, Lisa Ranfos, Heather Dombroski, Sandra Howe, Maureen Hickey, Carrie Gross, Ruth Littlefield, Stephanie Emmons, Justin Zakia, Farrah Deselle

Meeting Summary Recorder: Pat Cantor

Approve minutes for January 23, 2015: Minutes approved as written.

Discussion with Melissa Clement, Chief of Child Care Licensing Unit:

- Melissa spoke about the process for revising licensing rules. Initially, she is sending out sections of rules and seeking comments via email. Based on that feedback, she will invite groups of people to work on the sections that received the most comments. She invited everyone to join the email list, and to invite others to join the email list.
- Melissa has read the Blueprint for Professional Development and talked with Tessa. If we are trying to promote changes in the rules related to aspects of the Blueprint, we should move on those now because the rules revisions will take effect in 2016 and last ten years.
- Some goals we have will be challenging because they will require resources, for example, creating a process to review credentials of every person working in child care would require personnel and a database. Resources in Licensing are restricted right now, and they are operating with only seven licensing coordinators (down two positions).
- Melissa agrees with our vision but is concerned about the resources.
- Placing extra burdens on small businesses—which child care programs are—is politically unpopular with NH legislators. Requiring higher levels of education would be seen as a burden on small businesses. Legislators will also worry that people may leave the workforce rather than pursue the higher requirements.
- One issue that can get legislators to think about more regulation is risk or proof of harm. In other states, media attention to safety problems in child care has moved legislation.
- Melissa said that legislators also focus on how our regulations compare to bordering states, because they don't want NH to lose business to border states. She currently has two interns working on comparing NH rules to best practice and to what's going on in other states.

- Tessa will be responding to requests for comment that Melissa sends out. If we all commit to responding and making comments, that builds data for Melissa to draw on. Melissa said it is especially important to comment during the public comment period.
- Melissa also said that data is very valuable, such as the number of people in the field who already have degrees. The Education piece of the current Market Rate Survey provides some of this data.
- We need to consider how a child care owner might think about these issues—the challenges of running a business and the importance of providing high quality care for children and families. This is important to talk about at meetings of directors and providers.
- Providing information about strategies for helping people attain higher education could also be beneficial.
- The current scholarship program is great, but limited: it provides support for one class per semester and only covers early childhood classes, so students really can't complete a degree.
- Perhaps information about the Head Start requirement for higher degrees could contribute to the background for legislators.
- The recommendation in our report is for lead teachers to have a degree.
- The NH Early Childhood Professional Registry has some data about education levels of child care personnel.
- **Action Steps:**
 - Members who want to get on the email list should connect with Melissa Clement. Make comments during the initial process and especially during the public hearing process (probably late summer/early fall next year).
 - People on this Committee who have links or data will send that information to Melissa.

Request from NHAIMH Board of Directors:

- The NH Association for Infant Mental Health (NHAIMH) Board of Directors is seeking to promote the Early Childhood and Family Mental Health Credential to EC professionals and would like assistance from Lynn Davey to ensure that the messaging in the brochure is as persuasive as possible. Since this is a workforce capacity issue, they are asking assistance from Spark NH for this effort, specifically, for help with redesigning the brochure and sharpening the message (not printing).
- Ellen anticipates she will receive a request for a specific budget amount by our next meeting and we will vote on it then.
- This is the first time we have been approached with such a request. It seems relevant because it relates to professional development. If we approve it, it will go to the full SPARK Council. Entertaining this request means we will also be open to similar requests from other groups.

SEE Change – Report (Ruth Littlefield):

- Ruth shared the final mission and vision statement for the SEE Change project, which can be viewed at the SEE Change page on the PTAN website: <http://ptan.seresc.net/blog/see-change/>
- The last practitioner training in January had to be rescheduled due to the weather and will now be held on March 3 and 4. Trainings focus on strategies for engaging children who are least engaged with their peers and may be exhibiting challenging behaviors. Participants have already reported positive changes to their practice as a result of the trainings.
- All of these SEE Change notes are posted on the SPARK website, on the Workforce and Professional Development Committee page.

Shared Professional Early Childhood Core Competencies (SPECCC):

- Tessa shared the draft of a letter she and Sue Foley worked on that WPD Committee members can use to share information about the Shared Professional Early Childhood Core Competencies

(SPECCC), along with a draft of guiding questions that cross-sector leaders could be asked to respond to.

- WPD members offered suggestions on the draft letter and questions.
- Tessa will rewrite and send out another draft for the Committee to review.
- Ellen compiled a list of sectors to be contacted regarding the SPECCC. Committee members identified people they are willing to contact, either by sector or by geographic region.
- This contact would involve sending out the letter and competencies, then following up with the questions.
- Tessa suggested that the letter include information about plans for the sender to follow up with the recipient.
- At the March meeting, we'll finalize the plan for making the cross-sector contacts about the SPECCC.
- Carol Garhart briefly described the Glossary that she and Stephanie Emmons have drafted. They agreed on an 85-word Glossary.
- Carol will send the Glossary draft to Ellen, Pat, Farrah, and Maria. The draft will be sent to the entire group with the latest version of the SPECCC.

Cross-Sector Early Childhood Professional Development System (ECPDS)– discussion regarding committee membership and initial steps

- Each of the six policy teams came up with recommendations for the ECPDS. Ellen suggested we take one recommendation and plot out how we would move forward, so that we can get a sense of how that process will work.
- Tessa distributed the recommendations of the Finance Committee, to complete the report she gave in December.

Peter Antal, Spark NH evaluation contractor

- Peter Antal joined the meeting by phone. He briefly described some main findings from the Needs Assessment Report. He is now connecting with each of the Committees to ask what are the data gaps and what would aid our ability to further Spark NH's mission.
- Individuals can email Peter Antal with any comments/feedback on the Needs Assessment.
- Do we have all the data we need to answer questions from policymakers?
- We shared information about what we had discussed earlier and the data needs that were identified as part of the discussion.
- Tessa stated that we have identified a set of data needs for a workforce profile and can send those to Peter.
- Ellen expressed the need for a comprehensive list of PD providers in all relevant fields.
- Ellen will email Peter's questions to the WPD Committee so that we can think about them prior to our next meeting.
- We asked Peter to come back to our Committee next month.

Action Items

- Connect with Melissa to get on the email list. Make comments during the initial process and especially during the public hearing process (probably late summer/early fall next year).
- People on this Committee who have links or data will send that information to Melissa.
- Tessa will rewrite and send out another draft letter for the Committee to review.
- Carol will send the Glossary draft to Ellen, Pat, Farrah, and Maria. The draft will be sent to the entire group with the latest version of the SPECCC.
- Review the Spark NH Needs Assessment and be prepared for a conversation with Peter Antal at the next meeting.

- Ellen will email Peter's questions to the WPD Committee so that we can think about them prior to our next meeting.
- Review the ECPDS Report Tessa delivered in December, along with the Finance Work Group recommendations distributed today, prior to the next meeting.

Meeting evaluation

- Audio was very challenging for the conversation with Peter. Having the questions ahead of time would have been helpful. It was hard to participate in the discussion.
- Several members said they would prefer to have Peter at the meeting in person.
- Great to have Melissa hear and learn about the revision process and hear her perspective on the recommendations we are proposing.
- Ellen thanked everyone for their incredible generosity with their time, including time spent outside of the meeting working on contacts with others.

Announcements:

- MaryEllen Schule mentioned that WMUR is taping conversations with potential presidential candidates when they come to NH. Sam Howe has invited one candidate, George Pataki, to her center and he will be visiting.
- Farrah announced that Children's Hospital of Dartmouth is holding a conference on Protecting Adolescents from Harm.

Next meeting:

March 27, 2015, 9:00 – 11:00

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