

Collaborative-3 Alliance Communication-Coordination-Collaboration

The Wisconsin Department of Workforce Development established a training and technical assistance (T/TA) contract with the Wisconsin Child Care Resource and Referral Network (CCR RN), The Registry and the Wisconsin Child Care Improvement Project (WCCIP) for the time period of November 1, 2005 through October 31, 2007. The purpose of the contract is to develop a plan for a single point of access for the child care workforce, parents, policy makers, legislators and others to receive T/TA related to improvement of quality in early childhood settings. This plan will be brought forward to other statewide and local child care T/TA providers, the child care workforce and other key identified stakeholders across the state to provide input into the design of a child care workforce T/TA system. This Collaborative-3 Alliance contract and the T/TA system that is being developed have been referred to throughout this contract period as the "C3".

Statement of Purpose

The purpose of the C3 contract is to design a T/TA system which identifies a single point of access to receive information and/or resources on quality improvement efforts for the child care workforce. T/TA designed to improve the child care environment, teacher interaction and business practices is key to improving and sustaining the quality of child care programming.

History

Partnerships have expanded and sharing of information and resources has occurred through this joint contract with DWD. The CCR RN, The Registry and the WCCIP have worked together using and building upon the previous planning begun in 2004-2005 when DWD brought together multiple training and technical assistance providers from across the state to meet with facilitators from the National Child Care Information Center (NCCIC), a service of the Child Care Bureau. Further work was completed through the broader Professional Development Initiative meeting again facilitated by NCCIC.

These efforts took place to begin the process of organizing a statewide child care T/TA infrastructure that will address the availability and access to quality improvement resources for the child care workforce. Existing T/TA resources for the workforce are currently being synthesized to identify areas of duplication and also to identify gaps in service. Determining the most effective and efficient use of T/TA resources available to child care providers is a primary goal of C3. Through intentional and organized efforts, C3 has met frequently, and recently, C3 completed a facilitated session with NCCIC to identify priority actions to reach the single point of access T/TA goal.

C3 Goals

- 1.) To work in collaboration with other quality improvement efforts across the full early care and education spectrum- promoting partnerships; reducing duplication by coordinating efforts; addressing barriers and gaps in services; and providing equitable T/TA services throughout Wisconsin to improve the quality of child care services.
- 2.) To combine front-line experience and expertise of T/TA providers statewide.
- 3.) To maintain elements of the existing T/TA infrastructure previously established with public funds, including centralized child care data collection and community based services.
- 4.) To maximize the use of public resources necessary to meet the needs of children and families and the child care system.
- 5.) To continue to partner with existing T/TA providers and invite new partners to help develop the single point of access professional development system for the early care and education field in Wisconsin.

The C3 has adopted the *Elements of a Professional Development System Framework* developed and provided by NCCIC. The Framework builds on a secure funding base using the following components of a system: core knowledge, credentials & qualifications, quality assurances, and the overarching element of access and outreach. The C3 goal of a single point of access to T/TA is working to develop pathways for the child care workforce to access specific T/TA resources that can improve the quality of care in child care

programs. It is envisioned that T/TA opportunities will link to, promote and compliment access to credit based early childhood instruction in Wisconsin.

C3 Guiding Principles*

- There will be state, regional and local coordination to assure systems integration and accountability. The system will create efficient use of existing resources and minimize transitions to simplify access to services.
- Practitioners can easily access affordable quality enhancement opportunities that align with the Wisconsin Model Early Learning Standards and other professional guidelines and standards recognized by the State of Wisconsin.
- Effective communication streams will be further established which include the public, stakeholders, and the community to access information and resources.
- Technical support will be provided by competent, well-qualified professionals that:
 - is specific to operating high quality child care programs,
 - promotes children's physical, social, emotional and cognitive development,
 - is culturally relevant and reflective of diverse child care programs,
 - promotes and supports a workforce that is stable by ensuring the provision of health and other benefits such as retirement and good working conditions, and
 - provides effective supervision, evaluation and mentorship of staff.
- Leadership will be demonstrated in working together and on behalf of early care and education professionals and their programs.

Organizational Structure

Collaboration will take place through the development of local and statewide partnerships as relationships are the key to the development of a strong T/TA system. Planning and professional development will be strengthened through ongoing and frequent communication and coordination. C3 system components include:

- Identifying available resources and creating awareness of needed resources not currently available.
- Determining and defining T/TA provider roles and responsibilities and quality assurance for service delivery and product development.
- Collecting data and determining accountability mechanisms and measures.
- Identifying and maximizing fiscal resources by developing and using an operational business plan.

Next Steps

- C3 will work together to review the work of T/TA organizations across Wisconsin to identify gaps in resources and information. This review will determine what data and information is currently collected through survey processes, training evaluations and other communications between T/TA providers and the child care workforce.
- Quality performance criteria will be identified for T/TA providers throughout Wisconsin.
- C3 information will be shared with a broad group of T/TA providers, child care providers, and other stakeholders to assure open communication, linkages to other quality improvement efforts and to further develop and implement the vision for collaborative T/TA opportunities.

*The contract agencies have reviewed multiple guiding principles that have been developed in Wisconsin. The C3 Guiding Principles are a blend of the following: The Children's Agenda, Wisconsin Model Early Learning Standards, Wisconsin Early Childhood Collaborating Partners, Professional Development Initiative, National Association for the Education of Young Children and the National Association of Elementary School Principals.

Elements of a Professional Development System Framework
National Child Care Information Center

