

Granite Steps for Quality Advisory Committee

Thursday, February 8, 2024

9:00 AM to 10:30 AM

Location: Virtual via Teams

In Attendance: Andrea Foster, Sarah Henry, Cammie Switzer, Heidi Hammell, Heidi Karajcic, Shannon Tremblay, Chris Casserly, Joan Izen, Liz Scuton, Megan Phillips, Hillary Pincoske, Dee Dee Thurber, Alex Amaral, Cathy Hazelton, AnnMarie Censullo, Lisa Ranfos, Christina D'Allesandro, Jackie Firmin

Update From Andrea:

- January
 - 5 Brand New
 - 3 step increases (all PM programs)
- February
 - 1 new program so far
- 6 Step Increases in the last couple of month

CCA Updates: Dee Dee Thurber

- July 2023 beginning of contract
 - Assisted 32 programs
- Questions from the field - DeeDee will send this document to Andrea
- Plan to increase participants
 - Added workshops to the mini conferences
 - an intro to CQI to mini conferences
 - Added a GSQ workshop
- staff member at a coach level so that when providers call they can provide support
- Added to reporting for the Bureau
 - keep track of data related to mini conference
 - Intro and Overview
 - How many ERS tools they share with providers
- Keep track of programs participating
 - Are programs doing intro and overview generally interested in entering GSQ or just taking it to learn about it ?
 - taking it for BOTH reasons

ACROSS UPDATE: Cathy Hazelton

- TA: 2.7 hours GSQ direct TA
- Training: 9.5 hours (13 trainings canceled and rescheduled)
- Questions from the field:
 - How do they get the afterschool credential, SACERS-U Assessment, GSQ term definitions?
- Natalie D'Angelo, NMS ED, new across member and SACERS Assessor
 - GSQ expert on staff
- New ACROSS Outreach and Support Coordinator Sonjia (Sonny) Tainter
 - Will be committed to supporting the message of GSQ for OST
- Afterschool Credential Challenge
- SACERS-U Reliability Training with ERSI May 2024
- Abigail Blodgett Argentine - ACROSS SEL Coordinator SACERS Anchor
 - SACERS-U Anchor Training and Coaching
 - Cathy Hazelton also an PST ANCHOR

- Shared a flier of dozens trainings being offered

PTAN; Joan Izen

- Supporting 40 programs in every region of the state - Step 1 to Step 3
 - 21 programs step 1
 - 6 Step 2
 - 13 Step 3
- Readiness Series is their first step into Pyramid Model
 - Currently 4 cohorts - 3-5 programs in each cohort learning from each other
- 5 programs receiving step one in the last week or so
 - there will be a new cohort beginning the series soon
- 14 coaches - added a few more the beginning of the year

GSQ Capacity Building: Sarah Henry

- Tuition Assistance: through the Community College system
 - More funds
 - fewer obstacles
 - Expanded course
 - Spent over \$200,000 so far
- Credential Incentive Pilot - \$50,000
 - Not public news yet
 - Plan is in place - just waiting for the marketing materials to be approved
 - Working closely with Alex - credential specialist
 - \$100 Amazon e-gift card for receiving a credential within our contract time frame
 - renewals/new credentials/add-ons
 - Marketing materials will be sent to ACROSS and CCA for them to send out to the field
 - Direct to provider, not to program
 - Mid-September cut off because the money needs to be spent out by the end of the month
 - ONE TIME payment
- Contract big push to support the ERS pathway and programs who've chosen this pathway
 - to provide more equity within the two pathways
 - Build out ERS to match the PM pathway as much as possible
- Beginning to put coaches in programs on the ERS pathway
- ERSI trainings for ECERS, ITERS, FCCERS to have ANCHORS in the state
- 13 programs have been informed about the Readiness series coming in March
- Doing coaching with 12 programs right now

BHII: Megan Phillips

Evaluation portion of the GSQ Capacity Building Contract - Fiscal Agent

- Conducting evals on all the pilots and sub projects
- Current process evaluation - how are folks feeling about GSQ specifically - benefits, challenges, feelings - those pieces are in motion
 - Two major pieces of the evaluation - focus groups and a survey
- Focus groups goals - these are intended for directors and leaders
 - What is the perception of GSQ
 - How does it relate to their CQI efforts
 - What is the value added to a program from participating in GSQ

- What detracts from joining
- Efforts in moving through the system
- Breakdown of focus groups:
 - ERS Programs - February 6th with 6 participants / February 12th with 4 participants
 - PM Programs - February 7th with 8 participants / February 14th with 6
 - Crosswalked & Licensed - February 14th with 5 participants
 - 29 participating programs and everyone that wanted to participate is included
- Survey in development to widen the reach
 - Target: All programs, all staff, all coaches, all TA providers
 - Distributed through any network that makes sense
- Will then write a report for DHHS and come up with a distribution plan with funding

Licensed Plus: Andrea

- Licensed Plus was going to phase out and was then reinstated
 - Reinstated so they wouldn't lose their 5% Child Care scholarship money
- Looking to now phase out licensed plus - how do we get them into GSQ
 - What are their barriers and challenges for these programs?
 - This is something that BHII will try to get at in their forums and survey
 - OST perspective:
 - **OST** component barriers include - programs that are only part time OST for example
 - opening a summer camp for school aged children but only have seasonal staff for this part time component - generally only child care throughout the year
 - Needed to meet GSQ standards for a small part time number of staff
 - OST stand alone programs
 - rotating turnover of staff
 - keeping staff credentialed
 - No capacity to participate in application process
 - Just keeping the program staffed is a challenge
 - Andrea: Rubric for these programs is attainable and not as detailed as center-based for this very reason
 - Andrea says that they will work with programs to get those people credentialed and be flexible with their application
- In General: **STAFFING** is the biggest barrier
 - keeping centers afloat with staff shortages is the biggest barrier to doing anything extra
 - Credentialing is also a barrier but staffing is the biggest issue

Number of programs in this position of being Licensed Plus:

- 19 programs are Licensed Plus and not in the GSQ system

BRAINSTORMING:

We want to be thinking creatively

- maybe it's called a GSQ Readiness
- Maybe it's a PRESTEP and they don't receive the quarterly incentive

“Crosswalk” from License Plus to GSQ

- Create a visual chart or map or checklist to Crosswalk from old system to new system
- Could we create a cross walk to step one

- a paper mapping out what they HAVE DONE and what they need to do to enter the GSQ system
- this might help them realize that they are already so close to meeting requirements to GSQ
- Celebrate the work that they have done to be part of Licensed Plus and it is just a few more steps to be GSQ ready
- Is anyone communicating directly with these programs?
 - Last outreach was terrible timing
 - Revisit the outreach and give them a TA person or a coach to help bring them from one system to another
- Megan BHII contacted every plus program and got very little response - weren't banging down the door to talk about GSQ
- How do you avoid them panicking that LP is not moving forward
 - Being very clear about **why** and **what will take its place** and **how it will be beneficial**
 - Have a **clear end date** to adapt
 - Define what the change means to their centers

Crosswalk option is getting a lot of support from the group

- Do we have demographic info on these programs to maybe have a targeted approach to working with them individually
- Bumping them to a step one for a year while they work their way to reaching the standard
- Making sure that these programs feel welcomed
 - That there is support provided along the way as they step into the QRIS
 - Being sure they know they are already doing some of the work necessary to get there
- Licensed Plus has standards that are not included in the GSQ and probably should be
 - A lot of **family engagement**
 - **Could we get into the system through endorsements**
 - Come together in a cohort to get into the system with endorsement and then work together to make the rest of the standards
- Look at standards on Licensed Plus to see how close they are to GSQ
 - policies and procedures
 - open door policies
 - early learning standards
 - this could also help build the GSQ since some of the plus standards are not even included in the GSQ system
- We get to decide what the system looks like

Andrea and Alex will be working on what a crosswalk would look like

Marketing component missing to all of this -

- If Staff retention is the biggest problem maybe they are not understanding that a system of CQI directly correlates to retained staff
- maybe they don't all understand the positive outcomes for staff retention
- Stay focused on the marketing to inform programs that with CQI comes many benefits for a program
- Understanding of the benefits of joining the GSQ

Advisory Team Meeting Time:

- More of a working group and not just a high level update meeting and talk about GSQ numbers
- Proposal that we move to every other month

Thoughts:

- Updates could be provided in the agenda and then the time spend could be more conversations
- Allowing for rich discussion rather than share out
- Maybe offer a once a month update and a every other month meeting time - **Group in favor of meeting every other month**