

**Commission for Child Care
Roth's West Salem Conference Center
April 23rd 2010**

Attendees: Deborah Murray, Rosetta Wangerin, Janice O'Malley, Carla McQuillan, Katie Larive, Rep. Van Orman, Kitty Piercy, Russ Crawmer, Patricia Angland Marshall, Randy Fishfader, Jan East, Meghan Moyer,

Guests: Kitty Lake, Teresa Stevenson, Heidi McGowan, Ruth Crawmer, Bill Fink, Kathleen Hynes, Rhonda Prodzinski, Sonja Svenson, Autumn David, Shanna Aldis, Bobbie Weber, Laurel Good, Gregory Tuman, Rebekah Whittaker, Mark Anderson

Introductions

Administrator Update – Bill Fink

A selection has been made for a Child Care Division Administrator. Kara Waddell has accepted the position and will begin July 1. Bill characterizes Kara as a non traditional candidate in that she hasn't come up through government service. She has worked for the last 14 years in China establishing child welfare. Currently, Kara is finishing a mid-career Masters Degree in Public Administration at Harvard's Kennedy School of Government. She is also a Philanthropy Fellow at the Hauser Center for Non-profit Organizations.

We all are impressed with her energy and enthusiasm and intellect. The candidates did a webcast to the CCD staff and over 100 comments were received that were overwhelmingly positive. Bill thanked the Commission for the work of being involved in interviews and the process. Rosetta said that Kara is a breath of fresh air and that Tom has left a strong team who will make sure she is taken care of. Bill thanked the Commission and said it has been a good process. Janice commented that Kara was an impressive candidate and hopes folks don't get uneasy about the lack of Oregon legislative experience because she is quick on her feet and intelligent and will be great. Kitty L. said she has young children and doesn't want to move until they are done with school. Kitty P. said this all sounds really good and hopes that we will get the opportunity early on to immerse her in our world of child care. We have worked hard with Tom to move child care forward in our state and it's important that we get in on the front end of the conversation. Bill said that we have communicated that we have a well established child care system and a good place to build from.

Approve January & February minutes

Janice expressed concern about the issue raised in the February meeting about placing cameras in child care facilities. Heidi summarized the discussion that is reflected in the February minutes. Deborah said that it was an informational presentation and the Commission did not take a position on the issue. Rep. VanOrman said a question she would have is the number of incidents of abuse in child care programs. Randy asked if

any other states have laws requiring this. Deborah said she didn't think so but some programs use it and market that they do. Russ noted that he looks at this strategy as a huge liability and what they will do with this information. For example, would they put it on YouTube? Rosetta recommended that as we think about this subject, if Lieutenant Winters is not here today; make notes about the pros and cons for a future discussion.

Rosetta asked if there was a motion to accept the January and February minutes. Janice moved, Meghan second. After a vote the motion was passed.

Rosetta thanked Kitty for doing a great job of filling the Administrator role. Kitty said the hardest thing was the first day walking into Tom's office and sitting in his chair. It was too big for one thing. Rosetta commented that we will schedule a meeting with the new Administrator as soon as possible after she begins.

ECMAC Update

Heidi described an overview of the Early Childhood Matters Advisory Council. Meghan noted a concern about the lack of representation of licensed exempt care and Janice stated that she was disappointed there was no union representation on the Committee given that they represent Head Start and ESD. Heidi commented that we have worked hard to represent all the areas on early childhood education and that Rosetta, who represents the Commission for Child Care, is looked to for where the Union representation is. Kitty P. advised that the Commission provide formal communication of priorities to the Council.

Deborah commented that there was a tri-county meeting with the Commission on Children and Families where we heard this communication. Deborah said that she sees her role carrying information from the Commission to her local partners and bringing information back. Rep. VanOrman noted that she hears that there is a diverse group. This is the supreme value. The other piece is how it will eventually pull and there seems to be a bureaucratic overlay. Whatever we can do to support Rosetta represent our vision.

Heidi described the result of the National Governor's Association selection of Oregon to move the Oregon Program of Quality forward. Sonja noted that there will be a project plan for OPQ by May 12th. Ask Dawn Norris to provide further update on the May agenda.

OCCC Initiatives of Focus

Meghan asked about the Commission priorities. Heidi will send priority areas to Meghan.

Kitty L. reported that CCD had a couple of focus groups to address the draft administrative rules regarding recorded programs. Kathleen revised the rules per feedback from the focus groups. In May and June, CCD will get the word out for feedback from the email list compiled from the forums, as well as partners and other interested parties. In July, CCD will mail providers an application to get recorded. Kitty noted that background checks are a big issue. The AG has said we can't direct and the statute does not give CCD authority to describe the types of crimes to look at. The focus group suggested sending a list of background checks that CCD might look at.

Heidi reflected that one item expressed by the focus group was the request to access CCD's background check at a reasonable rate. Rep. VanOrman said this is a challenge as a legislator because so many groups come to them wanting fingerprinting. Kitty identified that as their background check system becomes respected, it becomes a resource issue for CCD. Kitty said we have to look at this statewide with partners. Russ identified that the background check through this legislation is once and CCD is every 2 years. Kitty noted that several agencies do a snapshot in time. Katie asked if other states have a good model and Kitty said that several states are struggling with it. Rosetta said that we are still discussing the issue of Clean Box.

Ruth commented about a challenge as an employer when hiring employees who have a history of creating valid complaints at previous sites. A discussion about references followed. Can employees who create a valid complaint at a facility have that information tracked so that another employer is aware?

2009-1020 Budget Update – Sonja Svenson

Sonja provided a budget update. CCD has been asked to show what 25% reduction would be. At some point in time, we will not be able to meet the maintenance of effort. Between DHS and CCD general fund, we meet the MOE. Sonja is working with the fiscal analyst to determine the tipping point that could jeopardize MOE. Sonja said that CCD will survey the Coordinating Council to determine. Sonja asked what role the Commission can play.

In the past 16 months, CCD has experienced a reduction of \$1.1M in general fund from the total of \$3.3M for the 09-11 biennium. The current CCD general fund allocation is now \$2.9M. More cuts may occur prior to June 30, 2011.

CCD has over 200 contracts with 2 people in CCD who manage these contracts which is very lean. Other states call asking how Oregon manages this level of contracts in with such efficiency. Sonja praised her staff for their efficiency and Rosetta acknowledged Sonja for the level of accountability.

All agencies have been asked to reduce their general fund budget by 25% for the 2011-2013. CCD is the only division in Employment Dept. that received general fund. CCD will do the reductions in 5% increments so if the legislature asks for 10% or 15% cut, CCD will be ready. CCD survey's the partners for input on who should sustain the cuts and will likely do this after Kara is on board.

ERDC Study about where clients are working – Greg, Rhonda, Laurel

DHS received data starting in Aug, 2009 to understand the employment patterns of people receiving ERDC. Analysis was completed on 21,386 cases. Most jobs were in Health Care and Social Assistance (25%), Retail Trade (20%), and Accommodation and Food Services (19%). This is a first step in analysis.

Bobbie Weber said that in the late 90's, 5 states agreed to look at this question of "what employment sectors are ERDC clients working in?" The study found the sectors were consistent among the 5 states. The sectors still appear to be the same today. Bobbie said that it raises questions about what is the potential future for moms working in this industry. These are typically single mothers earning low wages consistently in these

sectors and we need to find the right questions to understand what to do with this. Rep. VanOrman also would like to know where they are located to identify what the employment base in rural areas.

Bobbie said that they found in a study that a community can't support a center unless there are 500 children in the community. Access is an issue so what does it mean if you can get an ERDC subsidy but there is no access. Rhonda noted that families don't access ERDC the same in rural areas or keep it as long.

Heidi asked Bobbie where it is going and how to we determine what questions to ask to understand what can be done to assist single mom, low wage workers where kids are impacted. Bobbie said that they did a presentation for the House Education Committee of the legislature and asked them to come back to probably ask some of these questions we are raising. The legislature discussed that we don't know much about this population and would like to understand it better.

Meghan said one of the issues we are interested in is "odd hour care." I was struck by these categories that employ people during odd hours and yet we don't have a plan or a system that really meets the need.

Rosetta reflected that we follow up with Bobbie for the legislative presentation. Bobbie said that it would be helpful to have a solution so they don't feel powerless. Deborah noted that one of the legislators is a community college instructor and would like to understand how the community colleges can help and where there is overlap with this population. Deborah noted that students don't have access to subsidy or child care assistance when they are working to get out of poverty.

Two arms of the economy that were held harmless in Oregon during the downturn were health care and education.

Rosetta recommended that we set up a conference call with Bobbie, Deborah, Ellen Scott to follow up on the legislative request. Meghan recommended including the One Voice Coalition who put together the presentation of the panel for the legislature. Rep. VanOrman said that ERDC is a marketing tool to employers. Bobbie reflected that the reason the 5 states were done is because it was to engage business as allies.

ERDC Draft Policy Option Input – Rhonda Prodzinski

Rhonda handed out the preliminary policy option packages and requested feedback and priorities from the Commission. Rhonda said the next assignment is to work on the 25% reduction and will request feedback next month from the Commission.

1. align age eligibility with TANF to go up to 12 years of age –
2. update ERDC maximum rates based on the current market rate study –
3. automate the child care billing and attendance tracking system – become paperless through a phone, web based or card swipe machine (submitted a federal appropriations request for this).
4. restore self-employed eligibility for ERDC

5. restore reduced co-pay eligibility for ERDC the first month to \$25 -
6. adjust ERDC income eligibility standard

Randy asked if the current federal poverty level will be reflected in the POP. Bobbie noted an article on www.clasp.org called "Measure by Measure: The Current Poverty Measure v. the National Academy of Sciences Measures."

Rhonda discussed the background check policy change to ensure providers receive background check before authorizing child care to be provided by provider.

Meghan added that the policy option packages are all good and supports them all would prioritize the one that cost the most. Deborah agreed that this is a great list and would move the priority to adjust ERDC. Russ added that automating the system is where everything is headed. Patricia said that in a recession, the need for ERDC for the self-employed is probably even higher.

The Commission supports the DHS policy option packages and understands the priorities may change as the budget changes. Carla moved, Deborah second.

Child Care Quality Indicator Program 2009 Data – Bobbie Weber

The goals of the QIP is to provide parents comparative information on quality of child care facilities that meet their needs based on seven research based priorities. Additionally, help child care facilities assess their quality and market their unique strengths, and help funders and policy makers identify if their child care investments make a difference.

The planning began in 2004 with private foundations and the Multnomah County Commission on Children and Families funding the development. Pilot phase in Multnomah, Coos and Curry that ended in 2008. Statewide rollout for centers in 2009 and family child care in 2010.

The indicators for centers are education, retention, compensation, accreditation, group size, ratio and training. QIP builds upon the existing infrastructure of CCD and OCCRRN, resulting in an efficient model.

We're working hard to help Center Directors provide accurate information. Here are the following results:

Training: Teachers at center for more than one year averaged 17 hours of training, of which 12 were in child development. In 54% of centers, teachers averaged more than the 15 hour state training requirements. Within the total hours, teachers at 67% of centers averaged more than the 8 hour state requirements of child development training.

Education: in 20% of centers, the Director has a bachelor's degree or higher in ECE or a related field. In 34% of centers, at least one teacher has a bachelor's degree or higher in ECE or a related field.

Compensation: For teachers only. 52% of centers that were asked reported that they contribute some amount toward medical benefits for teachers. 66% of centers that were asked reported that they provide other benefits for teachers.

Teacher Retention: In the average center, 80% of teachers were at their center for more than one year.

Accreditation: 3% of centers have been accredited by a nationally recognized accrediting organization.

Carla noted that accreditation is too expensive and Deborah added that the new requirements for NAEYC have higher teacher education levels.

Bobbie noted that we are seeing variances across the state, and not always as expected. Ruth added that it will be interesting to see the numbers change as the recession ends. Bobbie included that she wondered if the increase in retention in Multnomah County was due to people not being able to get other better paying jobs. Bobbie added that another interesting impact will be what impact the health care legislation that passed will have on our industry.

Bobbie's biggest "aha" is that she didn't know we could collect this level of data that fast.

Bobbie will send Heidi some written information for the Commission.