

Bureau of Child Development and Head Start Collaboration
GSQ Advisory Committee
Meeting Notes - 12/14/23
9:00-10:30

In Attendance: Andrea Foster, Jessie Davis, Heidi Hammell, Sarah Henry, Heidi Karajcic, Shannon Tremblay, Chris Casserly, Joan Izen, Liz Scruton, Megan Phillips, Hillary Pincoske, Dee Dee Thurber, Alex Amaral, Suelaine Poling, Lisa Ranfos, Christina D'Allesandro

Revisit Charter, Mission, Vision, and Purpose

Like QRIS: We should be continually revisiting our purpose and grow and change as we gain more knowledge about our system, our family's needs, and our provider's needs.

Guiding Principles Questions/Thoughts:

- Are we meeting NH families' needs?
- Is this system going to do what it is intended to do from a federal standpoint?
- Give families access to knowledge and programs that supports their needs
- Focusing on issues - why we meet as a group - why we have this system

Conversation/Considerations:

- GSQ in its current state is just a beginning point and pieces are missing
- Could what appears to be missing pieces potentially be the fact that the system is young and all of its parts and pieces are not well established yet?
 - Will the addition of more endorsements (curriculum, health, nutrition, developmental screening) fill some gaps?
 - Build in more opportunities for family engagement - Connect families and providers to community

Big Picture

- QRIS system is a quality - rating - improvement - system - we need to provide a system that does in fact improve quality for children and families
- It is a choice to not choose quality
- If programs accept GSQ incentive payments, then they need to show that they are doing the work

All programs are striving to do the best they can and how do we support that with a bridge to GSQ

- Stress makes you go back to what you know
- We need to help programs with a growth mindset and support them through quality improvements
- Director level mindset so that that trickles down to staff

Initial thoughts about areas that need focus:

- Connection and outreach to families
- Incentivizing individuals
- Strong team of coaches

Next Steps:

Bureau is in the middle of strategic planning

- Feedback from Committee will be necessary
- What are we working towards?
- 18 months of experience in this system - a new director - a new vision - revisit and learn

Suggestion:

At the beginning of a provider joining the system, ask what they see as quality. The way programs participate is key.

- Identify what is quality about their program presently
- Where they see themselves making quality improvements
- Guide them into the GSQ system by meeting them where they are
- look at things through the lens of staff
 - Can they take on this work
 - Do they have the resources to do this work
 - How does this impact their program and staff
 - How does this impact their families
- We will look at the data and see how that guides us in moving forward

BHII: Megan

- Data and evaluation plan funded via GSQ Capacity Building Contract
- Working on a structured approach to gather information about programs perceptions about GSQ
- Will give everyone a platform to feed into conversations about growth and development of GSQ

Focus Groups:

- Structured focus groups with a representative sample - allows for a deeper dive
- email invitation to everyone on the list from DHHS with an application for programs to sign up to participate.
- The questions on the application will allow BHII to focus on Geographic area representation, types of programs, scholarship, accredited programs, etc.
- Host focus groups in late January through early March (around 8 meetings with no more than 8-10 programs per meeting)

Survey:

- Broader survey so all voices are heard (encourage administrators to share the links to staff)

Evaluation:

- Report with thematic analysis drawn from the feedback including recommendations for future
- Presentation to Advisory Committee

Questions for feedback for BHII:

- Will we be collecting data from TA providers and coaches? Yes
- Shannon will be sure in her next meeting with child care providers that they have seen this email and encourage them to complete it

PDG ERS Pilot:

- CQI: Very small pilot that PDG ran from June 2023-December 2023
- Chance for ERS step 2 and 3 programs to engage in ongoing CQI like PM pathway programs
- Gather baseline data around what they were able to do and what they were interested in doing moving forward
 - Dev. of mission and vision
 - Dev leadership team
 - Training in use of tools

13 programs engage in this pilot

- 16 invited
- Both center based and FCC
- Counties represented: Rockingham, Strafford, Carroll, Belknap, Merrimack, Hillsborough
- incentive based on license capacity
 - 5 programs received \$1,000

- 5 programs received \$2,500
- 3 programs received \$4,500
- Followed up with a 10 question survey
 - In 2024 would your program be interested in...
 - Development of a leadership team
 - Interest in receiving coaching
 - Developing a CQI
 - Guided reflection of ERS self assessment
 - Practice based coaching
 - A formal ERS assessment

Questions/Feedback about PDG Pilot:

- Many parts of ERS really encourage people to think about their program philosophically
 - It's not really about how many blocks or instruments but how you are using them
- The Readiness series that is in development will focus on programs choosing pieces and tools of the ERS that DO work for their programs
- Develop a better understanding that ERS is not about getting a high score but about thinking about quality and your program and finding areas that you can strengthen and improve
- ERS without the philosophical part and the deeper thinking doesn't mean quality
 - how it serves children has to always be at the forefront in order to improve quality
- Empower people to really understand the system
- Strength of ERS are the Activities and Interactions - how you are using the materials to interact with the children?

Bureau Update Andrea:

Looking at types of providers currently in the system, where they are in the system, and why original targeted outreach to join GSQ was successful

- Head Start and NAEYC were targeted because of their external monitoring systems
- Licensed Plus programs ushered into the system because of previous commitment to quality
- Previously grant-funded Pyramid Model programs because they were engaging in coaching
- Other types of programs that are in GSQ are OST programs
 - More development needed to engage these programs in CQI

Next Phase of Outreach:

Time to think about outreaching to other programs that have not entered GSQ

- Break out brainstorming in January
- Our next focus will be shifted to engage the licensed programs
 - How can we engage them and bring more providers into GSQ that weren't those original targeted providers?
 - What is the commitment and what do they get in return?