



## Wisconsin Child Care Advisory and Recommendation Exchange (WI-CARE)

August 5, 2025

12:00 p.m. – 1:00 p.m.

### Attendees

Attended	First and Last Name	Location	Attended	First and Last Name	Location
X	Annette Willburn	Milwaukee	X	Kishaunda Ransaw	Milwaukee
	Bianca Hill	Milwaukee	X	Leighton Cooper	Milwaukee
	Carol Jackomino	Rhineland	X	Liz Tittle	Little Chute
X	Cassie Koch	Madison		Lynda Nelson	Middleton
X	Christine Larson Salerno	Milwaukee	X	Margarita Ugalde	Madison
X	Corrine Hendrickson	New Glarus	X	Rose Catlett	Middleton
X	Courtney Zwick	New Glarus		Ryann Counce Barnes	Milwaukee
X	Cynthia Reineking	La Crosse		Sarah Smith	Racine
	Jay Martinez	Green Bay		Sheri Bishop	Pulaski
X	Joahna Shelton	Spooner	X	Suzette Mayotte	Ashland
X	Jolynn Wendt	Arcadia	X	Thanh Bui-Duquette	Eau Claire
X	Kahlila Fennel	Milwaukee	X	Tricia Peterson	Juneau

**DCF Staff:** Andrea Cammilleri (tech/notes), Kassidy Farrey (notes), Kaitlin Ferrick (facilitator), Tessa Freedberg (facilitator), Daria Hall (facilitator/notes), Cassidy Peterson (tech)

### Meeting Notes

#### 12:00 – 12:10 **Welcome, Reminder of Meeting Norms, Recap of last meeting**

*Daria Hall, Policy Initiatives Advisor*

*DCF Division of Early Care and Education*

**Notes:** Daria read through the meeting norms, meeting agenda, and shared a recap of ideas that members shared about the topic of child care regulatory ratios, age groups, and rules.

#### 12:10 - 12:55 **Access to Training and Technical Assistance**

*Kaitlin Ferrick, Grants Initiatives Advisor*

*Tessa Freedberg, Strategic Initiatives Advisor*

*DCF Division of Early Care and Education*

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*All WI-CARE Members*

**Notes:**

Project Goals include:

- Improving coordination and collaboration across Training and Technical Assistance providers that DCF funds
- Connecting providers to resources that are available to help them meet and exceed regulatory requirements
- Improve DCF awareness of TA landscape at state and regional levels

The opportunity with this project is to improve coordination and collaboration across TA providers in the birth to five system to:

- Support providers in getting TA that best meets their needs
- Improve program quality through the dissemination of developmentally-appropriate best practices
- Allow DCF to robustly engage with TA providers statewide
- Reduce redundancies and better utilize resources while integrating newer programs and services into the system

Why are we here today?

- Statewide meeting planning
  - DCF is bringing DCF-funded training & TA providers together to focus on improving coordination and information-sharing
  - We want to share information from providers about how easy or difficult it is to find the training and TA they need
- Feedback on Training and Technical Assistance Webpage
  - We developed the webpage in response to provider feedback
  - Does the webpage meet your needs?

**Question 1: How do you hear about or find training and technical assistance (TTA) opportunities?**

**Discussion Notes:**

- We work very closely with a particular training provider. I think I saw them listed as a participant. When we host trainings for staff, it includes 300-400 staff. They've been very helpful with coordinating the trainings for our staff, they have been one of our primary sources for training.
- I find mine through Wisconsin Child Welfare Professional Development System (WCWPDS), my Child Care Resource & Referral Agency (CCR&R), through emails, through Facebook, and the Registry.
- I have a program coordinator and she has to go find many of them herself. We get some from our licenser but it's a lot to hunt through the Registry and I would very much like to improve our contacts in this area and process for finding trainings.
- I refuse to do trainings that are just recommended trainings, I want them to be aligned to what we're working on and interested in. We reach out to our UW Extension trainer or

one of our foundations we partner with, then we create that. Last year, we brought in someone from DCF to talk about trauma-informed care at all different levels. We just look for our topics of interest.

- Most of my training I find from my certifying agency through emails, newsletters, etc.
- CCR&Rs, local and statewide training providers, WI Registry.
- My YoungStar person previously, my accreditation person now, colleagues, and our county child care network. For children with special needs, I go to the special education consultant for early childhood at the Department of Public Instruction, and my county Birth to 3.
- I also connect with colleagues and experts in the profession; really try to vet quality as there is a wide range from my personal experience.
- The Registry, accreditation, National Accreditation Commission (NAC).
- My CCR&R, various websites that we have found via research. Our staff enjoy conferences.
- NAEYC, the Association for Early Learning Leaders (AELL).
- I look for trainings through my CCR&R. They are FANTASTIC! I struggle with finding classes through the Registry, but the intro classes are available (I'm struggling with this process honestly). I'm feeling like this process is not much better than the binders and I've had 10 plus staff go this route as new hires. In Spooner, WI a lot of the great classes are unavailable to us realistically.
- My certification team is very helpful with TTA or finding referrals. They always get back to me when I have questions. I usually email when I need help.
- Honestly, it takes a lot of time for the admin staff to look and share with staff. Sometimes the trainings we see come through from local agencies via email don't provide us enough time to make it work. We don't have a certain person/agency that we talk to for suggestions. Either staff cannot change their personal life to allow them to go, or we can't change our staffing schedule in the middle of the day to allow staff to go.
- Agreed with access, affordability, quality concerns. Timing of offerings is not ideal for what's needed.
- My YoungStar technical coach used to be fantastic at helping us with trainings for topics we were searching for when I worked with the CCR&R. We struggle to find school age teacher trainings, children with special needs, i.e., downs syndrome or autism. The cost of special trainings are out of our budget by hundreds of dollars.

**Question 2: What is your experience with finding the TTA you need, or getting a referral?**

- We often find that the topics are somewhat limited, typically on the requirements around regulation. So we usually engage our network of school district staff to provide additional training to supplement what staff may need to use or incorporate in their work.
- As a single provider in home child care the expense (even when minimal) can be a hindrance. Timing of training is also tricky. Again, being a single provider in my home

means not able to do in person or Zoom easily. Evening/weekend trainings cut into personal time. If there are online, work at your own pace trainings, those are better. Being able to search/filter these types of trainings would be helpful.

- The training is one cost, but then to pay staff hourly wages on top of that makes the trainings out of reach for programs that just lost Child Care Counts.
- I agree with a lot of the comments. We also struggle with timing of when these trainings are. We are open all day and I can't ask my staff to stay another 3 hours after. When I see a class is upcoming, I have to budget and handle that. We often avoid it and "teach ourselves" because it's very complex.
- **DCF Facilitator:** Are TTA providers generally responsive when you contact them? Are they responsive when you express concerns about trying to find topics, times, or a price point that works for you?
- Truthfully, we have never reached out to say "this doesn't work for us." We have maybe been thinking they create a day/time that works for them—and our problem of not being able to make it isn't their problem. But if it's a widespread issue, we can absolutely speak out more!
- Self-paced training works best due to me being one staff at a family child care.
- I agree with other comments, after you pay for the training then you have to pay the staff for their time. It does become expensive.
- We actually have it in our policy that we pay for TIME or the TRAINING, not both. Most staff pick that we pay for the training.
- On-demand is fantastic! The school age ones, particularly when the fees were discounted, were very helpful. Already feeling the hit of not having the reduced cost of the alternate pathways to licensing with school age staff often being a bit more transitional. Staff cannot pay for high costs out of pocket.
- Our Green County Child Care Network reaches out to people and has them come to our monthly meetings and has arranged for our CCR&R, WI-AIMH, and DPI to come to us. Larger group centers with enough staff: you likely could do the same for your center and local community.
- I've expressed price and time concerns. I'm met with "the instructors need to be paid for their time," which I understand but it doesn't make it any more affordable.
- Quality varies by the experience and expertise of the trainers I have had. Some YoungStar consultants ended up asking ME about kids with special needs to use for other mentees. All have been willing to find the information and get back to me quickly when they didn't know something, though.
- Need more training in Spanish and to make sure it is equivalent to English trainings.

### Question 3: What about your interactions with TTA providers is going well?

- The flexibility has been very helpful for us, particularly with the trainer we work with most frequently. We have key time frames we use like Spring Break and Winter break, so they have been willing to work with us to schedule in those time frames. DCF has been willing

to work with us using virtual platforms. We've coordinated a leadership training and created new things that weren't listed, and they've created what we were looking for.

- Trying to respect our employees time—we went to 2 full days of training throughout the year. We close down one day in fall and one day in spring. We get to completely focus on the training on those days.
- I have talked to our certifying agency and they have worked to provide grants to help cover costs.
- A lot of the trainings I see will offer a recording after the live event.
- Online and self paced trainings with (for example) a 6 month out deadline is a popular choice for our center. It helps to enable staff to do trainings while our center is open.
- I have reached out to trainers to see if we could set up trainings with better timing that suits our program needs; we reimburse staff upon successful completion however cost is still high.
- My CCR&R offers very reasonable prices. However, when you have 5–10-year experienced staff, the trainings they want or need are more in depth and those conferences are several hundred dollars. We have options to do some of our basic training at nap time (CPR, mandated reporter) so that's positive!
- Communication about upcoming trainings is great (monthly newsletters) and grant opportunities are emailed out as they are available. If using a grant the application/documentation process has been minimal and easy to submit/understand.

### Webpage Questions:

- **Is the webpage useful for finding information about training and technical assistance providers?**
  - It could be a good tool; what is the strategy for keeping the content updated?
    - **DCF Facilitator:** We will continue to meet with group members and set up a cadence for routinely updating the page and making sure we don't end up with dead links, etc.
- **Are we missing any important categories?**
  - If there was a way to have categories by age that would also be helpful. Most staff need classes based on their age group. But otherwise, I think this would be a great tool. Break down by infants, toddlers, preschool, school-age, admin.
    - That sounds great!
    - Agreed.
  - Family child care would be a helpful category.
- **Do you think you/your team will use this webpage?**
  - No response to this question.

### Action Items:

- Share feedback provided today with the state-level Training & Technical Assistance team meeting in September.
- Consider ways to increase accessibility of trainings (i.e. scheduling, cost, format, location).
- Consider whether categories could be added to the webpage for different age levels and/or family child care program needs.

**11:55 – 12:00      Wrap-Up, Public Comment and Next Steps**

*Daria Hall, Policy Initiatives Advisor*

*DCF Division of Early Care and Education*

**Notes**

- Next meeting: September 5, 12 p.m. Topic: Business Information Form Updates

**English**

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**Spanish**

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