

Learn & Grow Version 3.0! New and Improved

Continuous Quality Improvement Framework

Alaska's Quality Recognition and Improvement System (QRIS)

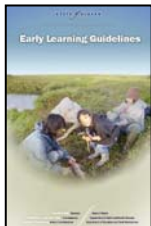
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Learn & Grow

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 |



Objectives

In this training participants will learn:

- What is a QRIS?
- Continuous Quality Improvement!
- How Learn & Grow can help your program?
- New and Improved Version 3.0!
- What's coming next?



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What is a QRIS?

-  Quality Recognition & Improvement System
-  Includes quality standards and activities for **Child Care, Early Head Start, Head Start, Pre-elementary, Licensed School-Age Programs.**
-  **Continuous quality improvement framework**
-  **Financial and educational supports to Early Childhood Education programs**
-  **Helps families to become better consumers of quality**
-  **Promotes accountability** for policy makers and funders
-  **Voluntary**



Benefits

- FREE 29 hours of training
 - Savings of \$217.50 per employee. (*Ex: 15 staff is a savings of \$3262.50*)
 - These trainings meet and exceed Licensing required 24 hours of annual training.
 - Support CDA
- FREE Technical Assistance support to identify-achieve and help sustain quality program and classroom practices.
 - *Average savings of \$1250-\$5000 depending upon program need*



Learn & Grow System Long Term Outcomes

Parent are actively participating.

Children are safe and healthy.

Communities have a healthy and sustainable workforce.

Early childhood education professionals earn a living wage and have access to the education.



Access to affordable high quality care.

Parents can identify high quality

Early Childhood administrators have resources to support CQI.

Children have access to high quality early childhood education 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: Alaska's early childhood education workforce is resilient and develop their leadership skills through access to professional development, training, education, and coaching and/or technical assistance.

Domain: Early Childhood Educator (ECE) Qualifications & Professional Development

Quality Standard: Early childhood and school age professionals are actively engaged in ongoing professional development to advance SEED career ladder placement.

Quality Activities

Level 2: Center Administrators are a SEED Level 7

Level 3: Center Administrators are a SEED Level 8

Level 4: Center Administrators are a SEED Level 9

Level 5: Center Administrators are a SEED Level 10



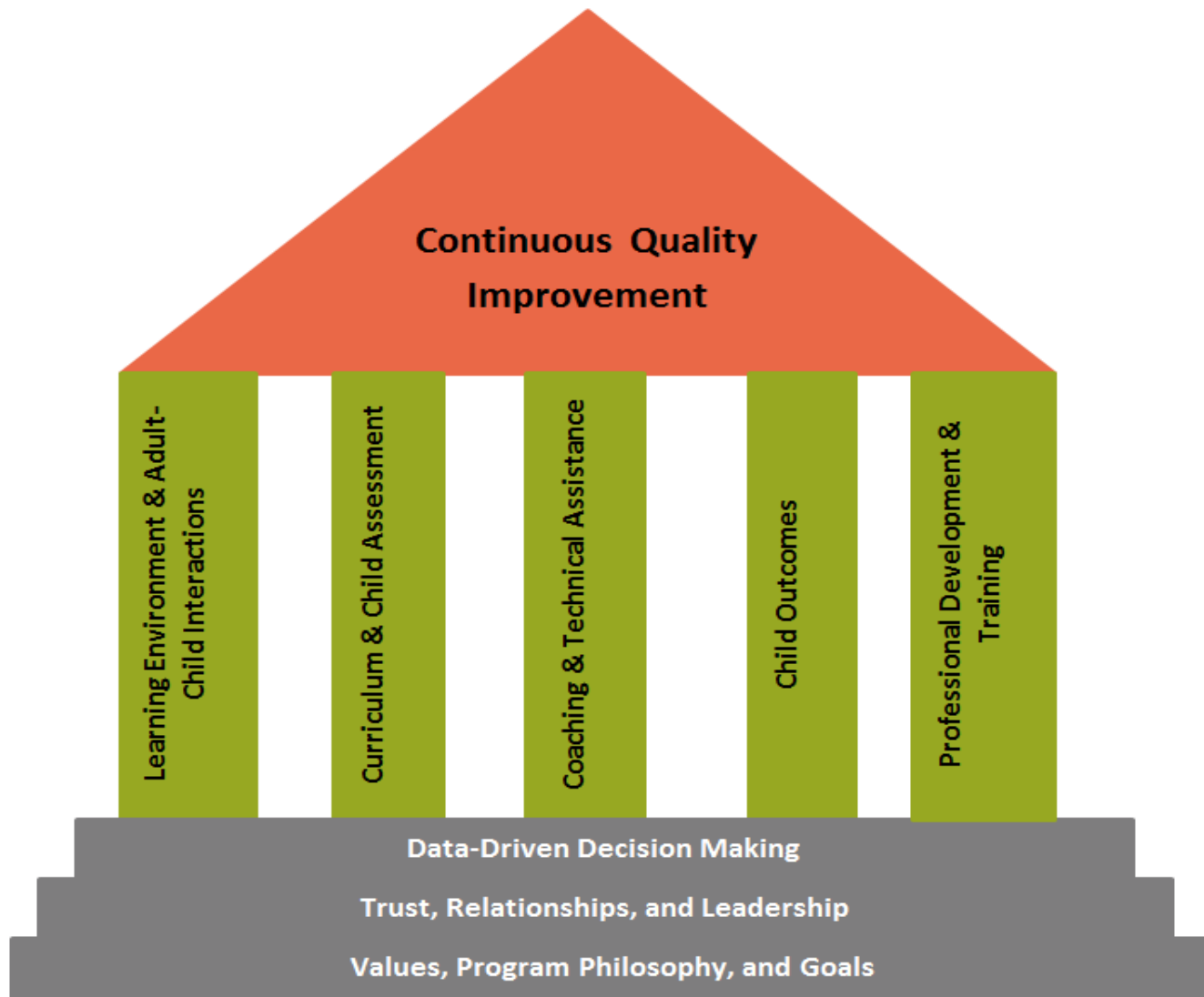
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**THE LEARN & GROW QUALITY
IMPROVEMENT PROCESS: *WHY,
WHAT & HOW?***



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WHY & WHAT about Quality Early Childhood Education



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Activity

What parts of the house does your program have in place?
Yes, Needs work, No (don't have)

- Values, Program Philosophy, Program Goals
- Trust, Relationships, Leadership (*trust between staff, staff with leadership, families*)
- Data based decision making (*what informs what we do*)
- Professional development plans & funding allocated for teachers
- Planning time for teachers so they can:
 - Attend to Learning Environment
 - Think about Adult-child interactions
 - Use a child assessment tool to guide curriculum and lesson plans
- Sufficient time allocated for teachers to receive coaching supports



HOW: Continuous Quality Improvement Process (program & classroom)



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Continuous Quality Improvement

ACTIVITY

- What do you need to build a house?
- What is the first thing you might do?
- Who might need to be involved?
- What resources/ supports/ materials might you need?
- How will you know you built it correctly?
- What will you do if you encounter barriers?



Watch:

https://www.youtube.com/playlist?list=PLPylxTNWp3EZgQ8SXFkq&yCmjZsl3B_xp



Learn & Grow



NEW & IMPROVED

LEVEL 1 & 2



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Level 1: Learning About Higher Quality

All Programs

Administration & Leadership

- Licensed Child Care, **Head Start, Early Head Start, or Pre-elementary program** with a Biennial License (State of Municipality of Anchorage)
- Completed and signed Quality Improvement Plan

Early Childhood Educator (ECE) Qualifications & Professional Development

- Learn & Grow Level 1 Training
 - Leadership team and 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.

NOTE: *Newly hired staff or new to position within 2 months of a program submitting for Level 1 verification are exempt from SEED registry and Level 1 training until annual renewal.*



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Level 2: Moving Into Higher Quality Licensed Homes & Group Homes

Same
Requirements

Administration, Early Childhood Educator (ECE) Qualifications, & Professional Development

Administrator (person indicated on license):

- Administrator is a SEED Level 5
- Level 2: Moving Into Higher Quality Trainings
 - Pyramid
 - Strengthening Families
 - ERS or CLASS intro training
 - Intro to Alaska EC CKC
 - Alaska Early Learning Guidelines
- Written program philosophy statement
- Signed and dated Letter of Commitment
- Reviewed and updated CQI plan to reflect goals from level 2 needs assessment work (FCCERS-3 self-reflection and Inventory of Practices)

Removed Admin
Credential
requirement

FREE



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Level 2: Moving Into Higher Quality

Licensed Homes & Group Homes

Learning Environment, Adult-Child Interactions, and Child Outcomes

- Complete a Self-Reflection using the Family Child Care Environment Rating Scale (FCCERS-3).
- CQIP must include goals identified from self-reflection.
- Program may request an outside evaluation from a **thread** assessor.



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Level 2: Moving Into Higher Quality

Licensed Centers, Head Start, Early Head Start, and Pre-elementary

Administration & Leadership

- SEED Level 7
- Alaska Early Childhood Administrator Credential (AK-ECAC)
- Written program philosophy statement
- Signed and dated Letter of Commitment
- Updated CQI plan (*reviewed at least 6 months prior to verification*)

NOTE: Programs with dedicated Fiscal and HR positions do not need to take credential but do need to complete the 5 content trainings.

Early Childhood Educator (ECE) Qualifications & Professional Development

- Leadership team and lead teachers complete Level 2: Moving Into Higher Quality Trainings (*Pyramid, SF, Intro to CKC, ELG, Intro to ERS/ CLASS*)



Level 2: Moving Into Higher Quality

Licensed Centers, Head Start, Early Head Start, and Pre-elementary

Learning Environments, Adult-Child Interactions, & Child Outcomes

- Complete the Environment Rating Scale (applicable to program type) or CLASS Self-Reflection and identify goals (on Classroom Action Plan or program CQIP) after conversation with thread PDS.
- *A program may choose to have an external ERS or CLASS assessment from an external inter-rater reliable assessor in 1/3 of total classrooms with a Classroom Action Plan.*

NOTE: *Newly hired staff or new to position (with exception of program administrator) within 6 months of a program submitting for Level 2 verification are exempt from SEED registry and Level 2 trainings until annual renewal.*



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AK-ECAC (Centers, Pre-Elementary, Head Start, and Early Head Start)

Alaska Early Childhood Administrator Credential (AK-ECAC)

1. Child Development (SEED Level 7 -12 ECE)
2. Fiscal Management
3. Human Resources
4. Level 2 Trainings (5)

Multiple ways to complete: See Level 2 Training Description

Programs that have a dedicated positions to HR and to Finance do not need to complete the AK-ECAC but do need to complete the 5 Level 2 trainings.



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New Learn & Grow Withdraw Policies

Level 1

- Initial Verification at 120 days if not complete: the program will receive an email notification will explain their 120 business day requirement to complete Level 1 Quality Activities has passed, and unless they submit all necessary paperwork within the next 30 calendar days they will be withdrawn from Learn & Grow. The program will be eligible to re-enroll no less than 3 months from the withdrawn date.
- Post Expiration date: A program that does not renew their Level 1 Recognition status by the expiration date but has been in contact with their PDS, will be provided a 30 calendar day extension post expiration date to submit all necessary renewal paperwork. Failure to submit the necessary paperwork by the end of the 30 calendar day extension will result in the program being withdrawn from Learn & Grow.

Level 2 Withdraw Policy

- No follow up or call back: A program may be withdrawn from Learn & Grow if the thread PDS has made three attempts at minimum 1 each of the following: phone call, email, and letter, within 1 month time but the program has not responded.
 - If an ECE program does respond to a thread PDS and the indicates interest in continuing with Learn & Grow the program will have 30 calendar days to submit all necessary paperwork. Failure to submit the necessary paperwork by the 30 calendar day deadline will result in the program being withdrawn from Learn & Grow.
- Expired Renewal Verification Date: A program that does not renew their Level by the expiration date but has been in contact with their thread PDS, will be provided a 30 calendar day extension date to submit all necessary renewal paperwork. Failure to submit the necessary paperwork by end of the 30 calendar day extension will result in the program being withdrawn from Learn & Grow.



Sneak Peak @ Level 3, 4, and 5

- Advancement up SEED career ladder (*leadership team & EC Educators (leads and assistant)*)
- ECE Professional Development plans
- Aligning and sharing program philosophy with staff and families.
- Progressively increase ERS/CLASS scores (external evaluator)



Sneak Peak @ Level 3, 4, and 5 continued

- Level 3 and 4 trainings
 - Developmental screening & referral
 - Inclusionary practices
 - Child assessment and curriculum
 - Implicit bias
 - Culturally responsiveness
 - Reducing exclusionary practices
 - Coaching 101
- Program Leadership is engagement in comprehensive program evaluations to identify program goals (where program is now and where it wants to go) in the following areas:
 - Family engagement (Strengthening Families)
 - Fiscal and HR practices
 - Inclusionary practices
 - Implementation of Pyramid practices
 - Staff Professional development and wellness





HOW TO MOVE THROUGH THE LEVELS OF QUALITY!



Learn & Grow

Resources & Supports

- FREE Coaching and technical assistance
- Continuous Quality Improvement and Classroom Action Planning
- Specialized FREE Training
- Financial support
 - Quality Award (Level 2 only)
- Marketing & Communication Materials



Enrollment Activities

Step 1: Enroll in Learn & Grow

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

- discuss Level 1 and Level 2 activities
- Write a quality improvement plan

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

Step 4: Work on Quality Improvement Plan activities to accomplish Level 2.



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
- Program Quality Activities
- Alaska Early Childhood Administrator Credential (center only)



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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?
- The biggest consideration for a program is most likely TIME!

