

State Interagency Coordinating Council Committee Report

Personnel and Training

Date: 6/10/2024

Chair/Vice Chair: Julie German-Murrey, (Chair—currently on leave) / Amy Baker, (Vice Chair)

DCYF ESIT Staff Liaison: DeEtte Snyder

of Members: 12

Recruiting: No Yes

If yes, please describe type of membership recruiting: We currently have 3 members who recently left due to moves or other personal reasons, and we are in need of filling these three positions.

of Meetings Since Last SICC held on INSERT Date This sub-committee met on April 8, May 13, and June 10, 2024. The next scheduled meeting is August 12.

Topics Covered:

*Provided input on the development of ESIT Educator Credential via a discussion on the DEC position paper on Special Instruction.

*Provided consultation to ESIT SLT regarding FRC focus group results in order to support provider agencies with retention efforts.

*Provided guidance to ESIT SLT on supporting provider agencies with communication and clarification on providers who are qualified to provide Part C services per WAC 110400.

*Generated feedback and suggestions on how to support agencies with a workforce who continues to work in a hybrid virtual/in-person format.

*Reviewed updates on the FRC Credential and the rollout.

*Revisited content of Required Trainings for new ESIT professionals, which is due to be revised.

Committee Progress to Date:

This committee continues to be actively engaged and invested in the work toward supporting agencies in hiring and retaining a strong, skilled workforce. Much of this quarter was spent supporting the work toward an ESIT Credential, specifically the Educator credential. The intent of this Credential is to better define and broaden educator standards to help ESIT agencies recruit educators who are qualified and culturally and linguistically matched with the parents who we serve in Washington state. Another area of focus this quarter was the discussion of Qualified Professionals in order to support more clear definitions of provider credentials for those professionals providing Part C services.



Committee Challenges or Obstacles:

A few of the consistent obstacles we encounter in this work include:

- *Early Support funding does not allow for agencies to offer competitive salaries, especially in this time of high cost of living.

- *Retention is also an ongoing issue, as agencies are finding a high turnover of service providers.

- *There is limited training and/or exposure to Early Support at the university level for therapists and educators, which means that many therapists and educators have are not aware of this professional path. Additionally, agencies need to spend additional time and money on training new staff on the specialized set of knowledge and skills needed to work with families of young children.

- *The current requirements for service providers, especially educators, within early support are very high, and there are limited university programs which provide the requisite requirements. This also contributes to the next challenge, which is:

- *Our workforce does not generally match the cultural and language makeup of the families who we serve, which impacts the quality of services provided.

Motion(s): None.