

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

## A Message From Our Regional Coordinator:



Happy New Year!

As we begin 2017, we would be remiss not to look back on the many successes we have had in the past year. As of the end of 2016, the Northwest Region (which includes Island, San Juan, Skagit, Snohomish and Whatcom counties) has enrolled nearly 500 providers in Early Achievers! Of those 500, over 100 of them have gone through the Data Collection process and have received a rating from the University of

Washington. This illustrates a strong dedication and commitment to providing high quality care and education to young children. Thank-you for all you do!

Moving into 2017, we wanted to give you a few important reminders about some upcoming Early Achievers deadlines:

- Any licensed child care provider/program who serves children/families on Working Connections Child Care (WCCC) must enroll in Early Achievers in order to continue receiving WCCC funding.
- Existing Early Achievers participants have until 8/1/17 to complete their Level 2 Activities (6 mandatory classes and self-assessment) and must be rated a Level 3 by 12/31/19 in order to maintain their WCCC funding.
- Newly enrolled providers have one year from the date of enrollment to complete the Level 2 Activities and must be rated a level 3 within 30 months of enrolling in order to keep their WCCC funding.

Those dates may seem like you have all the time in the world and don't have to do anything yet, but if ask you the 100 providers in our region who have been rated, they will tell you that you need all the time possible in order to have a successful rating experience.

In addition, in order to be rated by 12/31/19, a program will have to have their Application for Data Collection approved by August 1<sup>st</sup>, 2019 at the VERY latest! Another thing to keep in mind is that if you wait until August 1<sup>st</sup>, 2019 to request your rating, you will be in a very long line with the rest of the state! We encourage you to work with your Early Achievers staff person sooner, rather than later, to ensure that you have the time you need, without feeling rushed.

And the most important thing to remember is, you aren't alone on this Early Achievers journey. Our staff is here to help guide you through the sometimes confusing world of EA and we love what we do so let us help you!

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER



**Amber Paulsen**

Executive Director, Kaleidoscope Preschool and Childcare Center

## Spotlight on: Kaleidoscope, Orcas Island, WA

Kaleidoscope Preschool and Child Care Center is located in Eastsound, Washington, on Orcas Island. Kaleidoscope evolved from a grass roots effort in the Orcas Island community to fulfill a critical need for child care in 1991. The program cares for children from 4 weeks to 12 years old. Kaleidoscope also has ECEAP, Washington State Preschool, for income eligible families.

Kaleidoscope joined Early Achievers in July of 2013. With the support of the Early Achievers Technical Assistant and their Coach, Kaleidoscope has continued to improve the quality of their program to serve their families and community. They successfully achieved a level 3 with specializations in interactions and environment in December of 2015.

Kaleidoscope was chosen to be part of the Early Achievers impact video series because of the services they provide to the children and families in the community and their commitment on continuous quality improvement. Many of their staff are enriching their education in early childhood with support of the Child Care Aware of Washington Scholarships and Early Achiever Scholarships through the State Community Colleges to better serve the children in their care. Kaleidoscope recently did a remodel of their outdoor environment to better comply under the Environmental Rating Scale which the children are enjoying each day.

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

## Winter Training Schedule

Our Early Achievers Level 2 trainings as well as our Enhanced Trainings for Winter are now available to register on our website. Please [register online](#) or call us at 360.734.5121 ext 227

### Early Achievers Level Two Class Descriptions:

#### **Strengthening Families.**

Strengthening Families Protective Factors are a framework for child abuse and neglect prevention and promoting optimal development. The protective factors shift the focus of efforts from family risks to family strengths and resiliency. By recognizing and building on existing strengths within communities and families, we can support all families in providing a healthy, safe, and loving environment for children. The class meets Level 2 requirements for Early Achievers participants who are their facility's primary and/or secondary contact.

6 STARS hours- \$60.00

#### **Introduction to Cultural Competence.**

This training helps early childhood educators to reflect on their daily caregiving and teaching practices of young children, heighten their level of awareness of cultural influences, and increase their ability to interact competently with children and families.

The class meets Level 2 requirements for Early Achievers participants who are their facility's primary and/or secondary contact. 2 STARS Hours- \$20.00

#### **School Readiness**

School Readiness means that children are ready for school, families are ready to support children's learning, and schools are ready for children. This training will introduce and model instructional techniques measured in the CLASS: emotional support, well organized learning environments, and instructional techniques. 4 STARS hours- \$40.00

#### **In- Service Trainings**

Washington State Requires Early Learning Professionals working in licensed family home child care and child care centers to complete a minimum of 10 hours of STARS-approved continuing education every year. Our experienced, state approved, professional trainers will offer training and times and locations convenient to you. We offer classes that are culturally relevant, hands on, and designed for your staff and program needs. Choose from one of the Core Competency areas listed below with samples of topics or request customized training to best suit the needs of your group. Classes range from 2-6 hours in length. Minimum of 8 Participants required to have an In-service training. \$10 per person per hour of training, plus an administrative fee.

For more information on how to schedule your In-Service Training, please contact Child Care Aware of NW WA at 1.888.444.1862 ext 227 or via email at [childcare@oppco.org](mailto:childcare@oppco.org)

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

## Northwest Region Training Policy Updates:

**As the need for training increases, so does the need to be more coordinated and organized. Here are a few friendly reminders on how our Trainings and Registration process works:**

- All classes are available to register online at <http://www.opppo.org/cca/calendar/> or via telephone at 360.734.5121 ext 227
- Your registration MUST include your first and last name, program name, address, phone number, email address, and STARS ID number. You will not be registered if your information is missing. Double check this information is accurate as this is how we contact you in case of cancellations.
- Level 2 Early Achievers Classes (Intro to Cultural Competency, School Readiness, and Strengthening Families) are free for Early Achievers Primary and Secondary Contact. All other attendees must pay the full fee 48 hours before the start of the training.
- Registration and payment are required 48 hours before class. Late registrations must be cleared by CCA of NW WA staff. If you register online and do not receive a confirmation email, CONTACT US ASAP.
- If paying via paypal (if payment required), it must be completed at time of registration online.
- Payment via check needs to be mailed in to Opportunity Council-CCA 1111 Cornwall Avenue, Bellingham, WA 98225 and needs to be received 48 hours before the class.
- Pre registration is required. Please do not show up without registering or you may be turned away from the class at the discrepancy of the trainer.
- We love children, but they are not allowed in our classes
- Those arriving more than 15 minutes late may not receive a certificate or refund
- Full refunds can only be issued by calling by 12pm the day before class.
- Class cancellations will be posted on our training calendar, and you will be contacted beforehand
- If you are in need of a translator, please contact our office 2 weeks in advance with the name, date, and location of the training you are attending in addition to what language you will need.

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

## News From the Network:

### **Implicit Bias – In Early Learning?**

There's been a lot of attention recently on implicit bias and police work. There's also been a growing awareness that implicit bias, the subtle biases people have but are often not aware of, can also be found elsewhere, including in banking and housing. Can it be found in early learning as well? Recent research indicates that it can.

The Yale Child Study Center in New Haven, CT, recently released a study that demonstrates even well-intentioned preschool teachers have implicit bias. Here's how the study worked: The researchers, led by Walter Gilliam, Director of the Edward Zigler Center in Child Development and Social Policy at Yale, recruited 135 early educators at a conference to watch short videos of children and try to detect challenging behavior. The educators were told that some of the videos contained challenging behavior and some did not. They were instructed to press enter on a keyboard whenever they saw challenging behavior. The videos featured four young children, a white girl and boy and a black girl and boy. While the teachers watched the videos, their eye movements were tracked. Here's what made the study work – there was no challenging behavior in any of the videos.

The results: "What we found was exactly what we expected based on the rates at which children are expelled from preschool programs," Gilliam recently told NPR. "Teachers looked more at the black children than the white children, and they looked specifically more at the African-American boy."

Gilliam has previously conducted important research on preschool expulsion that shows black children represent nearly half of all children who get expelled from preschools, but account for only 19% of the total preschool population.

### **What Can Child Care Providers Do to Reduce the Impact of Implicit Bias?**

The first step is knowing implicit bias exists, even within ourselves. Then we can work to double-check our assumptions and actions. Also, according to researchers at the University of California, Berkeley, increasing empathy, the ability to understand and relate to others' feelings and emotions, helps reduce bias.

Early Achievers child care providers have access to a wealth of resources and supports to help increase cultural competence and family engagement. These factors, combined with awareness of implicit bias and increasing empathy, can help reduce the negative impacts of implicit bias.

For more information about the study, read NPR's article:  
<http://ow.ly/39qT3o6Q7Jk>

For more information about reducing implicit bias in the classroom, visit U.C. Berkeley's Greater Good Science Center at: <http://ow.ly/GQrn3o6Q7PE>

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

## Who are we?

Check here each quarter to get to know us better!



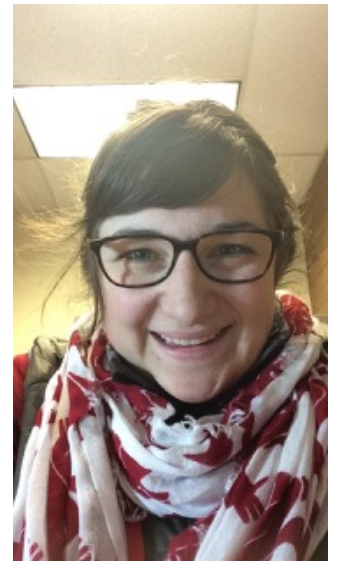
## Bellingham Office:

1111 Cornwall Avenue Suite 200,  
Bellingham, WA 98225  
360.734.8396 ext 227

### **Kat Kayser**

**Early Achievers Technical Assistant Specialist and Coach**  
**(360) 734-8396 ext. 360**

The Early Childhood Education bug caught me early on in my life and I have been in the field for over 10 years. I had the opportunity to earn my bachelors degree in Human Development with a focus on Early Childhood Education from Washington State University. I have worked with a variety of Head Start centers; blended child care and Head Start, tribal Head Start, and Head Start housed in an elementary school. Throughout my teaching career, I have had the pleasure to work with community members to increase the quality in our Early Childhood Education programs. I am excited to be part of the Child Care Aware Northwest team and to work with providers going through the Early Achievers adventure. My passion is watching children grow in ways they did not think they could. My husband and I live in beautiful Bellingham.



# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

**Jamie Ashton**  
**Early Achievers Technical Assistant**  
**Specialist, Coach, and STARS Trainer**  
**(360) 734-8396 ext. 373**

Before joining Child Care Aware of Northwest Washington at the Opportunity Council in the Spring of 2014, I spent more than 20 years as a teacher and administrator in early learning programs and schools in Whatcom County, leading one program through NAEYC

Accreditation. My childhood goal was to become a park ranger and share my love of the natural world with others. Working with young children became my avenue to do this and to watch with wonder as they approach learning with curiosity, joy, and tenacity. I am passionate about supporting teachers and administrators to be reflective learners and am committed to furthering the early childhood education field through my volunteer leadership roles with Washington Association for the Education of Young Children and National Association for the Education of Young Children. I live in Bellingham with my husband. I continue to remodel an old house and transform my yard into a "secret garden." I am rewarded with occasional visits from my grown son and dream of one-day sailing to Alaska.



**Kati Schmidt**  
**Quality Child Care Administrative Program**  
**Coordinator**  
**(360) 734-8396 ext. 431**

For as long as I can remember I've loved working with children. My pathway to the Opportunity Council/CCA has been nontraditional and includes teaching Spanish at an alternative high school, working as a horsemanship counselor for the Boy Scouts, teaching in various classrooms at the Whatcom Family YMCA

Child Care Center, and working as an integrated Recreation Specialist for adults with developmental and physical disabilities. I've finally made my way back to the education sector by working here at CCA. I have a Bachelors Degree from Western Washington University in Outdoor Recreation with a minor in Spanish and am currently earning my second Bachelors in Special Education k-12 with the intention of teaching Kindergarten. I am excited to be part of a team who has the ability to make a difference in the education and lives of so many young children as I believe they truly are our future. I spend my time between Bellingham and Darrington, WA and you can usually find me white water rafting, gardening, cooking, or exploring in the mountains with my boyfriend Gavin and my rat terrier Remington.



# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

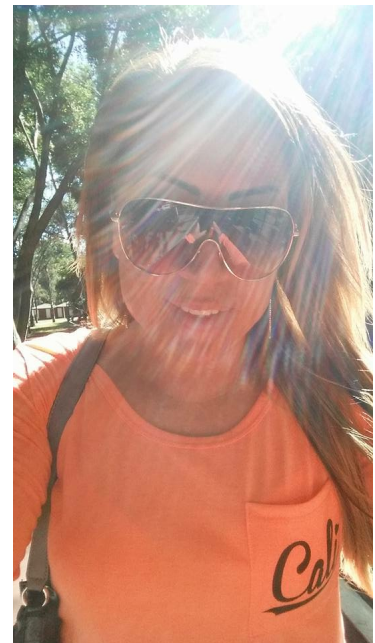
## Mount Vernon Office:

415 Main street  
Mount Vernon, WA 98273



**Ariana SantaCruz**  
**Early Achievers Technical Assistant Specialist and**  
**Coach**  
**(360) 739-6878**

Ariana works part time as a coach and TAS and specializes in working with our Spanish Speaking Providers.



# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

**Kristine Hilton****Early Achievers Technical Assistant Specialist and Coach  
(360) 296-5162**

I began my Early Childhood Education career in 1991 as an assistant Infant Teacher in Lewiston, Idaho. From this summer experience, I knew what I wanted to do with my life. After graduating high school the next year, I moved back 'home' to Spokane and began college to obtain my ECE degree. I began working as a Lead Toddler Teacher that summer and knew I was in the right field. After working with toddlers for a few years, I took over as Lead Teacher in the Preschool and also was Lead Teacher at a before and after school center. In addition to this, I was promoted to Program Supervisor/Assistant Director, a position I held on to for nearly 15 years. During this time I also obtained my Bachelors in Human Services Management. When my youngest was born in 2008, I knew it was time to move on and opened my own child care center after 4 years I decided to stay home with my kids.



When STARS training first became a requirement in 1999, I knew this was something I wanted to have my hand in. I became an approved trainer for the initial 20 hour training and all core competencies for continuing education. I found that working with providers to improve quality and care was the most beneficial and self satisfying experience I had had to date. I did this until 2012, when I moved to the west side of the state. I then worked in the foster care field as a case manager for a private agency for 4 years. I worked directly with privately licensed foster parents and the children in their care. This work was very meaningful to me, but I still missed the 'teaching' aspect I had grown to love. I began facilitating the Incredible Years parenting program and became certified in 2015. This felt wonderful and right to me – working with adults to provide the best possible outcomes for children.

In 2016 I was perusing job openings and read a job description that felt like someone had looked into my heart and mind and wrote what they observed. This description was for an Early Achievers Technical Assistance Specialist and Coach. I knew this was where I belonged, and I am looking forward to many many years working with providers and the children they serve. I have two children – an 8 year old son and a 20 year old daughter. They are the loves of my life and inspire me in everything I do.

# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

## Everett Office:

3900 Broadway Ave  
Everett, WA 98201



**Deb Walrath**  
**Early Achievers Technical Assistance Specialist**  
**and Coach**  
**(360) 734-8396**

At the tender age of 7 I knew I was going to be a teacher. Babysitting, and summer camp counseling were instrumental in leading me to earning my BA in Elementary Education with an Endorsement in Early Childhood Education from WWU. I taught Kindergarten, First, and Fifth grades in rural and urban public schools. I stayed home with my children for 10 years before finding myself drawn into the world of Early Childhood. The competency and capabilities of young children intrigue and delight me. My work as the director of a couple of small private schools, in-home care provider, and as a lead teacher and program manager in the ECEAP system encouraged my understanding of education to evolve. Intentional interactions with children, which support and facilitate learning, resonate deeply within me. I am excited to engage with childcare providers in reflective practices and continuous quality improvement as part of the Early Achievers team.



# CHILD CARE AWARE OF NW WASHINGTON QUARTERLY NEWSLETTER

**Ellie Brown**  
**Early Achievers Technical Assistance**  
**Specialist and Coach**  
**(360) 739-8203**

My passion for education and love of children started me down a path towards Early Childhood Education 15 years ago! I've held many roles in our field including Program Supervisor, Site Supervisor, Preschool Teacher, and Assistant Director. My experiences include preschool teaching, supervising after school and summer programs for children, and oversight of staff, curriculum, finances, and general management in corporate childcare. I earned a bachelors degree in Early Childhood Education from Trinity Lutheran College and have since placed enormous value on strategic development and implementation towards helping children grow, learn, and feel cared for. My heart is in seeing children become lifetime learners and helping people reach and exceed their potential in providing quality educational environments. Born and raised in Snohomish County, I now live in Arlington with my husband and sons.



**Charlotte Zissel**  
**Early Achievers Technical Assistant**  
**Specialist, Coach, and STARS Trainer**  
**(360) 543-3651**

I have worked in Early Childhood Education for over 30 years and have never thought of doing anything different. My educational background includes, Psychology, Montessori Method, and ECE. I have experience in many aspects of Early Education. I have taught in Montessori schools, owned a family childcare, trained and mentored teachers and directed a childcare center. Since starting with Opportunity Council/Child Care Aware in 2014, I have seen so many educators reach goals they never thought attainable. I enjoy helping teachers create nurturing, rich learning environments for children. My spare time is spent with my husband, two grown sons and our crazy animals. I am in awe of the changes this field has made and I hope that as an Early Achievers Coach and Technical Assistant Specialist I can support teachers to help children be life long learners.

