

# Learn & Grow Level 1 Training

## *Continuous Quality Improvement Framework*

*Alaska's Quality Recognition and Improvement System (QRIS)*

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# Objectives

In this training participants will learn:

- Why is Alaska implementing a QRIS?
  - What are providers saying
  - Define quality (Activity)
- How a QRIS system can help your program?
- Components and process of a QRIS system
- Implementation Phases & Timeline
- All about SEED



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Why Alaska is implementing a QRIS?



The Early Achievers Impact  
**Chris Simpson**



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# Quality is..... “The few and the powerful”

– Ball, Mitchel, Stoney, et al.)

- Safe and nurturing environments
- Consistent, responsive relationships that attune to the diverse and individual needs of the children and families.
- Research-based curricula and teaching practices, and ongoing child assessment
- Individualized teaching and learning
- Leadership focused on staff wellness and professional development, supported within a relationship- based coaching framework
- Leaders promote activities to cultivate leadership of children, teachers, and families, and encourage diversity.



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# What is a QRIS?

-  Quality Recognition & Improvement System
-  QRIS is in 43 states. Includes quality standards and activities for **Child Care, Head Start/ Early Head Start, State & Private Pre-K, and Licensed School-Age Programs.**
-  **Comprehensive continuous quality improvement framework**
-  **Financial and educational supports to Early Care and Learning programs.**
-  **Helps families to become better consumers of quality**
-  **Promotes accountability** for policy makers and funders
-  Learn & Grow is **Voluntary**



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# Learn & Grow System Long Term Outcomes

*Parent are actively participating.*

*Children are safe and healthy.*

*Communities have a healthy and sustainable workforce.*

*Early care and learning professionals earn a living wage and have access to the education.*



*Access to affordable high quality care.*

*Parents can identify high quality*

*Early care and learning administrators have resources to support CQI.*

*Children have access to high quality early care and learning environments that foster social, emotional and developmental skills to prepare them for kindergarten and success in life.*

**COACHING, EDUCATION & PROFESSIONAL DEVELOPMENT**

**FUNDING FOR WAGES, EDUCATION & QUALITY IMPROVEMENT ACTIVITIES**

**PUBLIC AND PRIVATE INVESTMENT FOR A THRIVING ECONOMY**

# LEARN & GROW FRAMEWORK



LEARN & GROW HAS **5 LEVELS** OF PROGRAM QUALITY.

- Level 1: Learning about higher quality
- Level 2: Moving into higher quality
- Level 3: Committing to higher quality
- Level 4: Growing into higher quality
- Level 5: Thriving into higher quality

WITHIN EACH LEVEL, THERE ARE **4 QUALITY DOMAINS.**

Administration & Leadership

Staff Qualifications & Professional Development

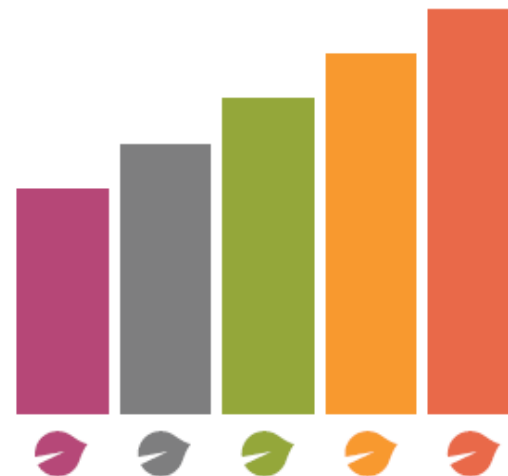
Learning Environment, Adult-Child Interactions & Child Outcomes

Family & Community Engagement

EACH QUALITY DOMAIN AREA HAS A SET OF **STANDARDS** AND **ACTIVITIES** THAT MUST BE MET.

Early care and learning programs are guided by 17 quality program standards. Each standard has specific activities that ascend the five levels of quality.

## 5 Levels of Program Quality



To achieve each level of Learn & Grow, early care and learning programs complete a set of activities within each of the 4 quality domains.



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# Example of Framework

**Learn & Grow System Long term Outcome:** All children have access to high quality early care and learning and after-school environments that foster social emotional and developmental skills to prepare them for kindergarten through high school and life.

**Domain: Learning Environment, Adult-Child Interactions, & Child Outcomes**

## Quality Activities

**Level 2:** ERS Score of 2.5 in 1/3 of total classrooms

**Level 3:** ERS Score of 3.5 in 1/3 of total classrooms

**Level 4:** ERS Score of 4.5 in 1/3 of total classrooms

**Level 5:** ERS Score of 5.5 in 1/3 of total classrooms



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**THE LEARN & GROW QUALITY  
IMPROVEMENT PROCESS: *WHY,  
WHAT & HOW?***



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# WHY & WHAT about Quality Early Care and Learning



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# HOW: Continuous Quality Improvement Process (program & classroom)



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# PHASE I

## LEVEL 1 & 2



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# Level 1: Learning About Higher Quality

## All Programs

### **Administration & Leadership**

- Child Care have a Biennial License (State of Municipality of Anchorage)
- Completed and signed Quality Improvement Plan

### **Staff Qualifications & Professional Development**

- Learn & Grow Level 1 Training
  - 100% of Leadership team and 80% of lead teachers
- System for Early Education Development (SEED) Registry
  - Active enrollment for leadership and all teaching staff who provide direct care and supervision of children.



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# Level 2: Moving Into Higher Quality Licensed Homes

## **Administration, Staff Qualifications, & Professional Development**

Administrator (person indicated on license):

- Administrator is a SEED Level 5
- Complete Level 2: Moving Into Higher Quality Training
- Written program philosophy statement

## **Learning Environment, Adult-Child Interactions, and Child Outcomes**

- Environment Rating Scale (FCCERS) score of 2.5 minimum overall score



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# Level 2: Moving Into Higher Quality

## Licensed Centers

### **Administration & Leadership**

- SEED Level 7
- Alaska Early Childhood Administrator Credential (AK-ECAC)
- Written program philosophy statement

### **Staff Qualifications & Professional Development**

- 100% of leadership team and 80% of lead teachers and complete Level 2: Moving Into Higher Quality Training Series

### **Learning Environments, Adult-Child Interactions, & Child Outcomes**

- Environment Rating Scale (ECERS-3 &/or ITERS-3) 2.5 minimum score in 1/3 of total classrooms minimum of 1 in each age group program provides care for.



# Level 2: Moving Into Higher Quality

## Licensed Group Homes

### **Administration & Leadership**

#### Licensed Group Home

- SEED Level 6
- Alaska Early Childhood Administrator Credential (AK-ECAC)
- Written program philosophy statement

### **Staff Qualifications and Professional Development**

#### Lead Teachers

- 80% complete Level 2: Moving Into Higher Quality Training Series

### **Learning Environments, Adult-Child Interactions, & Child Outcomes**

- Environment Rating Scale (FCCERS) 2.5 minimum overall score



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# Next Steps

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## FY20

- All Early Care and Education programs including Head Start, Pre-elementary, Licensed Child Care and Licensed After-school program types can participate and all **5 Levels of Program Quality** will be available for programs to work on.



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# Sneak Peak @ Level 3, 4, and 5

- Move up the SEED career ladder (administrators & staff)
- Staff Professional Development plans
  - SEED Career ladder advancement and support around use of curriculum and assessment
- Demonstrate how program philosophy looks in practice.
- Progressively increase ERS scores
- Level 3 and 4 training (*concentration on curriculum, assessment, inclusionary practices, and adversity*)



# Sneak Peak @ Level 3, 4, and 5 continued

- 1:1 Classroom based coaching
- Developmental screening & referral
- Inclusionary practices
- Child assessment and curriculum
- Program evaluation (*self-assessment*)
- Family engagement (*self-assessment and family /staff survey*)



## Sneak Peak @ Level 3, 4, and 5 continued

- Describe how participation in peer learning networks or communities of practice have impacted activities in program and/or classroom.
  - Leadership Peer Learning opportunities
  - Teacher Peer Learning opportunities





# HOW TO MOVE UP THE LEVELS OF QUALITY!



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# Resources & Supports

- Coaching and technical assistance from a trained coach
- Continuous Quality Improvement Plan
- Specialized Training
- Financial support
  - Quality Award for Child Care
- Marketing & Communication Materials



# Level 2: Moving Into Higher Quality Training

- Strengthening Families (FREE for L&G programs)
- Pyramid Model Foundations (FREE for L&G programs)
- Environment or adult-child interaction assessment tool
  - Environment Rating Scale (\$37.50)
- Introduction to Alaska Early Childhood Core Knowledge and Competencies (\$15)



*Early Care and Learning programs who have previously completed the full Strengthening Families, Pyramid Model Foundations do not need to re-take these trainings.*

# *AK-ECAC* (Center, Group Home, & Center Based)

## Alaska Early Childhood Administrator Credential (AK-ECAC)

### 1. Child Development

- Center = SEED Level 7 (12 ECE); Group Home = SEED Level 6 (6 ECE or CDA)

### 2. Fiscal Management

### 3. Human Resources

### 4. Level 2 Trainings (4)



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# AK-ECAC

## Child Care Centers & Group Homes

- Multiple Pathways to Complete
  - University
  - **thread** training
  - Online or other training methods
- Funding
  - Professional Development Reimbursement (PDR) and Travel Reimbursement (TR);
  - University ECE Scholarship Funding



# Level 1 Activities (3 steps)

**Step 1:** Enroll in Learn & Grow

**Step 2:** Meet with **thread** professional development specialist (PDS)

**Step 3:** No later than 120 days from enrollment to complete and submit Level 1 Verification



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# Level 2 Activities

Your professional development specialist will meet you with one-on-one to discuss Level 2 activities.

**thread** and Learn & Grow are here to support you and your program.



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# Renewal

- Continue to meet the requirements of Level 1 or Level 2 (*whichever recognition level the program has received*)
- Renewal occurs annually at the last day of the initial verification month.



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*Alaska's Quality Recognition and Improvement System*

**LEVEL 1** LEARNING ABOUT HIGHER QUALITY

Our program is committed to quality and participates in Learn & Grow.



# Resources

<http://www.aklearnandgrow.org>



LEARN & GROW  
PROGRAM GUIDE

Licensed Child Care Center  
Licensed Child Care Group Home  
Licensed Child Care Home

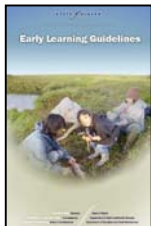
- Program Guide
- Level 2 Training Description
- Frequently Asked Questions
- 12 Easy Steps to complete Level 1 and 2
- Home Quality Activities
- Center, Group Home, and Early Head Start Quality Activities
- Alaska Early Childhood Administrator Credential



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# Early Childhood Educator Standards

Organization	Standard
Alaska Early Learning Guidelines (ELG)	ELG: Approaches to Learning
Alaska Core Knowledge and Competencies (CKC)	Standard 6: Professionalism Tier 2: Understands quality child care services Tier 3: Promotes quality in child care services. Is open to new ideas and continually refines practices as a result. Works as a part of a team, making personal contributions to collaborative efforts.
Learn & Grow	Level 1 Quality Domain: Administration and Leadership
National Association for the Education of Young Children (NAEYC)	Understands quality child care services
Child Development Associate (CDA) credential	Professionalism





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with SEED



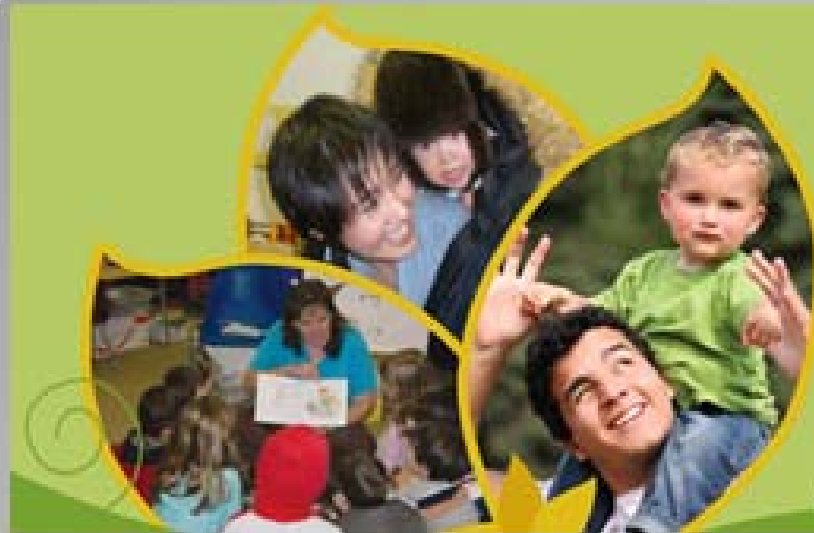
## Alaska System for Early Education Development (SEED)



## What is the Alaska SEED Registry?

- Database for early educators to track and plan their own professional development
- A tool for early educators to document and quantify professional accomplishments
- A reporting source that can inform stakeholders about the status of the early childhood workforce





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with SEED



**Join SEED Registry  
Online Portal:**

<https://akportal.naccraware.net/alaska/>

Contact [info@seedalaska.org](mailto:info@seedalaska.org) for assistance with registering.



# Is your Program Ready?

- To enter into a relationships with a **thread** professional development specialist?
- To develop or enhance a quality improvement plan designed to meet your programs individual needs?
- To prioritize time to engage in the CQI process?

