

Welcome to the SDA 1 RAC Meeting!



Purpose

SPARK needs you, your time, and your voice.

The purpose of the Regional Advisory Council is to strategically aid and advise SPARK Learning Lab about our services, so we can better support those who support Hoosier children and families.

We know your time is precious and thank you for joining us tonight.



These Hoosiers are worth it...



Meeting Overview

- OECOSL Provider Recognition
- Review Old Business*
- New Business*
 - Building Wellness Initiative
 - SPARK Professional Development Survey
 - Indiana Self-Assessment Tool (I-SAT) Relaunch
 - Early Care and Education Insights
- Community Comment
- Agreements and Action Items
- RAC Updates from around Indiana
- Agenda Items for Next Meeting
- Adjournment

**Community comment will be heard after each agenda item*

Welcome & Introductions

Please leave in the chat:

- Name
- Organization
- Role
- If you are RAC member



DECOSL PROVIDER RECOGNITION

Provider Recognition

- With nearly 150 nominations this round.
- Providers went through a review process by OECOSL with assistance from SPARK, and IN AEYC.
- Providers recognized will be receiving either \$1000 or \$500 in materials for their classrooms.

SDA 1: Provider Recognition

CONGRATS.....

Holly Martin
LaDawn Wright



“It takes a big heart to shape little minds.”

Review Old Business

- At the beginning of each meeting, the Council reviews action items and recommendations from the previous meeting and discusses progress made
- View meeting minutes for each SDA on the SPARK website
<http://indianaspark.com/regional-advisory-councils/>

Old Business – PTQ Insufficiencies

RAC members request adding more pages to the confirmation checklist.

An additional page was added to the resource for programs to use when/if needed.

Old Business – PTQ Advancement

RAC members request clearer communication of required PTQ courses for newly enrolled programs. In addition, changing the location of Intro to Paths to QUALITY in the course collection to avoid confusion.

Guidance has been added to the Course package in Indiana Learning Paths around the PTQ course not being required. More updates to come once the new course for staff is available.

Old Business – PTQ Insufficiencies and Advancement

RAC members request streamline communication for all agencies (OECOSL, SPARK, INAEYC). Difficult to remember or know where the information is coming from.

This is a request that SPARK is discussing with Partners to identify various solutions that may assist with the challenge.

Old Business – Knowledge of System Partners

RAC members request a directory of staff at OECOSL, SPARK, INAEYC along with an ongoing team member highlight from each agency at the RAC meetings.

OECOSL has released a page on their website that includes partner contacts by SDA and County:

<https://www.in.gov/fssa/carefinder/become-a-child-care-provider/facilities-consultants/>

SPARK will consider approach to highlighting team members in future RACs.

Old Business – Record Keeping and Reporting

RAC members request information on the effectiveness of the Early Learning Indiana Stronger Together Shared Services Hub.

SPARK has requested an update from ELI and/or a Representative to provide an update

Old Business – Record Keeping and Reporting

RAC members request more information on SPARK Performance Measure #5 Background Checks

SPARK's CY 2022-2023 Performance Measure #5

- Implement 4 strategies intended to target and support providers with the background check regulatory requirement
 - Leverage system partners to build understanding of processes that are related to or support background check compliance
 - Develop & deploy content to support backgrounds checks and “record keeping”
 - Deploy TA intended to support background checks requirements and systems used to support ongoing staff and child record keeping practices
 - Develop ongoing communication campaign to support background checks requirements & protocol, and SPARK content & coaching services to support

Old Business – Record Keeping and Reporting

**RAC members request more information on SPARK
Performance Measure #5 Background Checks**

What are the current challenges you and your staff are navigating with Background Check requirements?



Old Business – Staff Recruitment & Retention

What has SPARK been working on to respond to the challenges of Staff recruitment and retention?

- SPARK hosted a Learning Forum on recruitment and retention with an SDA 1 IN AEYC Workforce Coordinator on December 20, 2022
 - Four other sessions held for each SDA
- Several trainings in development around topics of developing effective job descriptions, branding for talent acquisition, and relational onboarding
- SPARK Business Cohorts highlight this area
- Working with IN AEYC Workforce Development Coordinators to ensure smooth handoffs



Old Business

Questions?



New Business

BUILDING WELLNESS INITIATIVE



Building Wellness

- Launched in May 2022
- Communicated via SPARK Social Media, Newsletter & OECOSL Monday Must Know
- Marketing materials sent out to all providers
 - September 2022 - Poster
 - October 2022 - Magnets
 - November 2022 - Postcard

Building Wellness

Build, Learn, Grow Building Wellness is an employee assistance program (EAP) provided by ComPsych® GuidanceResources® and offers counseling, legal and financial consultation, work-life assistance and crisis intervention services to all our Early Education and Care professionals and their household family members.

Learn more at:

wellness.buildlearngrow.org



Building Wellness Services

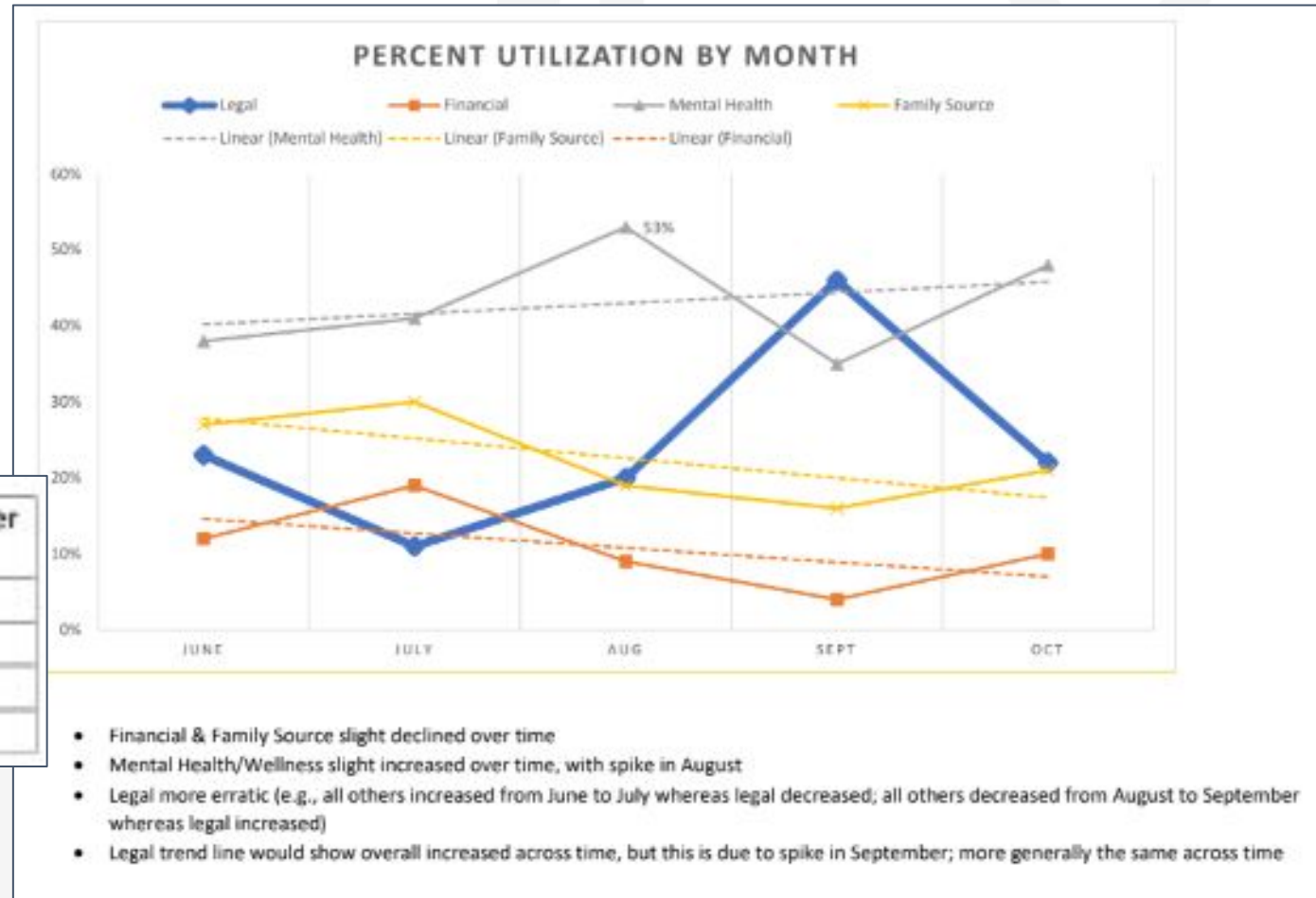
- Confidential emotional support
- Legal support
- Work-life solutions (most popular)
 - Apartment searches
 - Vacation planning
 - Finding contractors for home improvement



Building Wellness Engagement

723 instances of use across
368 unique users during
Launch thru Dec. 2022

Utilization	June (n)	July (n)	August (n)	Sept (n)	October (n)
• Legal	59	6	16	37	20
• Financial	31	10	7	3	9
• MH	98	22	43	28	44
• Family Source	69	16	15	13	19



Discussion Question- Building Wellness Initiative

Did you receive your Building Wellness marketing materials
(poster, magnets, postcards)?

Which were most helpful and why?

How did you incorporate these materials into your
program?



Discussion Question- Building Wellness Initiative

What additional approaches should be considered for marketing Building Wellness to you and your staff?



Discussion Question- Building Wellness Initiative

What services through Building Wellness would be most helpful for you and your staff?



SPARK PROFESSIONAL DEVELOPMENT NEEDS SURVEY

Professional Development Needs Survey

Objectives

- Gather feedback to prioritize the content created to meet the most pressing needs, including educator preferences on modalities, and availability of professional development and peer to peer networking opportunities
- Gather insights on the awareness, knowledge and understanding of current early childhood mental health and wellness systems and supports in Indiana
- Gather feedback on the needs and interest on different types of content and coaching supports related to mental health and wellness

Primary Audience

- Early education and care program leaders
- Program teachers and caregiving staff
- Early care and education system partners

Timeline

- Survey was opened for 2+ weeks, from August 23 thru September 9, 2022



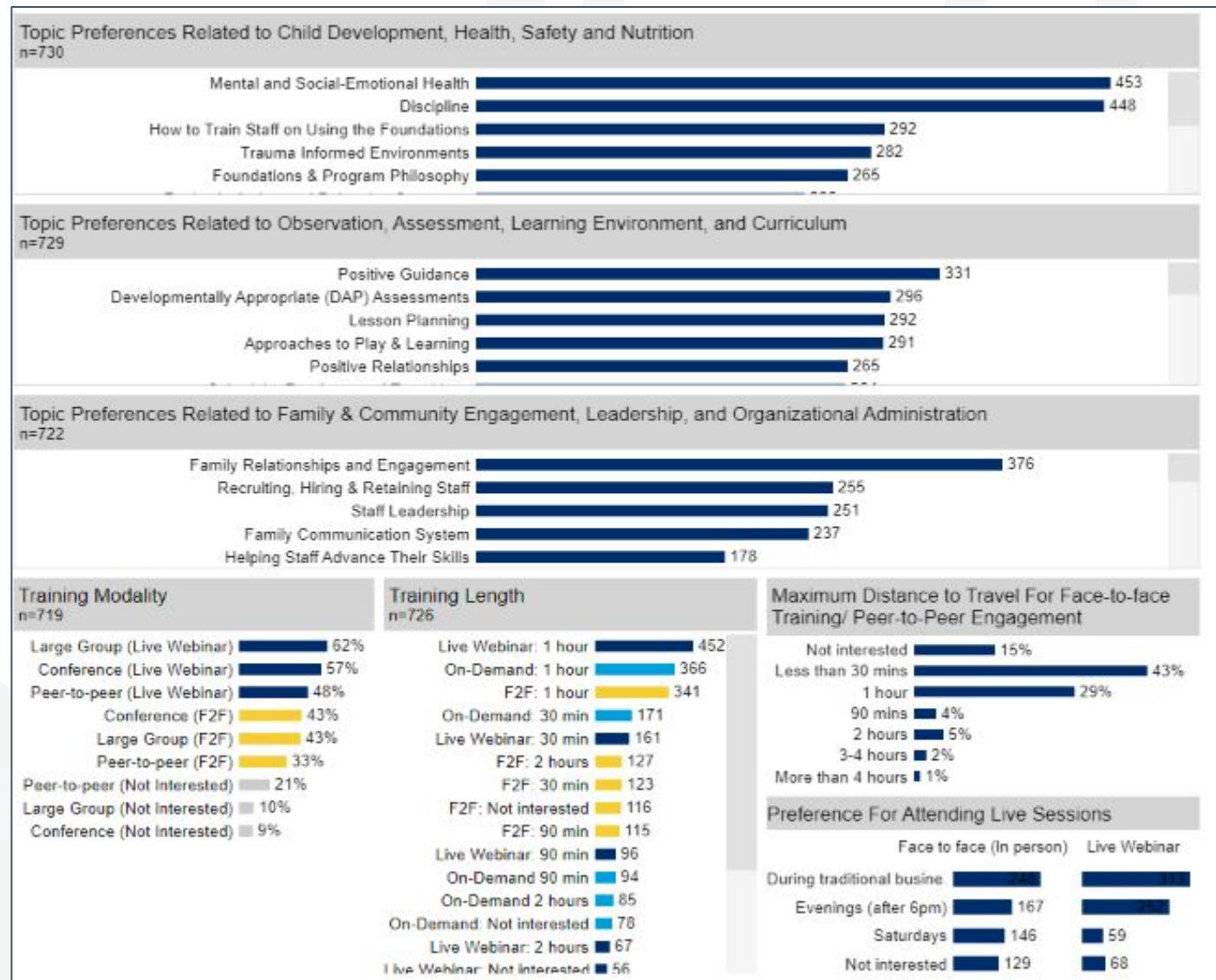
[Link to
Dashboard](#)

1,244
Total
Responses

Professional Development Needs Survey

Taking action based on data:

- Training Topic Needs
 - Challenging Behavior
 - Discipline
 - Mental Health & Wellness
- Modality
 - Increasing webinar
 - Create more on-demand
- Durations
 - Continue to offer 1 hour
- Session Days & Times
 - Weekdays during business hours and after 6 pm



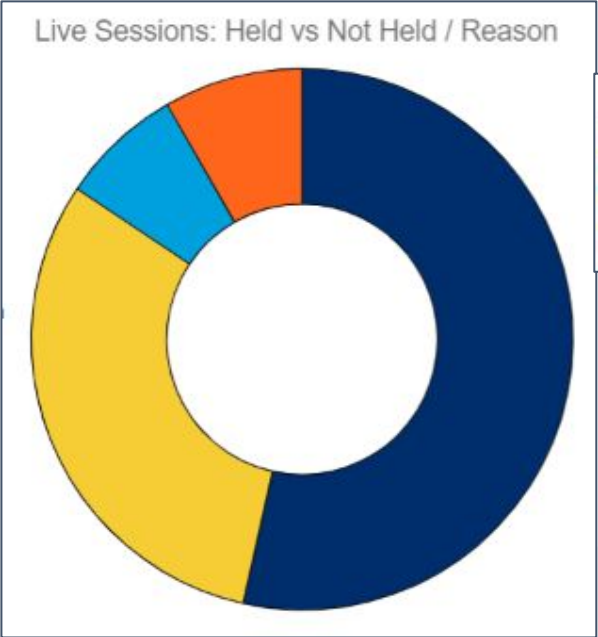
Professional Development Courses by Modality

Live Training

- 301 Training Sessions Offered
 - 161 Sessions Conducted by SPARK (54% held)
 - 15 or 9% Face to Face (In Person)
 - 146 or 91% Live Webinar (Virtual)
 - 140 Sessions Canceled (46% canceled)
 - 38 or 27% Face to Face
 - 102 or 73% Virtual Webinars
 - 991 Unique Completions
 - 740 Unique Learners
 - 434 Unique Programs Represented
 - 91 Total Unique Trainings
 - 38 Partner / Collaborative Trainings

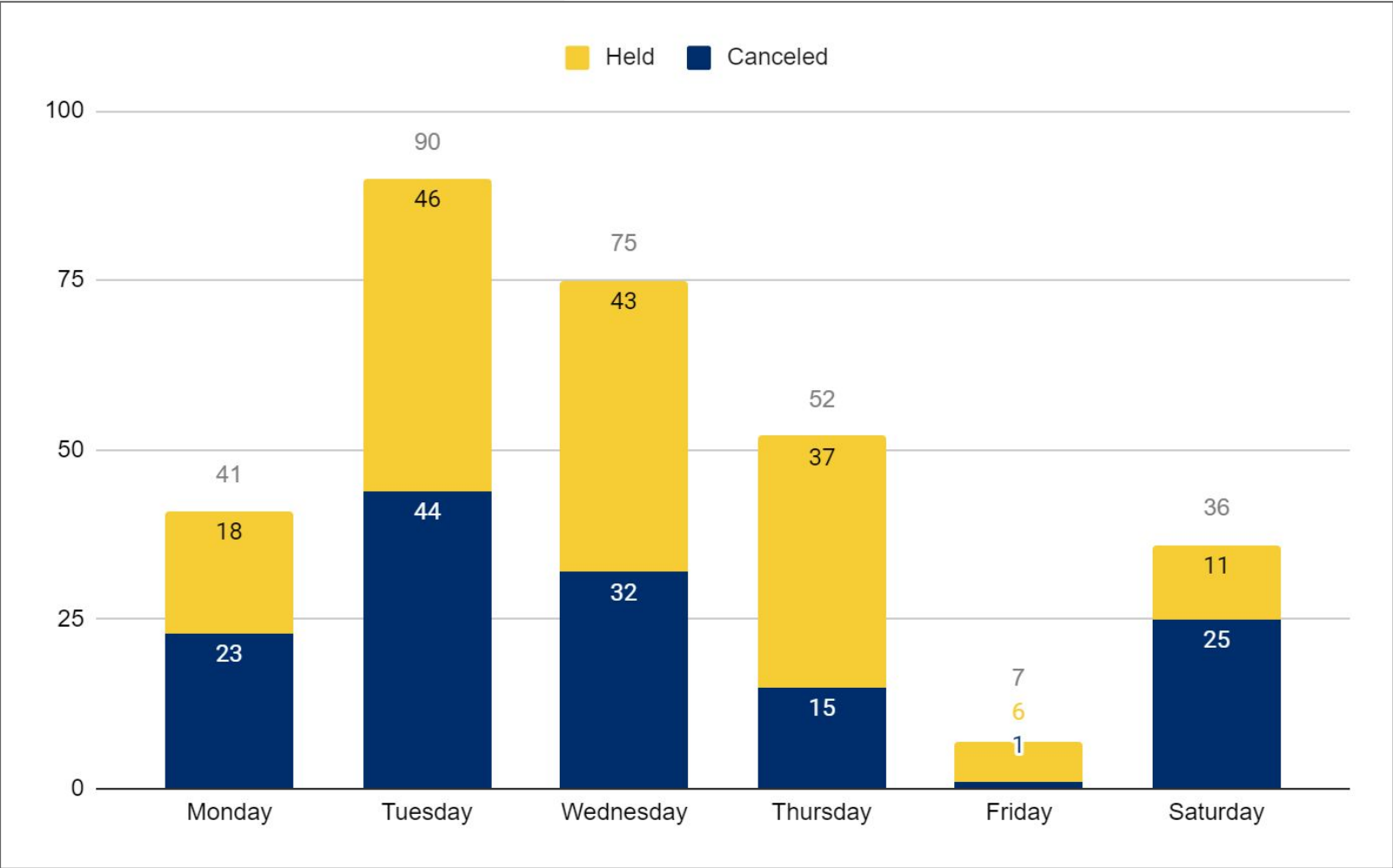
On-Demand Training

- 77 Asynchronous Courses Available
 - 35,172 Unique Completions
 - 12,700 Unique Learners
 - 2,746 Programs Represented



Cancel Reason	Count	%
Held	161	53%
Not Held - No/Low Registration	93	31%
Not Held - No Show	22	7%
Not Held - Other Reason	25	8%

Live Training Session Status by Day of the Week



Day	Canceled	Held	Total	% Held
Mon	23	18	41	43.9%
Tue	44	46	90	51.1%
Wed	32	43	75	57.3%
Thurs	15	37	52	71.2%
Fri	1	6	7	85.7%
Sat	25	11	36	30.6%

Thursday and Friday were the days of the week with the highest % of held trainings with 71.2% and 85.7% respectively

All Professional Development Courses

Session Modality	Number of Completions	Unique Learners Represented	Unique Programs Represented
Face to Face	192	178	44
Live Webinar	799	566	396
Online	35,172	12,700	2,746
Total	36,163	13,095	2,841

- Add % increase from 20-21 by modality and unique learners and programs

Planning for the Future

2023 Professional Development Needs Survey

- What will we do for 2023?
 - Ensure the survey is available in other languages than English
 - Develop system (questions) to gather better data on language needs across PD supports
 - Partner with the OECOSL to determine how the needs assessment for PDG could align (to prevent survey fatigue)
 - Evaluate how the data can be more effectively collected for analysis & interpretation
 - Explore new opportunities to increase the % of respondents across the survey but specifically with teacher roles
 - What else?

Discussion Question- Professional Development Survey IN Person Training Engagement

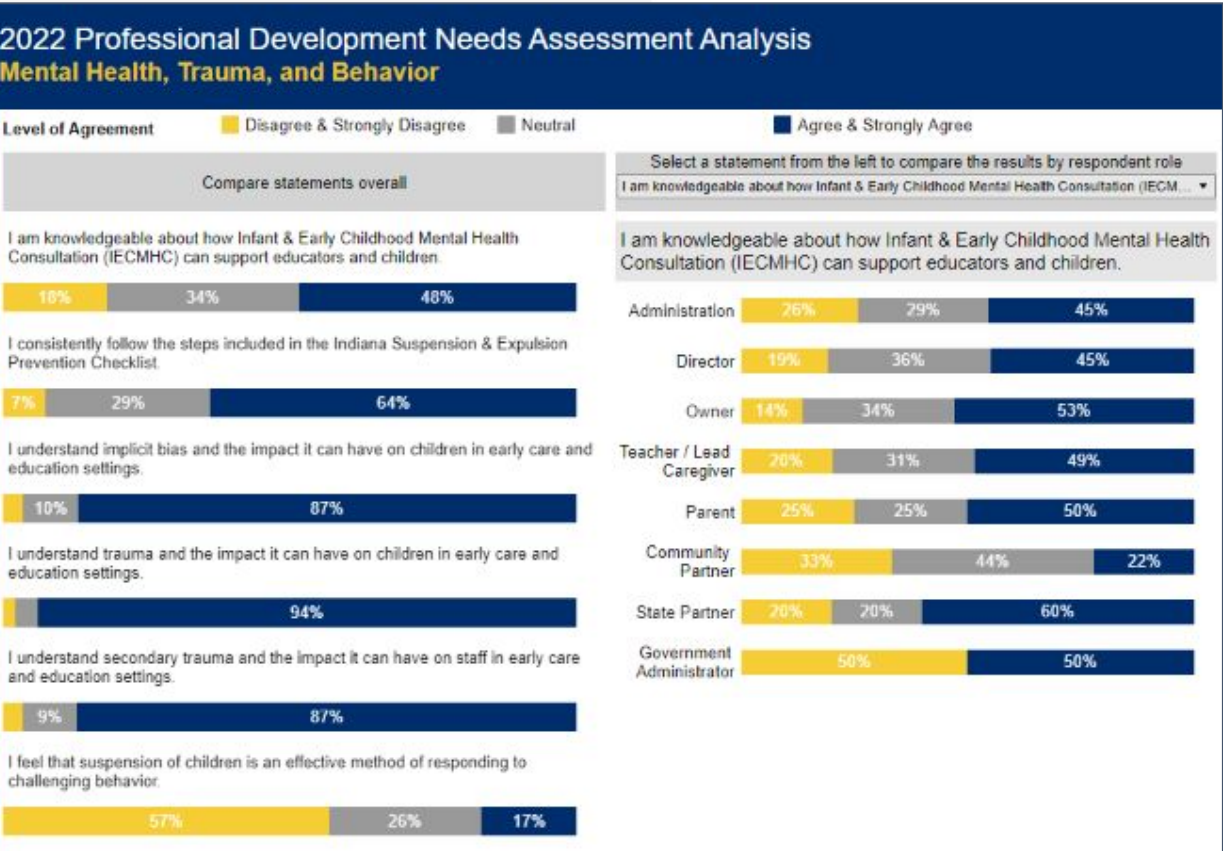
What would encourage you and your program staff to attend in person training events?



Mental Health & Wellness Focus

Professional Development Needs Survey

Key questions around mental health, trauma and behavior to inform services & supports:



How comfortable are you having a mental health and wellness coach come to your program to provide support on a regular basis around mental health and behavioral support?

Provider Type

- Family Child Care Homes expressed being less comfortable than other Program Types with on-site support
 - 23% very uncomfortable or uncomfortable for Family Child Care Homes
 - 13% very uncomfortable or uncomfortable for Licensed Child Care Centers
 - 13% very uncomfortable or uncomfortable for Registered Ministries

	Licensed Child Care Center	Family Child Care Home	Registered Ministry
Very Uncomfortable	10%	9%	11%
Uncomfortable	3%	14%	2%
Neutral	30%	39%	35%
Comfortable	31%	26%	33%
Very Comfortable	26%	12%	19%

Frequency that respondents have done the following in the past 12 months:



Discussion Question- Professional Development Survey

Mental Health & Wellness Onsite Support

What would help educators feel more comfortable with having mental health and wellness support onsite in your program or classroom?



Discussion Question- Professional Development Survey

Mental Health & Wellness

What mental health and wellness support or approaches have you used with yourself or with your staff that have found impactful?



INDIANA SELF-ASSESSMENT (I-SAT) TOOL RELAUNCH



What is the Indiana Self-Assessment Tool (I-SAT)?

- A program-level assessment for early childhood education and care programs in the state of Indiana.
- The I-SAT quality continuum includes specific behaviors, benchmarks, and ultimately a scope and sequence a program can utilize to improve quality.
- There are four (4) versions of the I-SAT, one for each program type with questions tailored for each: Center-Based, Family Child Care Homes, Ministries, School-Based

Item/Indicator: Child Development

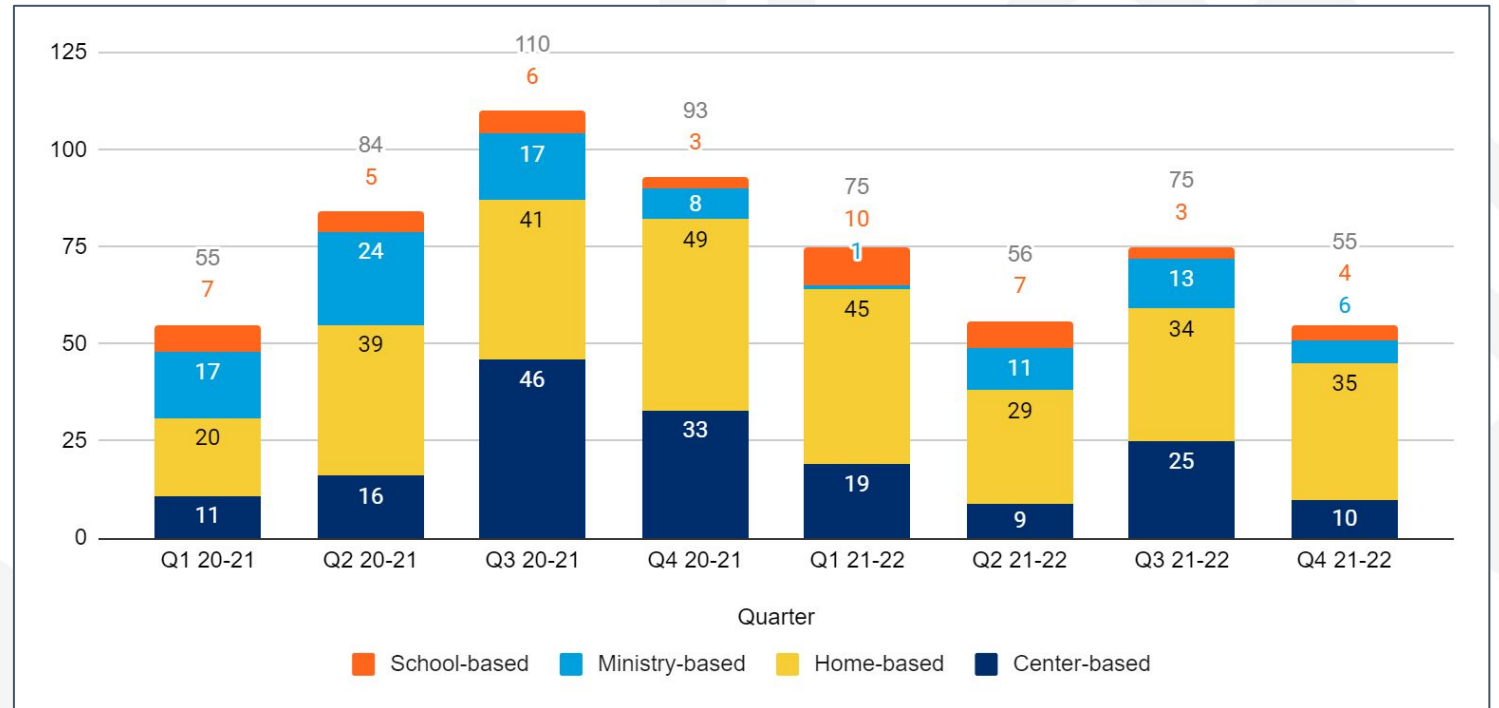
Not Yet Started ☐

Beginning	Developing	Emerging	Mastering	Excelling
Leaders have some knowledge and use of Indiana's Early Learning FOUNDATIONS and the Center for Disease Control (CDC) Developmental Milestones ages 0-13 with focus on age groups served within the program. Leaders have some training on typically versus non-typically developing children. Leaders state the importance of an inclusive environment in child development. Leaders can explain the importance of Developmentally Appropriate Practices (DAP).	All educators receive approved training in Indiana's Early Learning FOUNDATIONS and CDC developmental milestones. Leaders help all educators access training on how growth and development differ between typically developing versus non-typically developing children. Leaders help all educators access training and resources on DAP. All educators identify the impact of mental health and wellness on diversity, family structures, socioeconomic status, race, ethnicity, culture, and language which impacts child development.	All educators use Indiana's Early Learning FOUNDATIONS, CDC developmental milestones, and DAP to influence activities and learning environments planned for within the implemented curriculum. All educators interpret varied levels of development from cognitive, socioemotional, and physical through observations to support all developmental levels when designing and implementing curriculum and learning environments.	All educators use Indiana's Early Learning FOUNDATIONS, CDC developmental milestones, and DAP to evaluate the current curriculum to plan for improvements needed for implementation. All educators consistently record individual observations and complete an annual screening tool to continually align the curriculum and lesson plans to the children's individual needs and provide guidance for scheduled family conferences. All educators examine inclusive and age-appropriate practices to address mental health, diversity, and disabilities in child development.	All educators use Indiana's Early Learning FOUNDATIONS, CDC developmental milestones, and DAP to help design an individualized responsive curriculum and learning environment. All educators use Indiana's Early Learning FOUNDATIONS and CDC developmental milestones, along with the program's child screening tool, to educate and support families when discussing an individual child's development observations whenever needed.
Paths to QUALITY™:2.2, 3.8				
Core Knowledge and Competencies: 1.6, 1.7, 1.9, 1.11, 1.12				
Indiana Afterschool Standards: 2b, 2e, 4c				

I-SAT Background

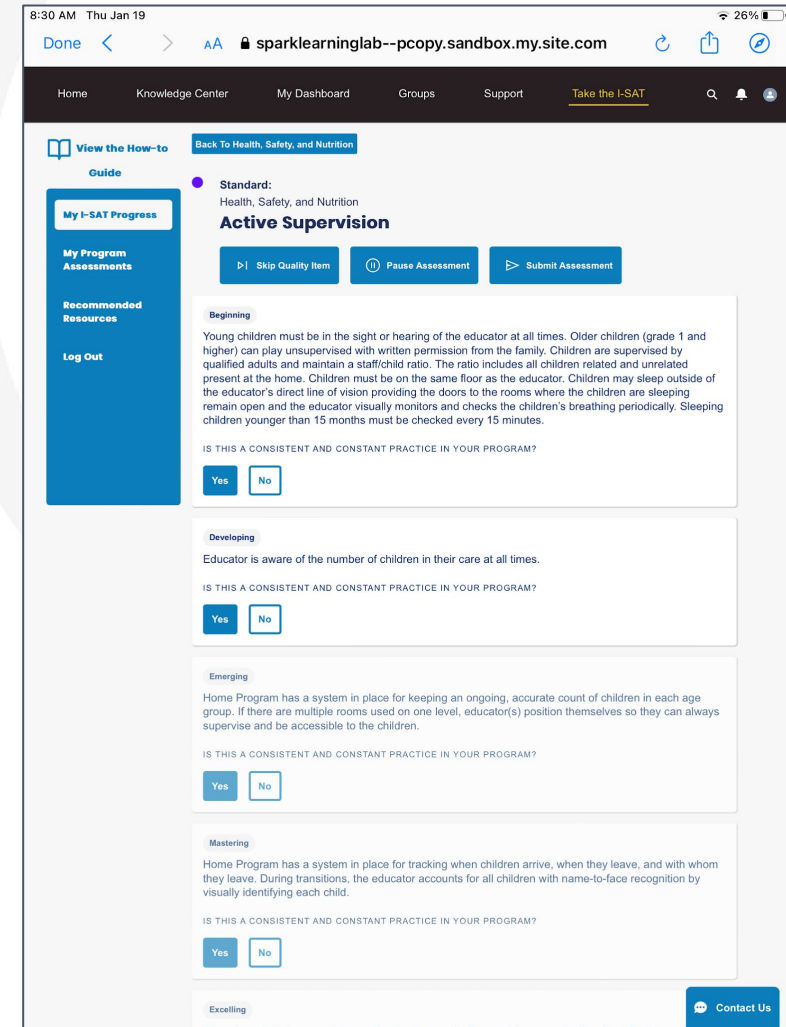
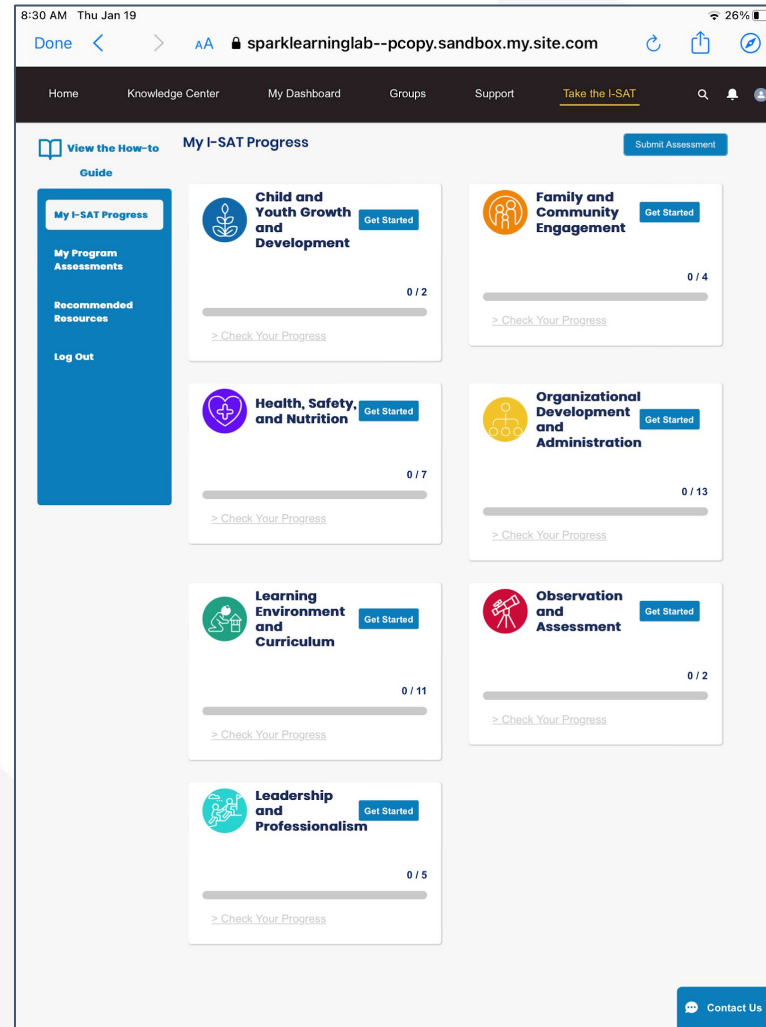
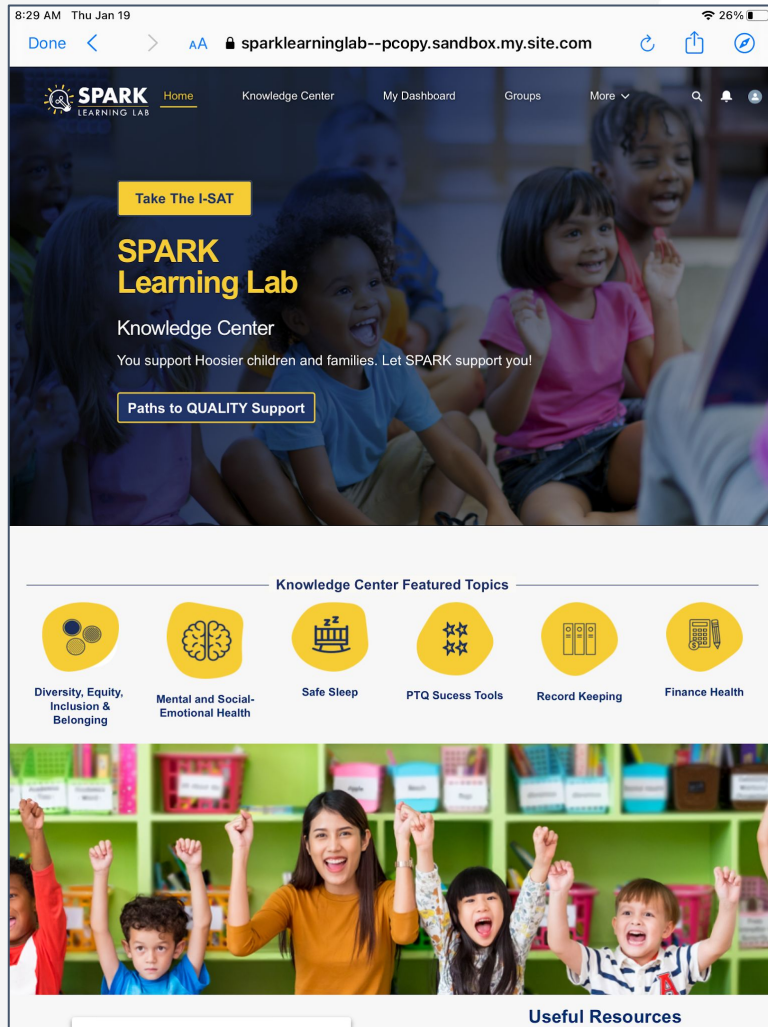
- Originally launched in 2020
- Over 600 submissions by Dec. 2022
- Available statewide in fall 2022 via My SPARK Learning Lab
- Barriers to engagement
 - Confusion on name
 - Complexity of tool
 - COVID-19 impact

I-SAT Submissions by Quarter by Care Type



Updated My SPARK Learning Lab & I-SAT 2.0 is here!

JANUARY	FEBRUARY	MARCH/APRIL
<ul style="list-style-type: none">• I-SAT 2.0 = New Quality Items have been revised to better align with needs of providers• NEW look and feel of My SPARK Learning Lab	<ul style="list-style-type: none">• Additional look and feel enhancements• Updates based on user feedback and data	<ul style="list-style-type: none">• New Name Release• Virtual Professional Development Plan (PDP) available at submission• Enhanced options to engage with your Coach



NEW LOOK AND FEEL COMING SOON!



We need your help!

Finding a new name for the I-SAT!

- Goals for new name
 - Approachable and Inviting
 - Descriptive of the tool
 - Encourages adoption of the tool
- Steps to get there
 - Options to meet goals
 - Provider feedback
 - OECOSL approval

**WHAT'S
IN A
NAME?**

Discussion Question- I-SAT Relaunch

Should a name be considered that would not / could not be made as an acronym?



Discussion Question- I-SAT Relaunch

Should “assessment” be included in the name of the tool?
Discuss pros and cons.



EARLY CARE AND EDUCATION INSIGHTS

SPARK's 2022 Annual Report Highlights

- Met all Performance Measures
- Over 11,000 cases supported by Help Desk (91% more than 20-21)
- 36,163 Training Completions
 - 13,095 Unique Educators
 - 2,841 Unique Providers
- 31 business resources or trainings created
- 195 providers engaged in Business Cohorts
- 10 Provider Support Groups lead by LCSW
 - Engaged 104 Unique Educators



What's new from SPARK in 2023

WHAT	DETAILS
Monthly Civitas Business Live Resources	Opportunity to connect live with Business Consultation Experts
Calm App https://indianaspark.com/calm-app/	Free Calm App subscription, resources and training for early childhood program leadership and staff on mental health and wellness
Provider Support Groups https://indianaspark.com/provider-support-group-form/	An opportunity to talk about the challenges faced by program leaders in a safe, confidential, online setting with your peers and a Licensed Clinical Social Worker.
In Person Lakeshore Trainings	2/9 Elkhart 2/21 Ft. Wayne 2/28 Evansville
Live Virtual - Mental Health & Wellness Trainings via <i>Indiana Learning Paths</i>	<ul style="list-style-type: none">• Diminishing MH Stigma 2/23 - 1:30-3pm EST• Burnout & Self-Care 3/27 - 1:30-3pm EST• Strengthen your Emotional Wellbeing - Indiana HS Association 4/14 - 10am-12pm EST

System and Partner Updates

- Office of Early Childhood and Out-of-School Learning
- Child Care Resource and Referral
- Indiana Association for the Education of Young Children
- Early Learning Indiana
- Infancy Onward
- Early Care and Education Coalitions
- Early Care and Education Partners



Early Care and Education Insights

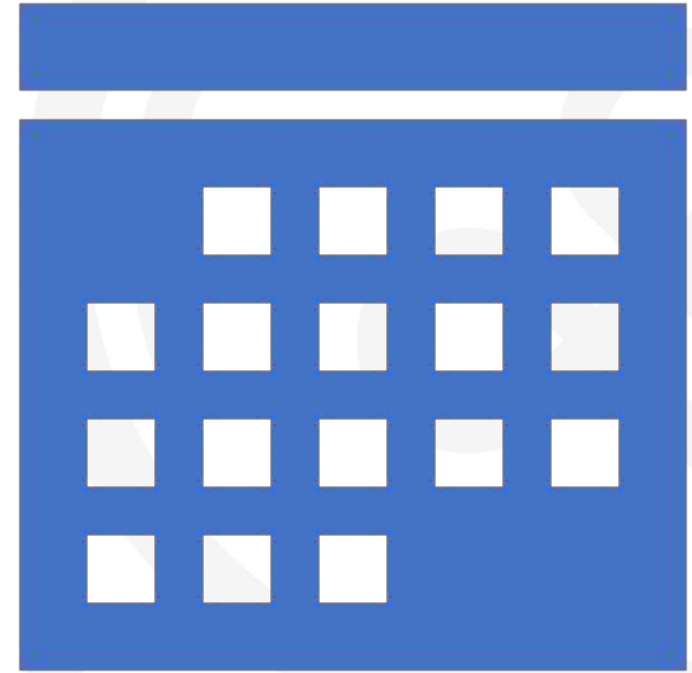
Questions?

RAC INFORMATION

RAC Information

TIME: 7:00 p.m. to 9:00 p.m.

- May 17, 2023
- September 20, 2023



Community Comment

- We want to hear from you!
- What questions/comments do you have for SPARK and the Council?



Agreements

Based on what has been presented, RAC discussion, and community comment, what suggestions and perspectives need to be captured for SPARK Learning Lab or partners to consider?

- Building Wellness Initiative
- SPARK Professional Development Survey
- Indiana Self-Assessment (I-SAT) Tool Relaunch
 - Early Care and Education Insights

Agenda Items for Next Meeting



What topics and/or SPARK supports would the Council like to discuss in May?

Stay Connected with SPARK

- Sign up for SPARK newsletter: <http://indianaspark.com/>
- SPARK Group Features
- Follow SPARK on social media!
 - [Facebook](#)
 - [Twitter](#)
 - [Instagram](#)
- Email RAC@indianaspark.com with questions



Let's Spark a Conversation!